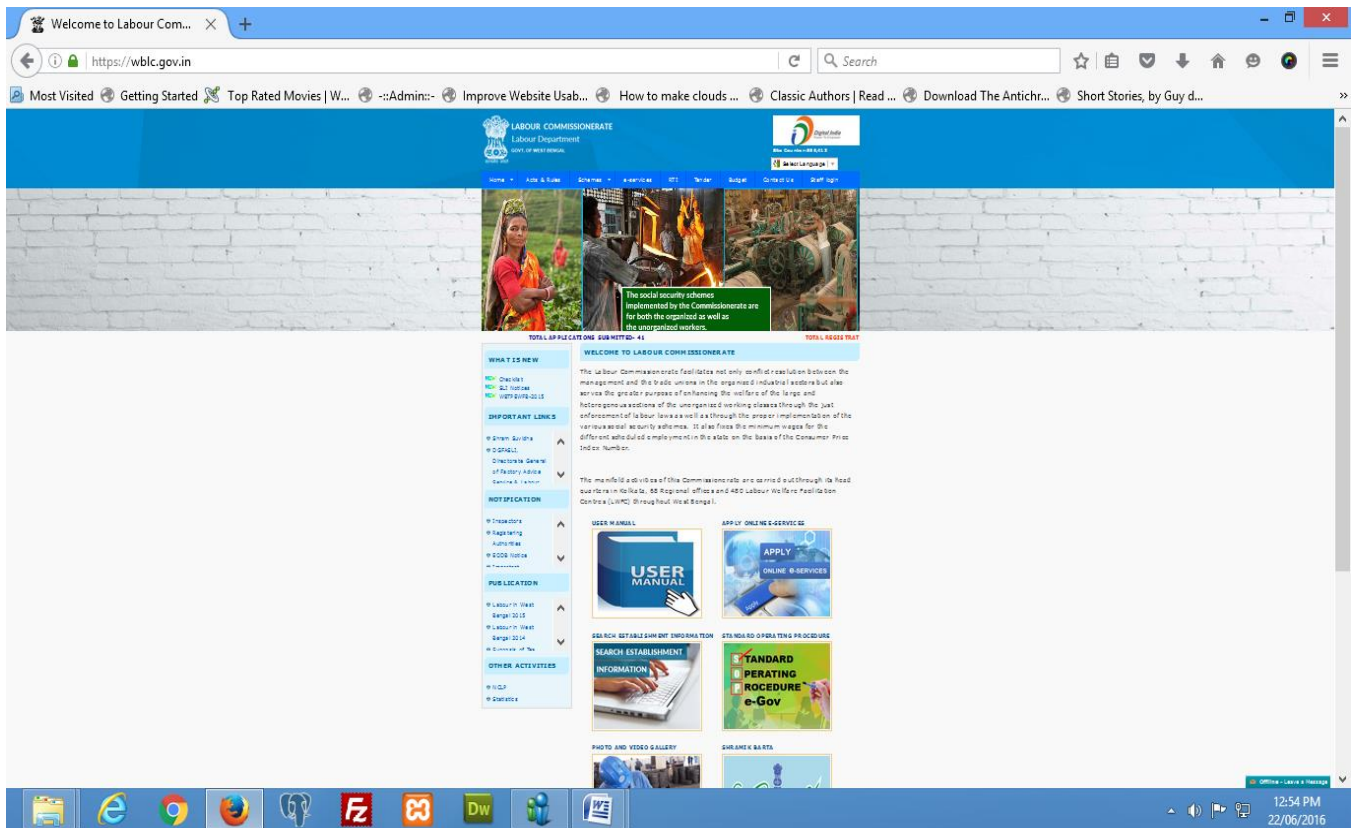


Download Inspection Note for minimum wages act by Applicant

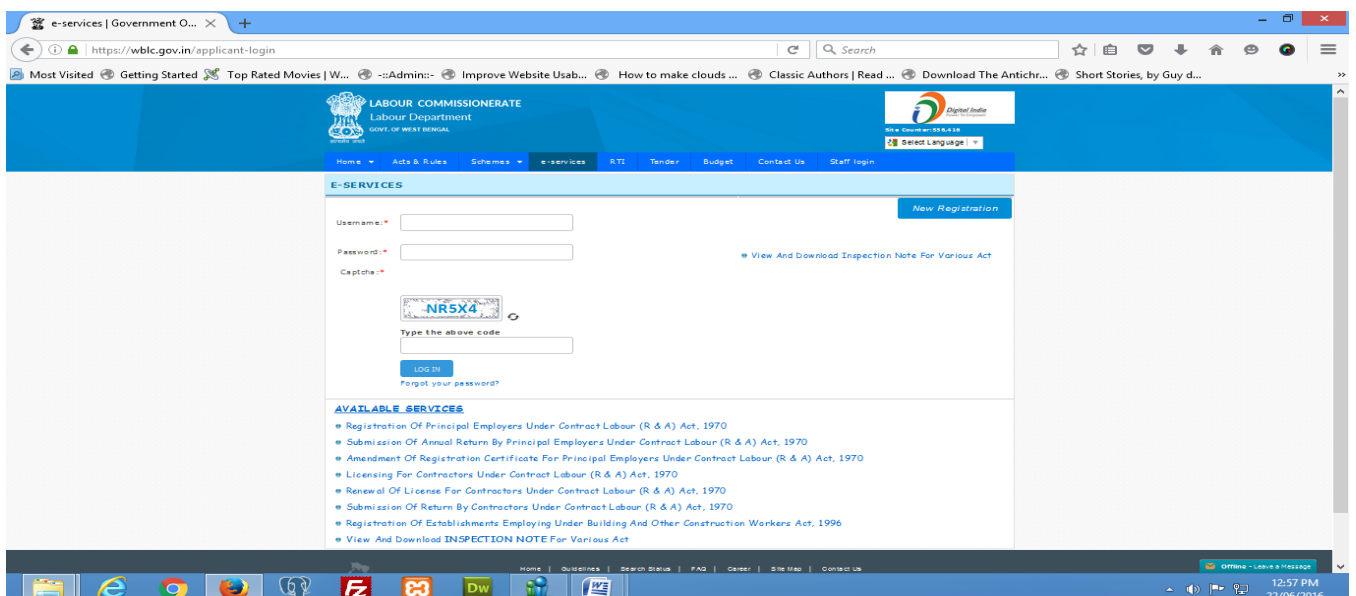
Homepage of the Application of Labour Commissionerate

The user has to log into the system, open the web browser and type the url: www.wblc.gov.in at the address bar of the web browser, the homepage of the website is as shown below.



New user Registration form or Login form for registered user:

The new Applicant has to provide their minimum credentials in the below screen for one time registration only by click on the '*New Registration*' option under e-services menu link else login by providing the user name and password.



New user Registration form:

The screenshot shows the 'USER REGISTRATION' form on the WBL Government of West Bengal website. The form is divided into three main sections: 'Personal Information', 'Contact Information', and 'Login Information'. The 'Personal Information' section includes fields for First Name, Middle Name, Last Name, Date of Birth, Gender, ID Card Type, and ID Card Number. The 'Contact Information' section includes fields for Email, Mobile Number, Other Contact Number, Address Line 1, Select District, Select Sub-District, Select Range, Select Gram Panchayat/Corporate and CD Block Area, Select Screen Display Width, Select Notice Station, and PIN Code. The 'Login Information' section includes fields for Username, Password, and Confirm Password. A 'Submit' button is located at the bottom of the form. The website header includes the Labour Commissionerate logo and navigation links like Home, Acts & Rules, Schemes, RTI, Tender, Budget, Contact Us, and Staff Login. The browser address bar shows 'https://wblc.gov.in/applicant-registration'.

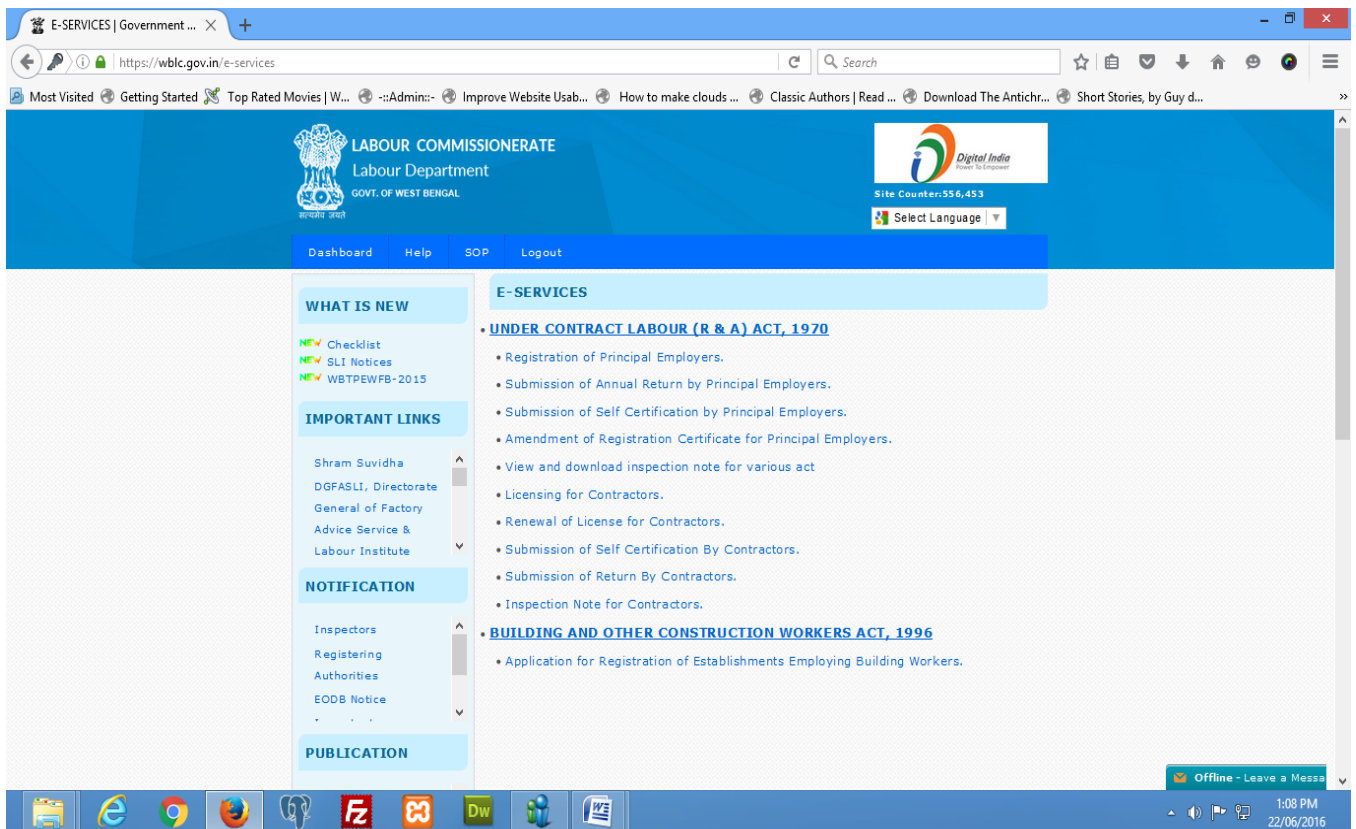
Registered user Log into the Application:

The registered user log into the application by providing their user id, password and the captcha as shown in the image in the USER LOGIN screen below and proceed for view dashboard as shown in the screen below.

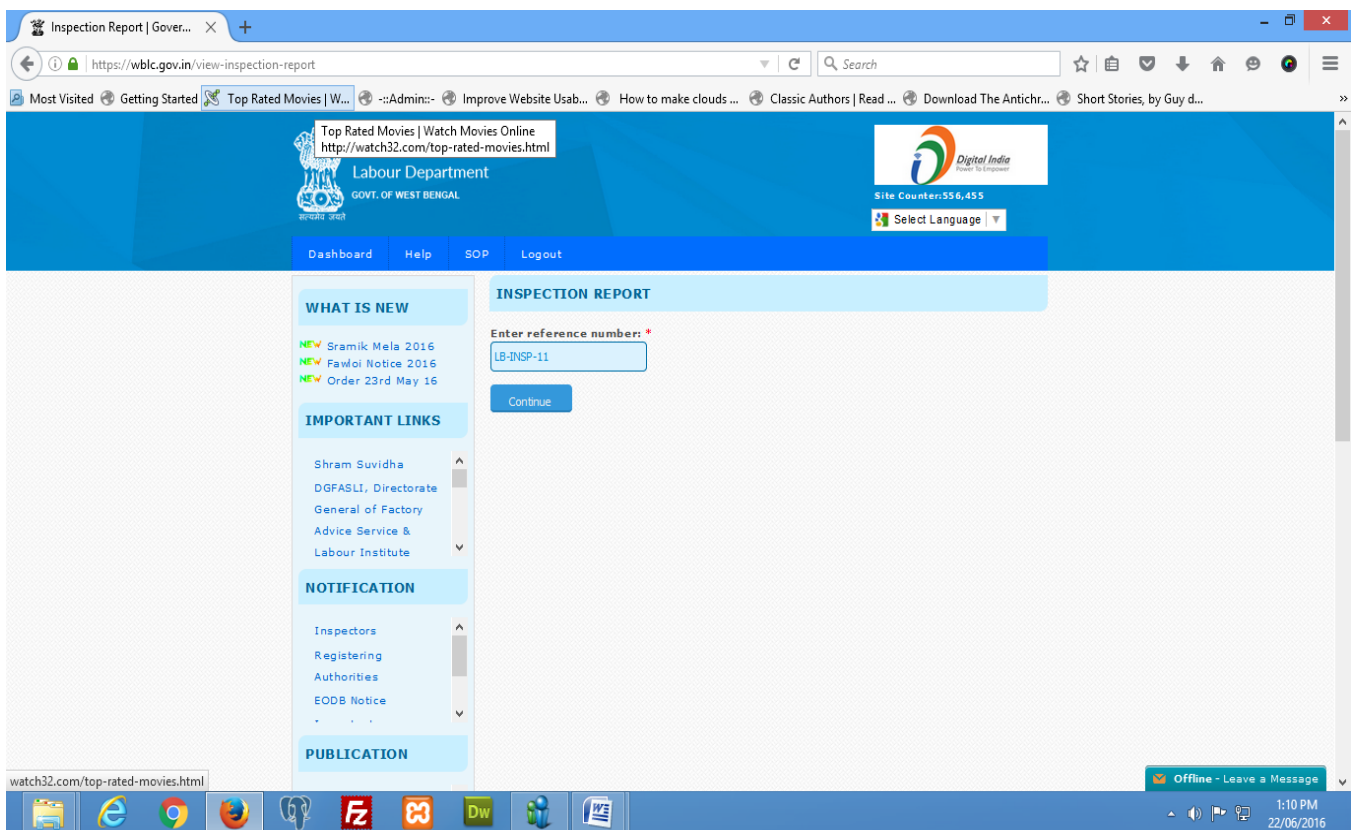
The screenshot shows the 'USER LOGIN' screen on the WBL Government of West Bengal website. The page has a blue header with navigation links: Home, Acts & Rules, Schemes, e-services, RTI, Tender, Budget, Contact Us, and Staff Login. The main content area is titled 'E-SERVICES' and contains a login form with fields for Username (filled with 'apatra'), Password (masked with dots), and Captcha (filled with 'XQJFG'). A 'LOG IN' button is located below the Captcha field. To the right of the login form, there is a link: 'View And Download Inspection Note For Various Act'. Below the login form, there is a section titled 'AVAILABLE SERVICES' with a list of links: Registration Of Principal Employers Under Contract Labour (R & A) Act, 1970; Submission Of Annual Return By Principal Employers Under Contract Labour (R & A) Act, 1970; Amendment Of Registration Certificate For Principal Employers Under Contract Labour (R & A) Act, 1970; Licensing For Contractors Under Contract Labour (R & A) Act, 1970; Renewal Of License For Contractors Under Contract Labour (R & A) Act, 1970; Submission Of Return By Contractors Under Contract Labour (R & A) Act, 1970; Registration Of Establishments Employing Under Building And Other Construction Workers Act, 1996; and View And Download INSPECTION NOTE For Various Act. A 'New Registration' button is located at the top right of the E-SERVICES section. The browser address bar shows 'https://wblc.gov.in/applicant-login'. The system tray at the bottom right shows the time as 1:06 PM on 22/06/2016.

User Dashboard:

After the User Successful login the users can view their dashboard as shown in the below screen and proceed to 'view and download inspection note for various act'.



Provide a reference number and press the 'continue' button to view the inspection report.



The user can also download the different act wise inspection note from the list below the inspection report.

LABOUR COMMISSIONERATE
Labour Department
GOVT. OF WEST BENGAL

Dashboard | Help | SOP | Logout

INSPECTION REPORT

ESTABLISHMENT / EMPLOYMENT DETAILS

Reference Number	LB-INSP-11
Name of Establishment	Test
Address of the establishment	10, Diamond Harbour Municipality, Diamond Harbour, South 24 parganas

EMPLOYMENT DETAILS

Name of Employee	Bappa Das
Designation of Employee	
Address of Employee	Bappa Das

VIOLATED INFRINGEMENT

THE PAYMENT OF BONUS ACT, 1965 AND THE PAYMENT OF BONUS RULES 1975

SL.NO.	INFRINGEMENTS
1	Section 2(4) and Rule 4(a) : By not producing computation of the allocable surplus for the accounting year ending on---- in Form A on demand.
2	Section 15 and Rule 4(b) : By not producing set-on and set-off allocable surplus in Form B on demand.
3	Rule 4(c) : By not producing Bonus paid to employees for the accounting year ending on---- in Form C on demand.
4	Rule 5 : By not submitting the Annual Return- Bonus paid to employees for the accounting year ending on---- in Form D on demand.
5	test

EQUAL REMUNERATION ACT, 1976

SL.NO.	INFRINGEMENTS
1	Section 9(4) : By not producing the relevant documents/ register for inspection/ verification. AASasS
2	qasASs

EQUAL REMUNERATION ACT, 1976

SL.NO.	INFRINGEMENTS
1	Section 9(4) : By not producing the relevant documents/ register for inspection/ verification. AASasS
2	qasASs

MINIMUM WAGES ACT, 1948 & W.B. RULES 1951

SL.NO.	INFRINGEMENTS
1	Violated Sec. 12(1) by not paying the Minimum rate of wages fixed by the Govt
2	Violated Sec. 13(1)(a) by engaging the employees beyond working hours fixed and by not allowing specified interval for rest
3	Violated Sec. 13(1)(b) by not providing a day rest for every period of seven days
4	Violated Sec. 14(1) by not paying overtime on a normal working day
5	Violate Sec. 16(2) & Rule 22(1) by not displaying the notices in form XIII
6	Violate Sec. 18(1) & Rule 23(1) by not maintaining Register of wages
7	Violate Sec. 18(1) & Rule 23(2) by not taking thumb impression of Signature of every employee employed on the register of wages
8	Violated Sec. 18(1) & Rule 23(3) by not authenticated the entries in the Register of wages by the employer or any person duly authorize by the employer
9	Violated Sec. 18(1) & Rule 23(4) by not maintaining the Overtime Register in Form IV.
10	Violated Sec. 18(1) & Rule 23(5) by not maintaining the Muster Roll in Form V.
11	Violated Sec. 18(1) & Rule 23(6) by not maintaining the Register of Employees in Form XIV.
12	Violated Sec. 18(1) & Rule 21(4) by not maintaining the Register of Fine in Form I.
13	Violated Sec. 18(1) & Rule 21(4) by not maintaining the Register of deduction for damage or loss in Form 11
14	Violated Sec. 18(3) & Rule 21(1)(iv) by not issuing wages slip to the employees in form XV on a day prior to disbursement of wages
15	Violated Rule 21 (4A) by not submitting Annual Return for the year ending on 31st Dec
16	Violated Sec. 19(4) by refusing/not producing the relevant registers maintainable under the Act & Rules
17	Violated Sec. 19(2)(d) by making obstacle for seizing/taking copies of relevant registers/ documents
18	

PAYMENT OF GRATUITY ACT, 1972 AND W.B RULES, 1973

SL.NO.	INFRINGEMENTS
--------	---------------

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PAYMENT OF GRATUITY ACT, 1972 AND W.B RULES, 1973	
SL.NO.	INFRINGEMENTS
1	Rule 6(2) : By not preserving the notice in Form-F after proper attesting & recording the same.
2	Section 7B(i)(a) : By not supplying relevant information with regard to the employment, employees etc.
3	Section 7B(2) : By not producing any register, record notice or other document for the purpose, of examination or verification.
4	test

CONTRACT LABOUR (R & A) ACT, 1970 & W.B. RULES, 1972 THEIRUNDER, FOR CONTRACTORS	
SL.NO.	INFRINGEMENTS
1	Violated Rule 76 by not displaying Extract of the Act and after being approved the Labour Commissioner
2	Violated Rule 76 by not issuing employment card in Form X to each contract worker on the first day of their employment
3	Violated Rule 77 by not issuing Service certificate Inform XV to the workmen whose service has been terminated
4	

W.B SHOPS & ESTABLISHMENTS ACT, 1963 AND W.B RULES, 1964	
SL.NO.	INFRINGEMENTS
1	Rule 54(2) : By not preserving and producing all the registers and for the prescribed period.
2	Rule 54(3) : By not having signature of shop-keeper/employer in the entries of the registers.
3	

PAYMENT OF WAGES ACT, 1936 & W.B. RULES, 1958	
SL.NO.	INFRINGEMENTS
1	Violated Sec. 13A(2) rule 7(3) by not preserving the Registers maintainable under the Rules for a period of three years.
2	Violated Sec. 19 by not submitting Annual Return in Form IV for the year at all or within the prescribed time.
3	

BOCWA REGISTRATION ACT	
SL.NO.	INFRINGEMENTS
1	Whether adequate and suitable facilities for washing are provided (Rule 245(1)):
2	

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1	Rule 54(2) : By not preserving and producing all the registers and for the prescribed period.
2	Rule 54(3) : By not having signature of shop-keeper/employer in the entries of the registers.
3	

PAYMENT OF WAGES ACT, 1936 & W.B. RULES, 1958	
SL.NO.	INFRINGEMENTS
1	Violated Sec. 13A(2) rule 7(3) by not preserving the Registers maintainable under the Rules for a period of three years.
2	Violated Sec. 19 by not submitting Annual Return in Form IV for the year at all or within the prescribed time.
3	

BOCWA REGISTRATION ACT	
SL.NO.	INFRINGEMENTS
1	Whether adequate and suitable facilities for washing are provided (Rule 245(1)):
2	

DOWNLOAD INSPECTION NOTE	
SR.NO	ACT
1	BOCWA Registration Act Download
2	Contract Labour (R & A) Act, 1970 & W.B. Rules, 1972 theirunder, For Contractors Download
3	The Payment of Bonus Act , 1965 and The Payment of Bonus Rules 1975 Download
4	Equal Remuneration Act, 1976 Download
5	Payment of Gratuity Act, 1972 and W.B Rules, 1973 Download
6	Payment of Wages Act, 1936 & W.B. Rules, 1958 Download
7	W.B.Shops & Establishments Act, 1963 and W.B Rules, 1964 Download
8	Minimum Wages Act, 1948 & W.B. Rules 1951 Download

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Sample Downloaded Inspection Note of Minimum Wages Act.

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Labour Commissionerate
Labour Department
GOVT OF WEST BENGAL

Inspection Note
Establishment details

Name of the Industry/Establishment : Test
Address Of Industry/Establishment
Address Line1/Test address, District South 24 pergamu, Sub-Division Name :Diamond Harbour,Block Name :Diamond Harbour Municipality,GP /Ward :10,Police Station :Diamond Harbour
Nature of Industry/Business : Maintenance and Managerial Jobs

Name of the person present during this inspection : Sushant Mahata
Address of the person present during this inspection :
Address Line1/Test address, District South 24 pergamu, Sub-Division Name :Diamond Harbour,Block Name :Diamond Harbour Municipality,GP /Ward :4,Police Station :Dhulabhat

No. of workers employed

No of workman of master role :	Male : 110	Female : 5
No of contractual labour :	Male : 11	Female : 4
No of other worker engaged :	Male : 40	Female : 11
Child Labour :	Male : 0	Female : 0

Name of the Owner : Bappa Das
Residential Address, Mobile no and Email of the owner :
Residential Address : test,Mobile No : 974969171,Email : sushantsumit@gmail.com

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Inspection Note Under Act Minimum Wages Act, 1948 & W.B. Rules 1951

SI.NO INFRINGEMENTS

- Violated Sec. 12(1) by not paying the Minimum rate of wages fixed by the Govt
- Violated Sec. 13(2)(a) by engaging the employees beyond working hours fixed and by not allowing specified interval for rest
- Violated Sec. 13(2)(b) by not providing a day rest for every period of seven days
- Violated Sec. 14(1) by not paying overtime on a normal working day
- Violate Sec. 18(2) & Rule 22(1) by not displaying the notices in form XIII
- Violate Sec. 18(1) & Rule 23(1) by not maintaining Register of wages
- Violate Sec. 18(1) & Rule 23(2) by not taking thumb impression of Signature of every employee employed on the register of wages
- Violated Sec. 18(1) & Rule 23(3) by not authenticated the entries in the Register of wages by the employer or any person duly authorized by the employer
- Violated Sec. 18(1) & Rule 23(4) by not maintaining the Overtime Register in Form IV
- Violated Sec. 18(1) & Rule 23(5) by not maintaining the Master Roll in Form V
- Violated Sec. 18(1) & Rule 23(6) by not maintaining the Register of Employees in Form XIV
- Violated Sec. 18(1) & Rule 21(4) by not maintaining the Register of Fine in Form I
- Violated Sec. 18(1) & Rule 21(4) by not maintaining the Register of deduction for damage or loss in Form 11
- Violated Sec. 18(3) & Rule 21(7)(iv) by not issuing wages slip to the employees in form XV on a day prior to disbursement of wages
- Violated Rule 21 (4A) by not submitting Annual Returns for the year ending on 31st Dec
- Violated Sec. 19(4) by refusing/not producing the relevant registers maintainable under the Act & Rules
- Violated Sec. 19(2)(b) by making obstacle for setting/taking copies of relevant registers/documents

SI.NO ADDITIONAL INFRINGEMENTS

18

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