



Sr. No.	Recommendation	Response (Yes/No/NA)	Supporting Materials
122	Mandate the submission of a single integrated return under all Labour Laws	Yes	

URL: <https://labour.gujarat.gov.in/e-citizen-government-resolution.htm>  
[https://col.gujarat.gov.in/Portal/Document/3\\_150\\_1\\_GR-Issued-2016-Self-Certification.pdf](https://col.gujarat.gov.in/Portal/Document/3_150_1_GR-Issued-2016-Self-Certification.pdf)

The screenshot shows the homepage of the Labour & Employment Department, Government of Gujarat. The navigation menu includes: About Department, Head of the Departments, E-Shram Seva, Schemes, E-Citizen, Media, Useful Links, Contact, and Board / Corporation. The 'E-Citizen' dropdown menu is expanded, listing: Right to Information, Act & Rules, Notifications, Government Resolution (highlighted with a red box), Citizen Charter, Foms, Processes Flow Checklist, Timelines, and Inspection. Below the menu is a banner titled 'Empowering Working Classes in Gujarat' and a section for 'Head of the Departments' listing six officials.

This screenshot shows the 'Government Resolution' page on the website. The breadcrumb trail is 'Home > E-Citizen > Government Resolution'. The page title is 'Government Resolution'. A list of links is displayed, with the first link, 'Government Resolution Labour and Employment Department', highlighted with a red box. Other links include 'Government Resolution Commissionerate of Labour' and 'Government Resolution Director Industrial Safety and Health'. A sidebar on the left lists various E-Citizen services.



Government Resolution List

https://labour.gujarat.gov.in/e-citizen-government-resolution-labour.htm

**Labour & Employment Department**  
Government of Gujarat

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- Act & Rules
- Notifications
- Government Resolution
- Citizen Charter
- Forms
- Processes Flow Checklist Timelines

**Government Resolution**

GR No.

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Sr.No.	Date	Gr Number	Title	Attachment
1	31/03/2016	LBL/192015/897992/M (3)	Self certification – cum – Consolidated Annual Return Scheme Under the Labour Laws (Gujarat Amendment) Act, 2015.	(664 KB)
2	31/03/2016	MIS/132015/200415/M (3)	Synchronized/Joint Inspections based on computerized risk assessment criteria under various Labour Laws in the Labour	(374 KB)

https://labour.gujarat.gov.in/Portal/Document/1\_158\_1\_RESOLUTION-2.pdf

Labour Commissionerate

https://col.gujarat.gov.in

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**Commissionerate of Labour**  
Labour & Employment Department  
Government of Gujarat

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*Our Aim: To Maintain industrial peace, ensure healthy relations between employers and employees.*

To provide effective enforcement of provisions of various labour laws to prevent exploitation of workers.

**About Commissionerate of Labour**

The most important functions of the Commissionerate of Labour include maintaining peaceful atmosphere in the labour sector, ensure co-operation and healthy relation between employers and the employees, systematic implementation of labour legislation, enhancing welfare of workers through

- Right to Information
- Proactive Disclosure
- Act and Rules
- Policies
- Notifications
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- Forms
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- Government Resolution**
- Circular
- Inspection
- Processes Flow Checklist
- Timelines

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- April 2016 Sp All (TMB) News

Smt. Anandiben Patel  
Honble Chief Minister,  
Government of Gujarat

Shri Vijaybhai R. Rupani  
Minister, Labour and

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**E-Citizen**

- Right to Information
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**Government Resolution**

GR No.

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3	31/03/2016	LBL/192015/897992/M(3)	Self Certification - Cum - Consolidated Annual return Scheme, 2016	(5 MB)
4	01/07/2015	UOL/132015/385867/M(2)	Revised Working procedure for U-WIN Card	(320 KB)
5	19/02/2015	TLM/12/2014/580760/R-2	Expert Committe for Purchase of Machinerics	(707 KB)

Director Industrial Safety and Health

https://dish.gujarat.gov.in

*Our Aim: To uphold and to protect the cause of Occupational Safety, Health and Welfare at Work Place*

To ensure safety, health, welfare and good working conditions for workers working in factories and in construction establishments and effective enforcement of provisions of the Factories Act, the Building & Other Const. Workers Act and other labour legislations to prevent exploitation of workers.

**Welcome to Director Industrial Safety and Health**

The history of Factories Act is more than 100 years old. First time the Indian Factories Act was enacted in 1881. After independence, 'The Factories Act, 1948' was made applicable in the country mainly to regulate health, safety, welfare and working conditions of Industrial workers. It has been amended from time to time, but the major amendments were enacted in 1976 and in 1987, wherein emphasis has been laid on safety in general and chemical safety in particular. To strengthen safety in chemical factories, Government of Gujarat amended the 'Gujarat Factories Rules, 1963' in February 1995.

**News**

- May 10, 2016  
ઇન્ડિયન ઓફ ડુઇંગ બિઝનેસ અન્વયે શ્રમ કાયદાઓ હેઠળ નિરીક્ષણની કામગીરી માટે સ્ટેટ એનાલિસિસ એન્ડ ઇન્ફોર્મેશન યુનિટની રચના તથા સંચુકત નિરીક્ષણ ઓનલાઇન અરજીઓ અંગે યુધારો (562 KB) **new**
- May 07, 2016  
Self Certification - cum-consolidated Annual Return Scheme Under the Labour Laws (Gujarat Amendment) Act, 2015. (933 KB) **new**

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**Self Certification - cum-consolidated Annual Return Scheme Under the Labour Laws (Gujarat Amendment) Act, 2015**

**Resources for Protective Equipments & Fire Fighting Equipments**

- Ministry of Home Affairs
- National Disaster Management Authority
- State Disaster Management
- India Metrological Department
- Department of Science & Tech.

**Disaster Management**

**Industrial Disaster Management Information system**

https://dish.gujarat.gov.in/Portal/News/231-2-Self-Certification.pdf



**Self Certification – cum- Consolidated Annual  
Return Scheme Under the Labour Laws  
(Gujarat Amendment) Act, 2015.**

**Government of Gujarat  
Labour and Employment Department  
Resolution No.: LBL/192015/897992/M (3),  
Sachivalaya, Gandhinagar.  
Date: 31<sup>st</sup> March, 2016.**

**RESOLUTION**

**Preamble:**

Gujarat is the leading developing State and to fulfill the aim of “Make in India” and “Start Up India” concept of the Central Government, the State has strongly emphasized on the Reforms in the Labour Laws for creating industrial friendly atmosphere and conducive Labour Environment with increasing transparency in the system of Labour Inspections and also aiming at elimination of Inspector Raj, without compromising the economic and welfare interests of the workers.

Therefore, the Gujarat State has amended various labour laws as, the Labour Laws (Gujarat Amendment) Act, 2015, which includes the Self Certification and submission of Consolidated Annual Returns applicable to following five (5) Labour laws, as amended, as follows;

- 1) Section-18A of the Minimum Wages Act, 1948
- 2) Section-111AA of the Factories Act, 1948
- 3) Section-26A of the Payment of Bonus Act-1965
- 4) Section-10B of the Payment of Gratuity Act. 1972
- 5) Section-29A of the Contract Labour (Regulation and Abolition) Act, 1970.

**Objective:**

The objective of the Self-Certification-cum-Consolidated Annual Return, is to curtail unnecessary visits of the Government officials for inspection of units covered under the amendment, without compromising on the safety, health, social security and welfare of the workers and facilitates submission of Consolidated Annual Return in lieu of various returns under different labour laws.



**Applicability, Validity and Procedure of the Scheme:**

1. The 'Self-Certification-cum-Consolidated Annual Return Scheme' shall be applicable to every employer who have employed 50 or more employees in an establishment registered either under;
  - the Factories Act, 1948 or,
  - the Contract Labour (Regulation and Abolition) Act, 1970.
2. The Scheme shall apply from the date of issue of this Resolution.
3. Every such employer shall submit online application on E-Shram Seva web portal on the web site of the Commissioner of Labour ([www.col.gujarat.gov.in](http://www.col.gujarat.gov.in)) with all annexure and the documents in prescribed form (**Annexure: I**) as prescribed by the Government to the Assistant Commissioner of Labour of the district of the establishment and a copy of the same to the District head of the office of the Director of Industrial Safety and Health.
4. The 'Self-Certification-cum-Consolidated Annual Return Scheme' shall not be applicable to the following factories registered under the Factories Act, 1948,
  - (A) All the classes of factories wherein any of the operations declared to be "**dangerous operation**" under the rule 102 of Gujarat Factories Rules, 1963, are carried on or ordinarily so carried on, with or without the aid of power.
  - (B) All classes of factories wherein any of the "**dangerous machines**" mentioned in schedule to rule 54 of the Gujarat Factories Rules, 1963, are being used with the aid of power, or ordinarily so used.
  - (C) All the classes of the factories involving "**hazardous processes**" mentioned under section 2(cb) of the Factories Act, 1948 (The First Schedule of the Factories Act, 1948).
5. Every employer who is covered under this scheme shall continue to be governed under it, even if, the number of employees subsequently reduced to less than 50.
6. The responsibilities of the employer under different labour laws as given in the List (Annexure- IV) shall have to be fulfilled by the every applicant employer. The list of responsibilities and obligations under the different labour laws are illustrative and not exhaustive.
7. The scheme shall be optional for every employer who has employed less than 50 employees in an establishment registered, either under the

Factories Act, 1948 or the Contract Labour (Regulation and Abolition) Act, 1970. Every such employer shall submit their application, to the Assistant Commissioner of Labour of the district of the establishment and a copy of the same to the District head of the office of the Director of Industrial Safety and Health, online in E-Shram Seva web portal on the web site of the Commissioner of Labour ([www.col.gujarat.gov.in](http://www.col.gujarat.gov.in)) with all annexure and documents as prescribed by the Government.

8. The employer of Factories and other Establishments which are covered under the Scheme and whose application is sanctioned by the Commissioner of Labour under the Scheme and submitting necessary annual returns, as prescribed in the Scheme, to the Assistant Commissioner of Labour and complying with the provisions of Labour Laws, shall be exempted from the routine inspections by the authorities appointed under the five labour laws, from the date of sanction of his application, subject to regular filing of annual returns in Annexure-V and also there should not be any complaint received by the authorities for breach any Labour laws, against such registered Establishment.
9. After sanctioning of the application under this Scheme, the concerned Employer/Entrepreneur/Establishment shall file the Consolidated Annual Return in the prescribed Performa as given at **Annexure- V** along with the required documents and information. The return can be filed on line on [www.col.gujarat.gov.in](http://www.col.gujarat.gov.in) in E-Shram Seva web portal, between 1<sup>st</sup> of January and before 1<sup>st</sup> of March of every year.
10. In the case, where any establishment registered under this Scheme, do not file the said Consolidated Annual Return or if any complaint for violation of any Labour laws, is received by the authorities, the penal actions as prescribed under the said Labour Laws, shall be initiated against such establishments.
11. Every year random inspections of the establishments, who have been registered under this Scheme, will be carried out as may be decided by the concerned HOD/Labour and Employment Department.
12. The Registration of the establishments who have registered under the Voluntary Self Certification Scheme, as per the GR No. FAC / 2003 / 3043/M-3, dtd.05.12.2003 of this Department and have valid-live Registration Number, as on date of issue of this resolution, their Registration stands CANCELLED. They will have to re-register themselves under this new Scheme, as per the provisions of this GR, if it is applicable to them.
13. The amount of Security Deposit, if any pending with the Government, will be refunded on written request for refund along with the proof of payment of deposit, the original certificate and the proof of application for new registration (if applicable), to the Deputy Commissioner of Labour.



14. The Scheme of Voluntary Self Certification - cum – Annual Return, as published by the Labour and Employment Department, GR dtd.05.12.2003, No.: FAC/2003/3043/M-3, stands cancelled from the date of issue of this GR.
15. Due to implementation of the provisions, as amended by the Labour Laws (Gujarat Amendment) Act, 2015, for the Self Certification and Consolidated Annual Return, the rules under above 5 Labour Laws, conflicting with any provisions under this GR, are being amended to that effect and will be issued separately.

**By Order and in the name of Governor of Gujarat,**

**Annexures: I to V.**

  
**(R. H. Vasava)**

**Deputy Secretary to Government**

**To:-**

1. The Commissioner of Labour, Gujarat State, Gandhinagar.
2. The Director, Industrial Safety and Health, Gujarat State, Ahmedabad.
- ✓ 3. The Deputy Commissioner of Labour, Ahmedabad/Surat/Vadodara/Rajkot.
4. The Joint Director, Industrial Safety and Health, Ahmedabad/Surat/Vadodara/Rajkot.
5. The Deputy Secretary, Industries and Mines Department, Sachivalaya, Gandhinagar.
6. The Under Secretary, Legislative & Parliamentary Affairs Department, Sachivalaya, Gandhinagar.
7. The Branch Select file.
8. The Deputy Section Officer Select file.



(ACCOMPANIMENT OF GOVERNMENT RESOLUTION NO: No.LBL/19.2015/897992/M (3).  
Dated 31<sup>st</sup> March, 2016 of the Labour and Employment Department)

**ANNEXURE-V**

**FORM FOR SELF CERTIFICATION AND CONSOLIDATED ANNUAL RETURN  
 TO BE SUBMITTED BY THE EMPLOYER REGISTERED UNDER THE SCHEME.**

**NAME & ADDRESS OF THE  
 REGISTERED ESTABLISHMENT:**

**Registration No.:** .....

.....  
 .....

I, Mr/Mrs/Miss.....hereby, certify that I am Occupier /Employer/  
 Contractor of the factory/establishment whose identification and general details are as follows. I, hereby  
 certify that the status of compliance of following labour laws and annual information of my enterprise  
 during the year..... is as under ;

- (i) The Minimum Wages Act,1948 and Gujarat Rule-21(4)1961,there under
- (ii) The Contract Labour (Regulation and Abolition) Act,1970 and Gujarat Rules 82 (1),82(2),  
 1972 there under
- (iii) The Factories Act,1948 and Gujarat Factories Rules 1963(GFR)
- (iv) The Payment of Bonus Act,1965 and Rule 5 there under
- (v) The Payment of Gratuity Act 1972 and Gujarat Rule1976 there under

1. Name and address of establishment / Factory:

Tele. No.            Mobile No.            Fax No.            e. mail address

2. Name and residential address of the  
 Employer/Occupier/contractor :

Tele. No.            Mobile No.            Fax No.            e. mail address

3. Name and residential address  
 Of the manager or person  
 responsible for supervision  
 or control of the establishment/factory :

Tele. No.            Mobile No.            Fax No.            e. mail address

4. Registration No. /License No and  
 date of commencement of  
 the establishment/Factory :

5. Nature of Industry / activity:

6. Number of Employees employed:            (Including contract workers)

Type of Worker	Unskilled	Semi-skilled	Skilled	Total	Male	Female
Direct						
Through Contractor						
Total:						



**PART -A**

My establishment is covered under the Minimum Wages Act, 1948 and rules made there under and all workers/ office staff are paid wages overtime wages as prescribed by the Government of Gujarat. I have maintained all the registers and records as required under the law.

- Number of days the establishment/factory worked in the year:
- Number of man days worked in the year
- Number of average employees employed in the year
- Total wages paid category wise-
 

Male	Rs.
Female	Rs.
- Total Fine Imposed:, if any Rs.
- Other deductions:, if any Rs.

**PART- B :**

The Part A and. B are to be furnished if the maximum number of employees employed on any day during the year under report exceed 9(Nine)

My establishment is covered under the Payment of Bonus Act, 1965 and the workers are paid bonus. I have maintained records and registers as per the Act.

- Percentage of bonus paid :
- Number of beneficiaries :
- Total amount of bonus paid :
- Date of payment :
- If bonus is not paid, reason there of :

**PART — C**

Part A, B & C are to be furnished, if the establishment has employed more than 9 contract labour on any day during the year under report. (Details to be provided by the Principal Employer).

My establishment is covered under Contract Labour (Regulation and Abolition) Act, 1970 and the workers are paid wages and overtime wages as prescribed by the Government of Gujarat. I have maintained records and registers as per the Act.

- Name and postal address of the contractor :
- Nature of work/operations of contractor :
- Total number of days during the year on which contract labour was employed :
- Total number of man days worked during the year by contract labour :
- Total number of days during the year on which direct labour was employed :
- Total number of man days worked by direct labour :
- Change, if any, in the management Of establishment its locations, or any Other particulars furnished to the Registering Officer in the application for the registration (Details may be furnished with dates of changes) :

Note: In case the numbers of contractors are more the details of each Contractor may be furnished in same columns in separate sheet.



**YEARLY RETURN to be submitted by the Contractors employing more than 9 workers.**

- Duration of contract :  
Number of days worked during the year
- Average number of contract labour worked on any day during the year.
- Details of
  - (a) Working hours
  - (b) Overtime work
  - (c) Weekly holiday
  - (d) Spread over
  - (e) Weekly holiday paid or not.

• Number of maydays' worked - During the year.	Male:	Female:	Total:
• Amount of wages paid		Rs :	
• Amount of deduction from wages		Rs :	
• The following has been provided?			
• Canteen		Yes / No	
• Rest rooms		Yes / No	
• Drinking water		Yes / No	
• Crèches		Yes / No	
• First aid		Yes / No	

**Part D**

**Details for self-certification under The Factories Act, 1948 and Rules made there under.**

My factory is registered under the Factories Act, 1948 and provisions regarding Health, Safety, Welfare etc., are compiled with.

<b>(A) Factory Identification details</b>	:
FIN (Factory Identification Number)	:
NIC Code (Five digits) Sector (Public / Private / Co-operative / Joint Venture)	:
Registration under Section {2m (i) 12m (ii) /85}	:
Registration No : License No	:
Licensed workers : Licensed H.P	:
License renewal position (year)	:
License renewal application submitted for the year	:
Plan approval No: Date:	:
Stability certificate (i) obtained on date	:
(ii) submitted on date	:
Finished products	:
Intermediates	:
Raw materials	:



**(B) Details of employment**

(i) Average daily workers: Male: ..... Female: .....

(ii) Number of days the factory worked during previous Year: .....

(iii) Number of man days worked (i.e. aggregate attendance during the previous year)

(a) Adults: (i) Men: ..... (ii) Women: ..... Total: .....

(b) Adolescents: (i) Men: ..... (ii) Women: ..... Total: .....

(iv) Average number of workers 'employed daily. i.e. man-days worked divided by number of days worked.

(a) Adults: (i) Men: ..... (ii) Women: ..... Total: .....

(b) Adolescents: (i) Men: ..... (ii) Women: ..... Total: .....

(v) Total number of man-hours worked including overtime but excluding rest interval.

(a) Adults: (i) Men: ..... (ii) Women: ..... Total: .....

(b) Young persons: (i) Men: ..... (ii) Women: ..... Total: .....

(vi) In respect of factories carrying on processes or operation declared dangerous under section 87, furnish the following information. (See explanatory note 'A')

Name of the dangerous process or operation carried of (See explanatory note 'A')	Average number of persons employed daily in each of the process or operation given (See explanatory note 'B')	Number of persons			
		Medically examined		declared unfit	
		Male	Female	Male	Female
1	2	3	4	5	6
(i)					
(ii)					
(iii)					

(vii) In respect of factories carrying on processes on "hazardous process" as defined in Section 2(cb) furnish the following information.(See explanatory note 'C')

Name of the dangerous process or operation carried of (See explanatory note 'A')	Average number of persons employed daily in each of the process or operation given (See explanatory note 'B')	Number of persons			
		Medically examined		declared unfit	
		Male	Female	Male	Female
1	2	3	4	5	6
(i)					
(ii)					
(iii)					

**(C) Compliance Status for Health Provisions**

(1) Measures taken for prevention of dust I fumes generated in the process :

(2) Provision of wholesome drinking water (Sec.18,GFR 35 to 40). :

(3) Provision of Urinals, Latrines& :

Bathrooms facilities separately  
for men and women (give Number for each)  
(Sec.19,GFR 41 to 50).

- (4) Maintenance of health records in  
Form No.20, 32 & 33 (as applicable)  
(GFR 15, 68 T)
- (5) Provision of Occupational Health  
Center (GFR 68 U)
- (6) Provision of Factory Medical Officer  
if applicable (Retainer ship base-/  
Part time I Full time) (GFR 68 U)
- (7) Number of Industrial Hygienists employed  
to monitor work, environment as required  
under Section 7-A, 112.

**(D) Compliance status for Safety provisions**

- (1) Compliance of safety provisions  
prescribed under Schedules, including  
guarding of machinery.  
(Sec.21, 22, Schedules under GFR 54 &102)
- (2) Whether safe means of access  
provided to plants & machinery  
(Sec.32, 33)
- (3) Whether emergency fire exits provided  
(GFR 66 A)
- (4) Details of firefighting equipment's  
including water storage capacity &  
trained personal.  
(GFR 66 A) &(G FR 102 Schedule-19,  
Part-3 as applicable)
- (5) Whether hoists, lifts, cranes, lifting  
tackles & lifting devices are certified  
duly by Competent Person in  
prescribed forms?  
(Sec.28, GFR 58,59; Sec.29 GFR 60, 60 A)
- (6) Whether pressure vessels in use are  
tested by Competent Person & duly  
certified in prescribed form.  
(Sec.31,GFR61, 61 A)
- (7) Details of personal protective  
Equipment's provided and special safety  
equipment's if any.  
(Sec.41,GFR 102 & 55-A)
- (8) Details of Safety Officers & Safety  
Supervisors  
(Sec.40 B GFR 68-H & 68-S)

- (9) Safety Committee functioning ?  
(if applicable) (GFR 68 F, 68 Y) :
- (10) Whether provisions of Chapter-IV A  
and GFR there under complied with  
(if covered under Schedule-I framed  
under Sec.2cb) (Sec. 41B to41H) :
- (11) Number of Safety programs for training  
& safety awareness arranged during last year  
And number of workers trained through it. :
- (12) For Major Accident Hazard Factories:
- (a) Onsite emergency plan prepared  
/ amended date: :
- (b) Rehearsals done for Onsite Emergency  
Plan during last year.(Give dates) :
- (c) Details of, Safety Policy, Safety Audit  
& Safety Report. (if applicable)  
(GFR 68 .1, 68 O & 12-C) :
- (d) Whether information regarding hazards and  
actions taken provided to public, workers  
and authorities.  
(GFR 68 K, 68 L) :
- (E) Compliance status for Welfare provisions**
- (1) Whether first aid facilities are  
provided as per rules.  
(Sec. 45, GFR 70) :
- (2) Provision of Ambulance Room  
required staff, Ambulance Van (if applicable)  
(Sec.45, GFR 68 U, 68-V & 71) :
- (3) (a) Whether canteen facility provided  
as per standards prescribed if more than  
250 workers are employed.  
(Sec. 46, GFR 72 to 78) :
- (b) Is canteen managed / run departmentally?  
Yes/No  
through a contractor? : Yes/No
- (4) Whether Rest Rooms and Lunch  
Rooms are provided? If more than  
150 workers are employed.  
(Sec. 47, GFR 79) :
- (5) Whether crèche facilities are provided  
for the use of children of women  
employees? (if more than 30 women  
are employed) :



(Sec.48, GFR 80 to 83 A)

(6) Whether Welfare Officer is appointed as per the provisions laid down (Sec.49) :

**(F) Compliance status of Working Hours provisions**

(1) Compliance of provisions relating to working hours for adults i.e. 9 hours a day and 48-hours per week, (Sec. 51 to 06 GFR 84 to 86) :

(2) Whether notice of period of work displayed on notice board? (Sec. 61, GFR 871) :

(3) Shift timings :  
 1<sup>st</sup> shift from ..... to..... 2<sup>nd</sup> shift from.....to.....  
 3<sup>rd</sup> shift from..... to.....  
 General shift from..... to.....

(4) (a) Normal working time for women workers — In case of relaxation granted for working hours of women workers, whether return & transport and security facilities provided. (GFR91-A) :

(b) Whether certificates of fitness are obtained for employment of young persons (Above 14 yrs.) in the prescribed Form No.5 (Sec.69) :

**(G) Compliance status for Annual leave with wages,**

(a) Whether leave with wages are allowed to the eligible employees (Sec.79) :

(b) Total number of workers discharged / dismissed from the service /quit employment / superannuated /died while in service during the previous year :

(c) Number of workers in respect of whom wages in lieu of leave were paid: :

**Leave with wages**

Total number of workers employed during the year :  
 (a) Adults: (i) Men: \_\_\_\_\_ (ii) Women: \_\_\_\_\_ Total: \_\_\_\_\_  
 (b) Young person's: (i) Men: \_\_\_\_\_ (ii) Women: \_\_\_\_\_ Total: \_\_\_\_\_

Number of workers who were entitled to annual leave with wages during the year,  
 (a) Adults: (i) Men: \_\_\_\_\_ (ii) Women: \_\_\_\_\_ Total: \_\_\_\_\_  
 (b) Young persons: (i) Men: \_\_\_\_\_ (ii) Women: \_\_\_\_\_ Total: \_\_\_\_\_

Number of workers who were granted to annual leave with wages during the year,  
 (a) Adults: (i) Men: \_\_\_\_\_ (ii) Women: \_\_\_\_\_ Total: \_\_\_\_\_  
 (b) Young persons (i) Men: \_\_\_\_\_ (ii) Women: \_\_\_\_\_ Total: \_\_\_\_\_

**(H) Reporting of accidents to Factory Inspectorate —**

(1) Whether arrangements are made to report the accidents involving more than 48 hours absence including serious and fatal to Factory Inspectorate in Form No. 21? (Sec. 88, GFR 103)



(2) Number of Accidents and Dangerous Occurrences during Previous year

	Accidents involving							
	Only non-fatal injuries			Fatal injuries as well as non-fatal injuries				
	Number of			Number of				
	Accidents/ Occurrences	Persons injured inside	Persons Injured Outside	Accidents/ Occurrences	Persons Injured inside	Persons Injured Outside	Persons killed inside	Persons killed outside
	The factory			The factory		The factory		
<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
1. Accidents including dangerous occurrences and major accidents involving injuries / deaths.								
2. Dangerous occurrences not involving injuries /deaths								
3. Dangerous occurrences involving injuries/deaths.								
4. Major accidents involving injuries/deaths.								
5. Major accidents not involving injuries/deaths.								

(3) Injuries occurring inside the factory during the previous year.

Number of injuries occurring in								
Hazardous Process under Section 2(b)			Dangerous operations under Section 87			Others		
Number of			Number of			Number of		
Accidents	Persons injured		Accidents	Persons injured		Accidents	Persons injured	
	Fatal	Nonfatal		Fatal	Nonfatal		Fatal	Nonfatal
1	2	3	4	5	6	7	8	9

(4) (i) Nonfatal injuries (workers injured during the year in which injured workers returned to work during the same year.

- (a) Number of injuries:
- (b) Man-days lost due to injuries:

(ii) Nonfatal injuries (workers injuries) occurring in the previous year in which injured workers returned to work during the year to which this information relates

- (a) Number of injuries:
- (b) Maydays lost due to injuries (this should be the total man-days lost during the previous year as well as in the current year):

Place: .....

Date: .....

Manager/Owner/Partner:

Name of the Applicant Establishment: .....