

INSPECTION NOTE

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

Date & time of inspection : 27.08.19 at 14:05 hrs.
 Name & Address of the Shop / Establishment : M/S. Aditya Birla Fashion and Retail Limited
 Address - 208/22, B.G.T Road

Ward / Municipality - P.S. - Uttarpara
 Regd. Office Address, if any - P.S. - Uttarpara
 Name & Address of the Shop-Keeper(s)/Employer(s) : Suman Chakraborty
 Address - 44/3, S.B. Keerji Garden, P.S. - Uttarpara, Baraknagar
 Ward/Municipality - Baraknagar
 Email Id - Suman, Chakraborty @ abgt, andyabir@com. Contact No. - 7982834028

Nature of trade : Ready made Garments & Accessories etc.
 Trade Licence No. : 2004f02019045372
 No. of person(s) employed : Direct - Male: 19, Female: 03, Total- 22
 Through Contractor - Male: 05, Female: 04, Total- 05

Registration Certificate under the Act & Rules: (i) No. H50016452019000004
 (ii) Details : Registered in online at 19.02.19

Name & designation of the person(s) present during inspection : Tanel Mandal, Facility Manager
 Phone - 9874790975

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. 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)(i) : 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 not less than one hour is given.
- ✓ (xix) Rule 54(2) : By not preserving and producing all the registers and records for the prescribed period.

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 Deputy Labour Commissioner, 11/C Raja K.L. Goswami Street, Second Floor, Serampore, District- Hoogly, Pin-712201 on 13.09.19 at 11:30 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).

Inspector, Minimum wages & Inspector, Shops and Establishments Act

Signature of Shop-Keeper(s)/Employer(s)/Person(s) present during inspection
 Tanel Mandal
 27/08/19
 Renewed by