



GOVERNMENT OF WEST BENGAL

LABOUR WELFARE FACILITATION CENTRE, BHARATPUR - I, KANDI

PO.+PS-BHARATPUR DIST-MURSHIDABAD

INSPECTION NOTE

Establishment / Shop Details

Date of Inspection & Time :

Date 03 / 03 / 20 & Time 12 :: 05 P.M.

Name of the Industry / Establishment / Shop :

AD Motor bike show room

Address Of Industry / Establishment / Shop :

Dangapara, Bharatpur

Nature of Industry / Business :

Bike show room

Name of the person present during this inspection:

Abdul Aziz Alamin

Designation of the person present during this inspection :

Manager

Mobile No. of the person present during this inspection :

9775287268

Number of workers employed

Number of workmen	Male	Female
Number of workmen for master role	<u>03</u>	<u>02</u>
Number of contractual labour		
Number of other worker engaged		

Refuse to accept

Inspector
Inspector Minimum Wages
Inspector
Bharatpur-I LWFC
Kandi BLO, N.Sd.
 of The Minimum Wages Act &
 Shops & Establishments Act, 1963 and W.B
 Rules, 1964 thereunder,
 Murshidabad

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

Sl No.	Name	Mobile/Email	Reg/Lincense No.
1	Asraf Ali do Nayed Ali	7551099675	
2			
3			
4			
5			
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7			
8			
9			
10			



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

Email : lwfc.bharatpur1.block@gmail.com

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	
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	✓
14	Rule 11(1) : By not displaying Form G at the shop/establishment.	✓
15	Rule 12(1) : By not displaying Form H at the shop / establishment	
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.	✓

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.	
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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 11/03/2020 at R10Kandi, 12:10 P.M. 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

Inspector of Minimum Wages
of The Minimum Wages Act, 1948
Shops & Establishments Act, 1963 and W.B
Rules, 1964 thereunder,
Murshidabad
Kandi, O. Wsd.

Email : lwfc.bharatpur1.block@gmail.com