



Government of West Bengal
Office of the Deputy Labour Commissioner
Commercial (3rd Admn.) Building, 1st Floor, City Centre, Durgapur-713216

Date & Time of Inspection: 4/9/19 **INSPECTION NOTE** 11:55 AM
Name of the Shop / Establishment: Ajanta foot care (India) Pvt. Ltd.
Address Of Shop / Establishment: Nachan Road, Benachity
P.O.: PS: Durgapur Pin: 713213
Nature of Business: Shop
Name & Designation of the person present during this inspection: Saibal Bhattacharya
Mobile No of the person present during this inspection: 9046 56 86 56
Number of workers employed: 8
Name of the Owner(s)/Shopkeeper(s) (manager) Puspendu Banerjee
Address, Mobile no and Email of the Owner(s)/Shopkeeper(s): Ajanta House 79/2, AJC Bose Road
Mobile No.: 9851252931 Email: durgapur@ajantashoes.com
Kolkata-74

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

1. Registration certificate in Form B -
 - i) Failed to produce- Sec.16 (1) read with Rule 4
 - ii) Not displayed at a conspicuous place- Sec. 16(3)
 - iii) Not informed the RA about the changes made- Sec. 16(4)(a) read with Rule 5
 - iv) Renewal not done- Sec. 16(6) read with Rule 6(1)
2. Notice of Weekly closure in Form G -
 - i) Not displayed- Rule 11(1)
 - ii) Not closes for one & half day each week- Sec. 5(1)(a)
3. Notice of Weekly Holidays in Form H -
 - i) Not displayed- Rule 12(1)
 - ii) Employees not get one & half day holiday- Sec. 5(1)(b)
4. Appointment Letters in Form X - Not produced- Sec. 18 read with Rule 53
5. Register of employees in Form W - Not produced- Sec. 17(1) read with Rule 52(1)
6. Register of daily hours of work in Form I -
 - i) Not produced- Rule 13(1)
 - ii) Employees are made to work for more than 8½ hrs in a day- Sec. 6(2)/7(2)
 - iii) Employees are made to work for more than 5½ hrs by not giving an interval rest of one hour- Sec. 6(3)(i)/7(3)
 - iv) Working hours including overtime exceeds 10hrs in a day for the employees- Sec. 6(2)(i)/7(2)(i)
7. Overtime Register in Form U -
 - i) Not produced- Rule 40
 - ii) overtime not given- Sec. 13
8. Pay Register in Form M - Not produced- Rule 30
9. Leave Register in Form J -
 - i) Not produced- Rule 21
 - ii) Leave is not given as per provision- Sec. 11(a)/(b)/(c)/(d)
10. Visit Book - Not produced- Rule 48
11. Registers not signed by the Employer/Shopkeeper - Rule 54(3)
12. Registers not maintained in English, Hindi & Bengali- Rule 54(1)
13. Registers, records & Notices related to previous calendar year are not preserved/available in the shop/establishment for examination by the inspector- Rule 54(2)

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 & records before the undersigned on 20/9/19 at 11:45 AM 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.

Received Saibal Bhattacharya
4/9/19

AJANTA FOOTCARE (I) PVT. LTD
Plot No.-CG-618, Nachan Road
Benachity, Durgapur-713 213
Ph. No.-0343-2588033

Inspector
Shops & Establishments
Durgapur, Paschim Bardhaman