



GOVERNMENT OF WEST BENGAL

LABOUR WELFARE FACILITATION CENTRE, SERAMPUR UTTARPARA, SERAMPORE

11/C Raja K.L Goswami Street Serampore, Hooghly. 3rd Floor. PIN: 712201, West Bengal.

INSPECTION NOTE

Establishment / Shop Details

Date of Inspection & Time : Date 14/08/19 & Time 3:55 PM
Name of the Industry / Establishment / Shop: Adharn Solution Pvt Ltd.
Address Of Industry / Establishment / Shop : Sy No old Delhi Road, Vill- Shimla, Hooghly - 712249
Nature of Industry / Business : MAN POWER SUPPLY
Name of the person present during this inspection: SUBHADIP KHOSLA
Designation of the person present during this inspection: IN PLANT EXEC.
Mobile No. of the person present during this inspection : 8777796665

Number of workers employed


Number of workmen	Male	Female
Number of workmen for master role	136	10
Number of contractual labour		
Number of other worker engaged		

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

Sl No.	Name	Mobile/Email	Reg/License No.
1	Bhavana Udermani	9825500346	—
2			

A 807 Devavohm Complex, Anand Nagar cross road,
Offside madhur hall, Prahlad Nagar Ahmedabad 380015
P.S. Anand Nagar P.O. - vegalpur.

Received
Subhadip
14/08/2019


Inspector 14.08.19

of The Minimum Wages Act &
Contract Labour (R & A) Act, 1970 & W.B. Rules,
1972 thereunder, For Contractors,
Hooghly

Infringements Under Contract Labour (R & A) Act, 1970 & W.B. Rules, 1972 thereunder, For Contractors

SL.No.	INFRINGEMENTS	DETECTED
1	Violated Sec. 12(1) and rule 21 by not obtaining License form the Licensing Officer	
2	Violated Sec. 29(1) and rule 75 by not Maintaining Register of persons employed in form XIII in respect of each registered establishment separately	
3	Violated Sec. 29(1) and rule 78(1) by not maintain Muster roll , Register of Wages , Register of Deduction , Register of Overtime , Register of fines and Register of Advances (in respect of those establishment covered by either P.W. Act or M.W. Act) in the manner prescribed by either PW Act or MW act	✓
4	Violated Sec. 29(1) and rule 78(2)(a) by not maintain Muster Roll Register in Form XVI and Register of Wages in Form XVII or a combined Muster Roll-Cum-Wages Register in Form XVIII (Whichever applicable) in respect of workmen employed (when not covered under PW & MW Act)	✓
5	Violated Sec. 29(1) and rule 78(2)(b) not issuing wages slip in form XIX to workers at least a day prior to the disbursement of the wages	
6	Violated Sec. 29(1) and rule 78(2) (e) by not maintaining Register of Overtime in Form XXIII	
7	Violated Sec. 29(2) and rule 81 by not displaying notices showing rates of wages , hours of work, wages periods, date of payment of wages in respect of Contract Labour engaged and name address of the Inspector having jurisdiction at a conspicuous place at the establishment and by not sending copy of the said notices to the inspector concerned	
8	Violated Sec. 21(1) and rule 65&66 by not paying wages to the contract workers engaged before the expiry of the period prescribed	
9	Violated Sec. 21(3) rule 78 (2) (c) and 72 by not making disbursement of wages in presence of authorized represented of the P.E. and not getting the wages disbursement certified by P.E. as required in Rule 73(ii)	
10	Violated Sec. 35 (2) (n) rule 82(1) by not sending half yearly Return in Form XXIV in duplicate within one month from the close of half year ending <u>2018</u> .	✓
11	Violated Rule 79 by not displaying Extract of the Act and after being approved the Labour Commissioner	
12	Violated Rule 76 by not issuing employment card in Form XIV to each contract worker on the first day of their employment	
13	Violated Rule 77 by not issuing Service certificate inform XV to the workmen whose service has been terminated	

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 29.08.19 at 12:30 PM positively for verificaton. 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.

[Signature]
Inspector

of The Minimum Wages Act &
Contract Labour (R & A) Act, 1970 & W.B. Rules,
1972 thereunder, For Contractors,
Hooghly