



**GOVERNMENT OF WEST BENGAL**

LABOUR WELFARE FACILITATION CENTRE , PANSKURA MUNICIPALITY , TAMLUK

Panskura, Purba Medinipur

**INSPECTION NOTE**

**Establishment / Shop Details**

Date of Inspection & Time : 29.06.18, 2.30 pm to 2.40 pm

Name of the Industry / Establishment / Shop : Adi Satya Narayan Dresses

Address Of Industry / Establishment / Shop : Radhamoni Bazar, P.O - Kelomal,  
P.S - Tamluk, Pin - 721627

Nature of Industry / Business : Readymade Dresses Trading

Name of the person present during this inspection: Dipak Sen

Designation of the person present during this inspection : Worker

Mobile No of the person present during this inspection : 9735069526

**Number of workers employed**

No of workmen	Male	Female
No of workmen for master role	Nil	Nil
No of contractual labour	03	Nil
No of other worker engaged	Nil	Nil

*(Signature)*  
Inspector 29.06.18

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

Purba Medinipur

Email : lwfc.panskura2014@gmail.com

*(Signature)*  
29/6/18

Inspector Minimum Wages  
Panskura L W F C  
Purba Medinipur

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

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

Gopinath Das

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

vill + P.O - Mecheda,  
P.S - Kolaghat,

Mobile No :  
Email :  
Reg/License No: 9732557677

### 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/License 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/License 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/License 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/License No:

*Signature*  
Inspector 29.06.18


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

Email : lwfc.panskura2014@gmail.com

Inspector Minimum Wages  
Panskura L W F C  
Purba Medinipur

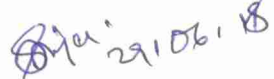
**Infringements Under Shops & Establishments Act, 1963 and W.B Rules, 1964 thereunder**

SL.NO	INFRINGEMENTS	DETECTED
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	Yes ,
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	Yes
✓ 14	Rule 11(1) : By not displaying Form G at the shop/establishment.	Yes
✓ 15	Rule 12(1) : By not displaying Form H at the shop / establishment	Yes
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.	Yes ,
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	

  
 29.06.18  
 Inspector Minimum Wages  
 Panskura L W F C  
 Purba Medinipur  
 3 of 5

at office of Assistant Labour Commissioner, Tamuk (Behind Tamuk Court)

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 ~~16/07/18~~ at ~~01.30 PM~~ 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 &  
Shops & Establishments Act, 1963 and W.B  
Rules, 1964 thereunder

Purba Medinipur

Inspector Minimum Wages  
Panskura L W F C  
Purba Medinipur

Email : lwfc.panskura2014@gmail.com