



GOVERNMENT OF WEST BENGAL

LABOUR WELFARE FACILITATION CENTRE, KALIACHAK - II, MALDA SADAR

Opp. to Office of the Block Development Officer, Kaliachak II, P.S- Mothabari Dt- Malda PIN-732207

INSPECTION NOTE

Establishment / Shop Details

Date of Inspection & Time : Date 18/09/2020 & Time at :: 3:5 P.M
Name of the Industry / Establishment / Shop : AADITRE AUTOMOBILES
Address Of Industry / Establishment / Shop : MOTHABARI, MALDA, PIN - 732207,
G.P - Gangrafrabad
Nature of Industry / Business :
Name of the person present during this inspection: KOUSIK DAS
Designation of the person present during this inspection : MANAGER
Mobile No. of the person present during this inspection : 9733188845

Number of workers employed

Number of workmen	Male	Female
Number of workmen for master role	7	1
Number of contractual labour	0	0
Number of other worker engaged	0	0



[Signature]
Inspector

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

Email : ajoy.d.b.m@gmail.com

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

Sl No.	Name	Mobile/Email	Reg/Lincense No.
1	Ardhendu Saha	97349	11397
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3			
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8			
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Inspector

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

SL.No.	INFRINGEMENTS	DETECTED
✓	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 than 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 21.09.2020 at 2.00 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.


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