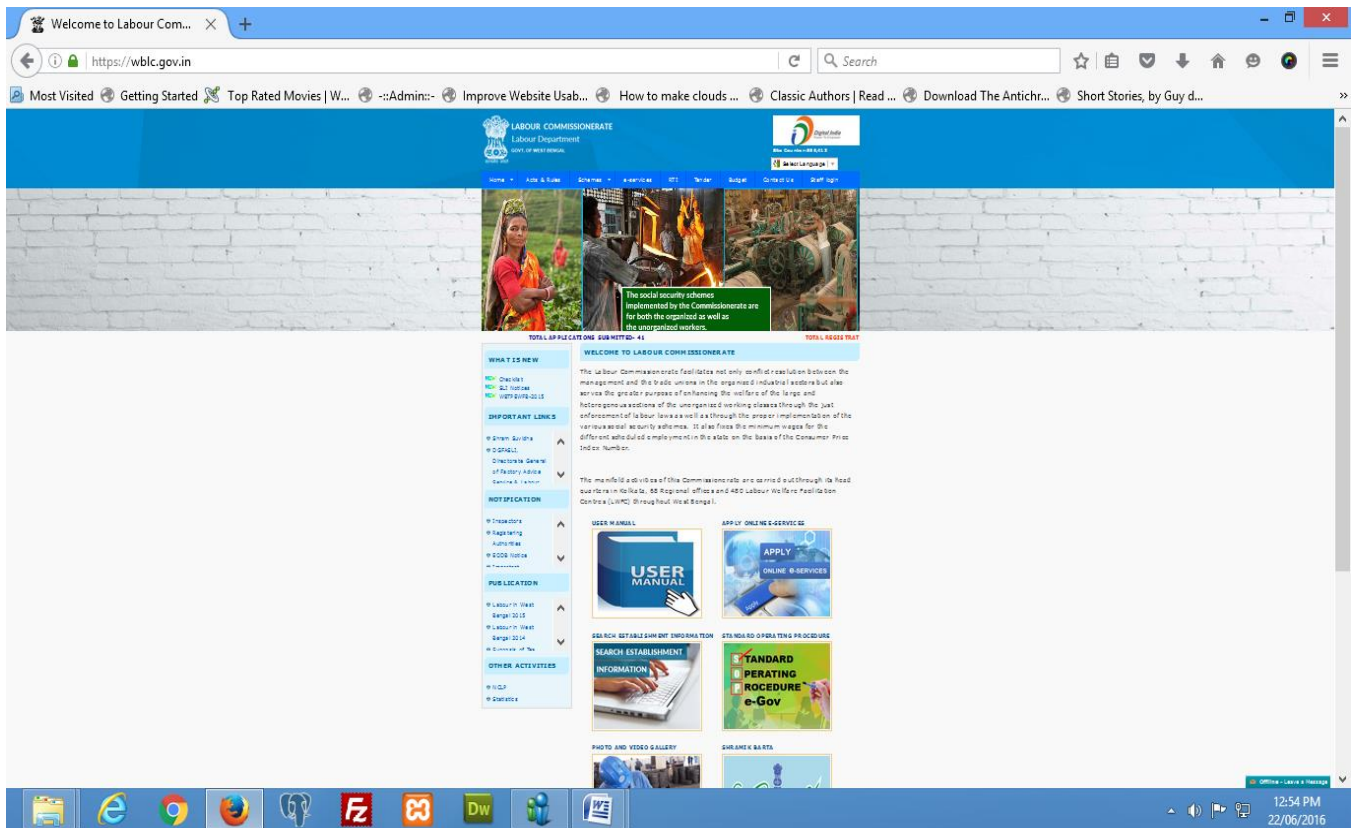


# Download Inspection Note for Payment of Wages Act by Applicant

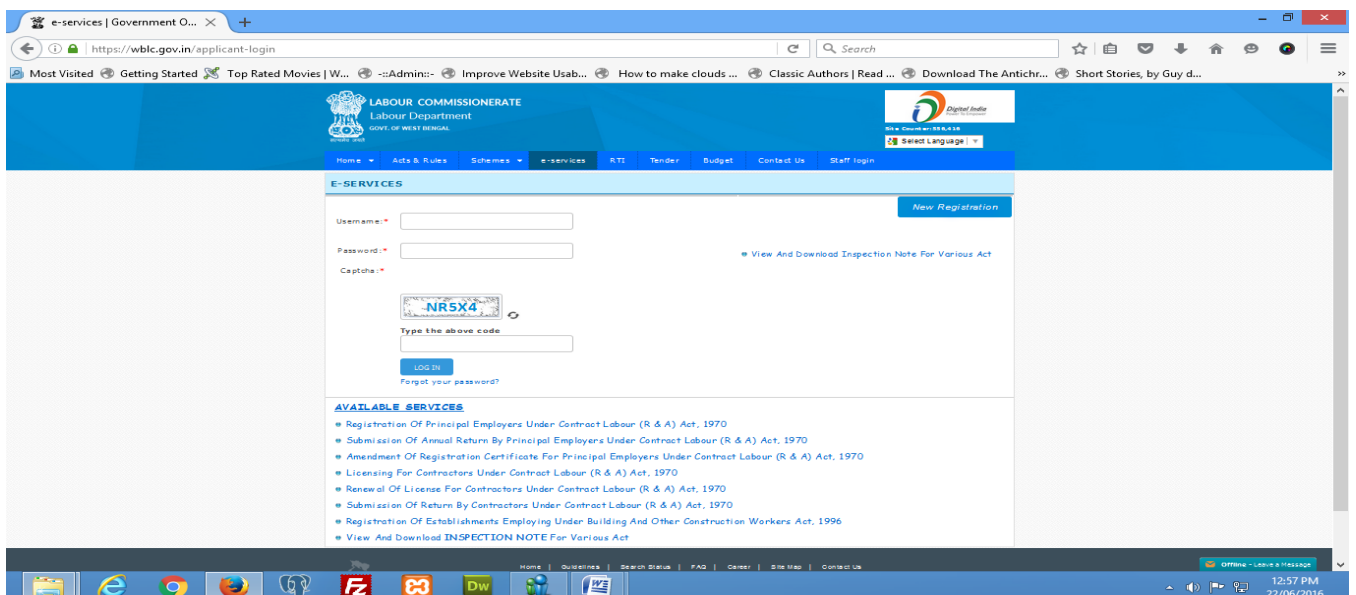
## Homepage of the Application of Labour Commissionerate

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

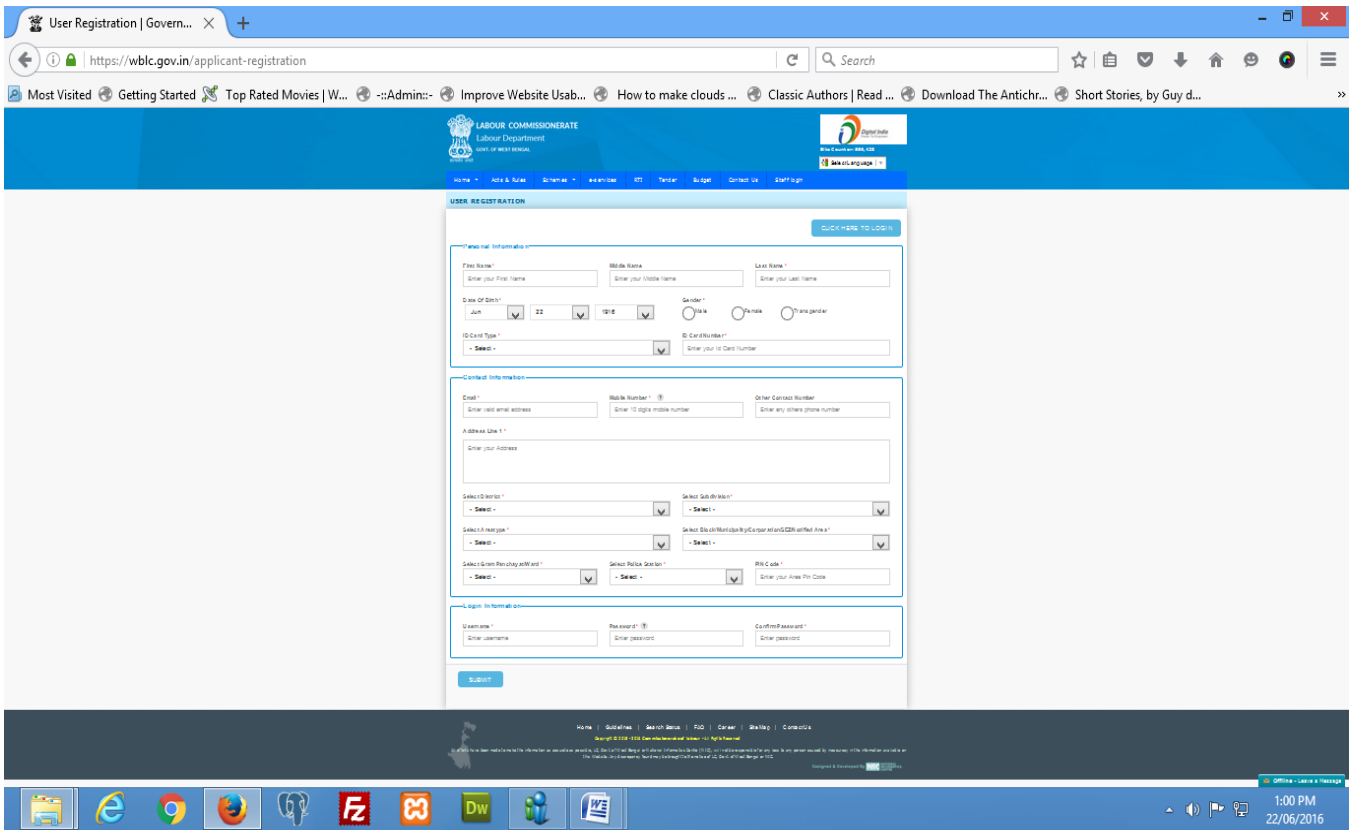


## New user Registration form or Login form for registered user:

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.

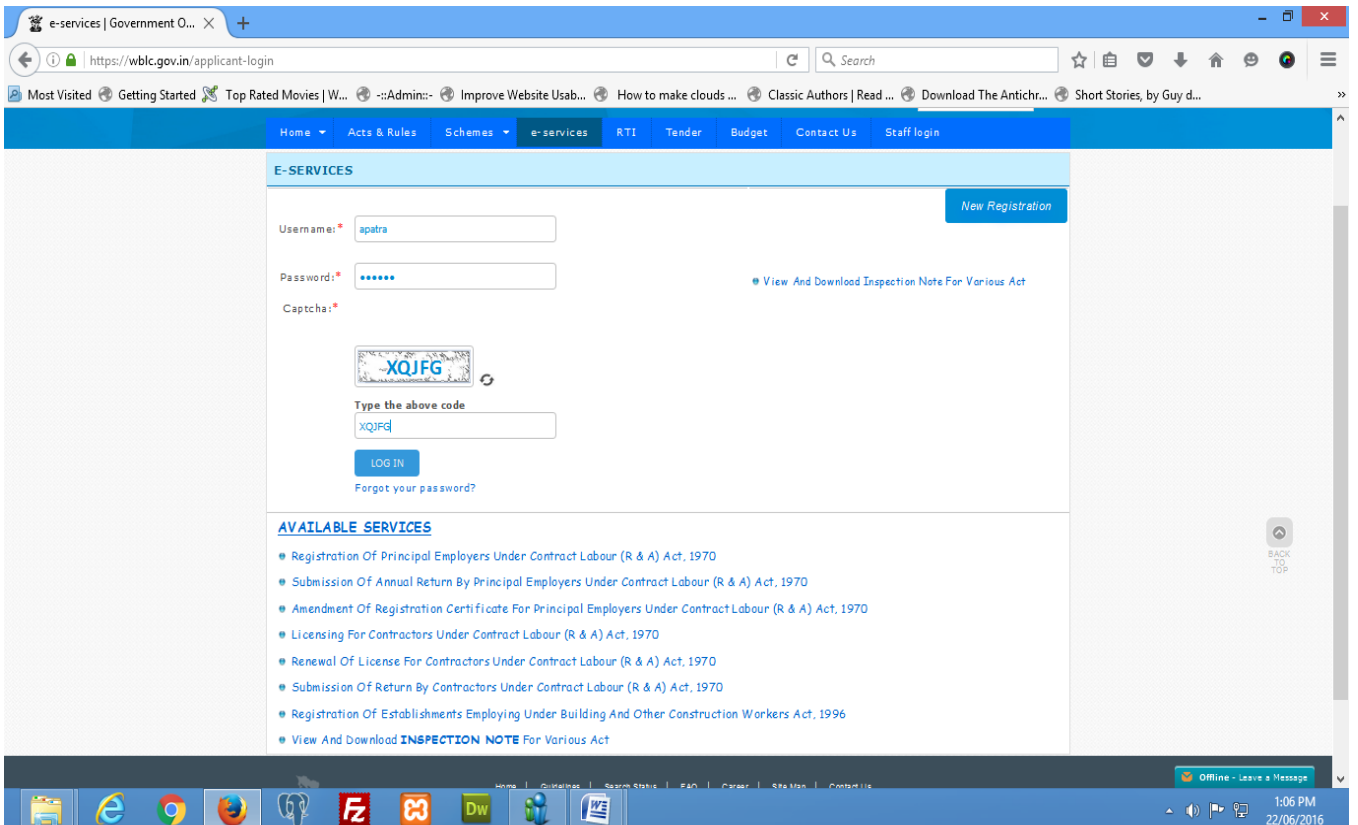


## New user Registration form:



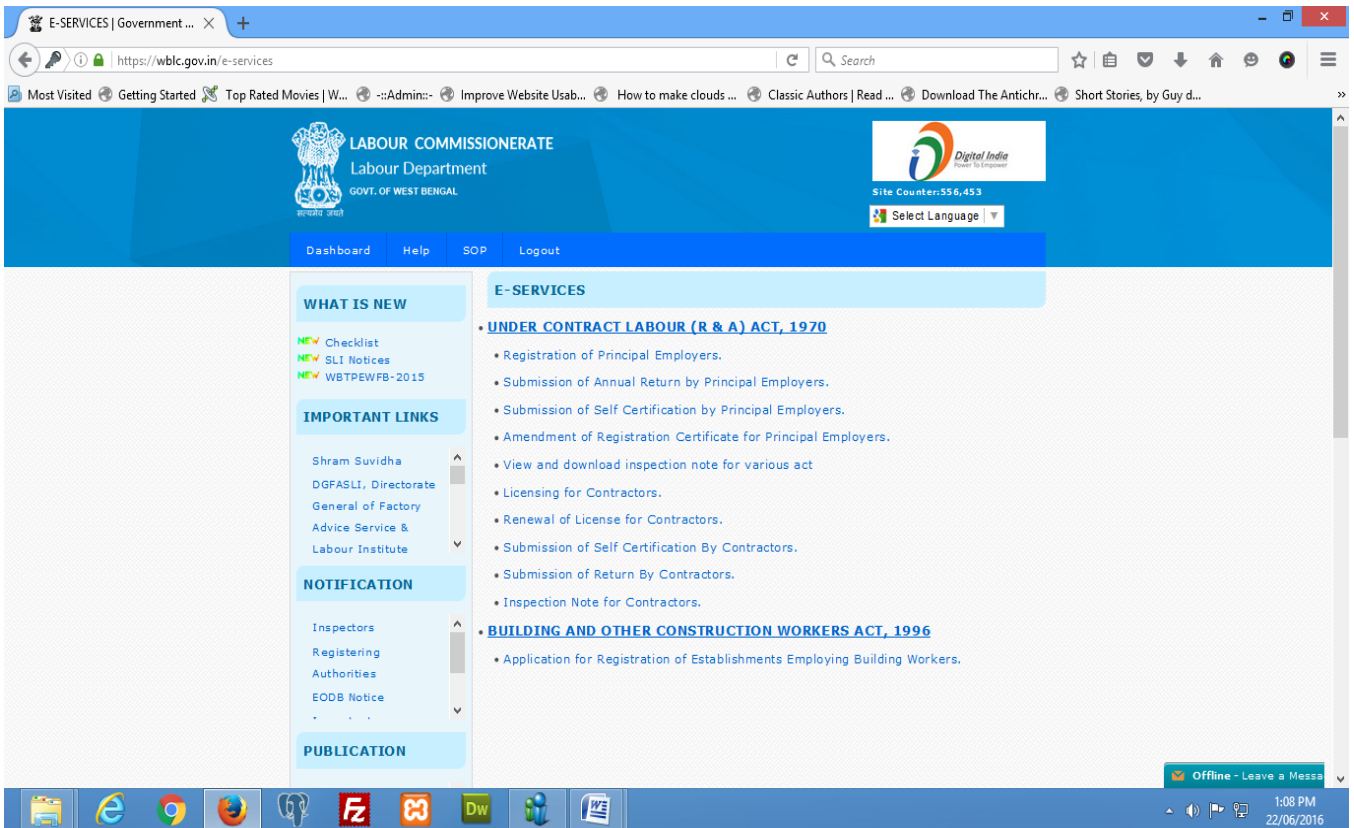
## Registered user Log into the Application:

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.

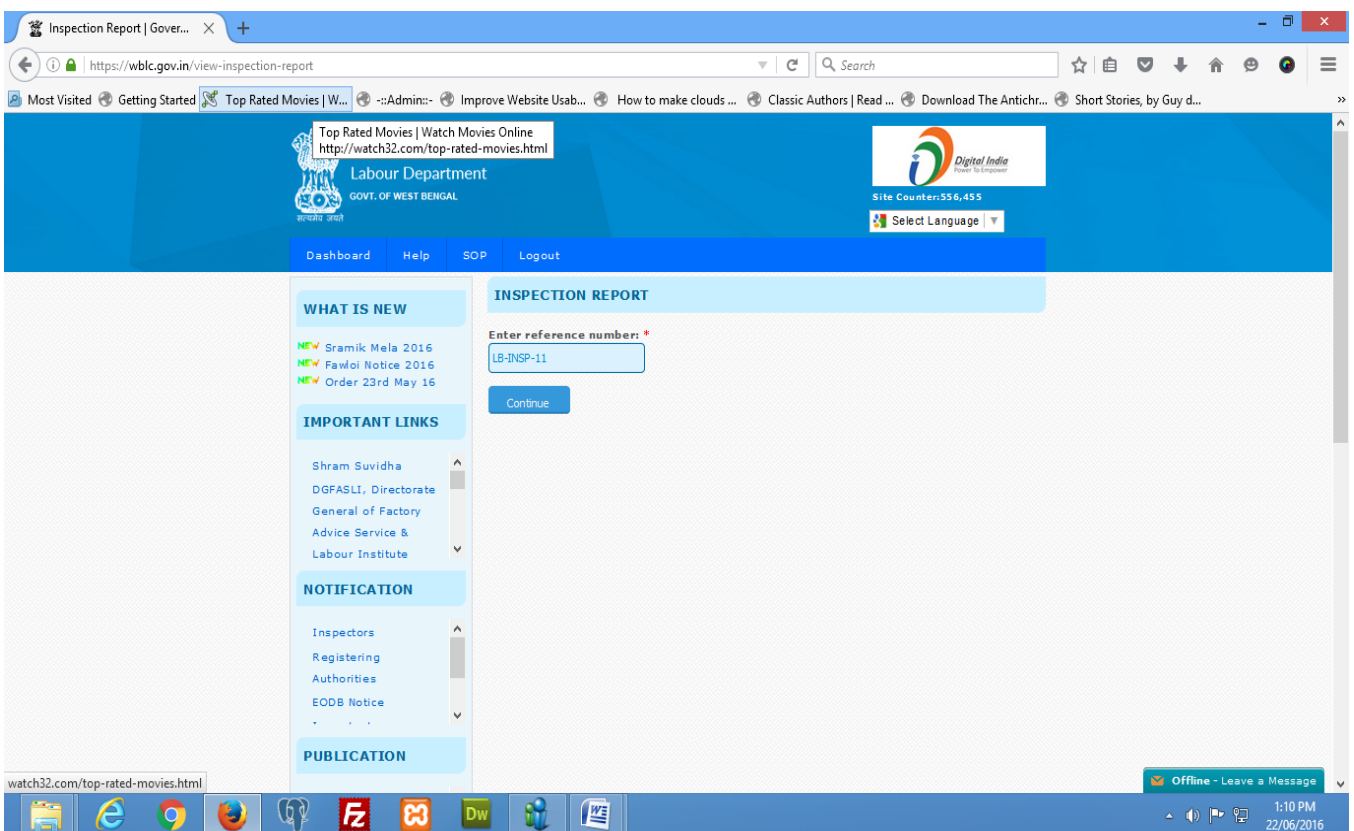


## User Dashboard:

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. 18(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 <a href="#">Download</a>
2	Contract Labour (R & A) Act, 1970 & W.B. Rules, 1972 theirunder, For Contractors <a href="#">Download</a>
3	The Payment of Bonus Act , 1965 and The Payment of Bonus Rules 1975 <a href="#">Download</a>
4	Equal Remuneration Act, 1976 <a href="#">Download</a>
5	Payment of Gratuity Act, 1972 and W.B Rules, 1973 <a href="#">Download</a>
6	Payment of Wages Act, 1936 & W.B. Rules, 1958 <a href="#">Download</a>
7	W.B.Shops & Establishments Act, 1963 and W.B Rules, 1964 <a href="#">Download</a>
8	Minimum Wages Act, 1948 & W.B. Rules 1951 <a href="#">Download</a>

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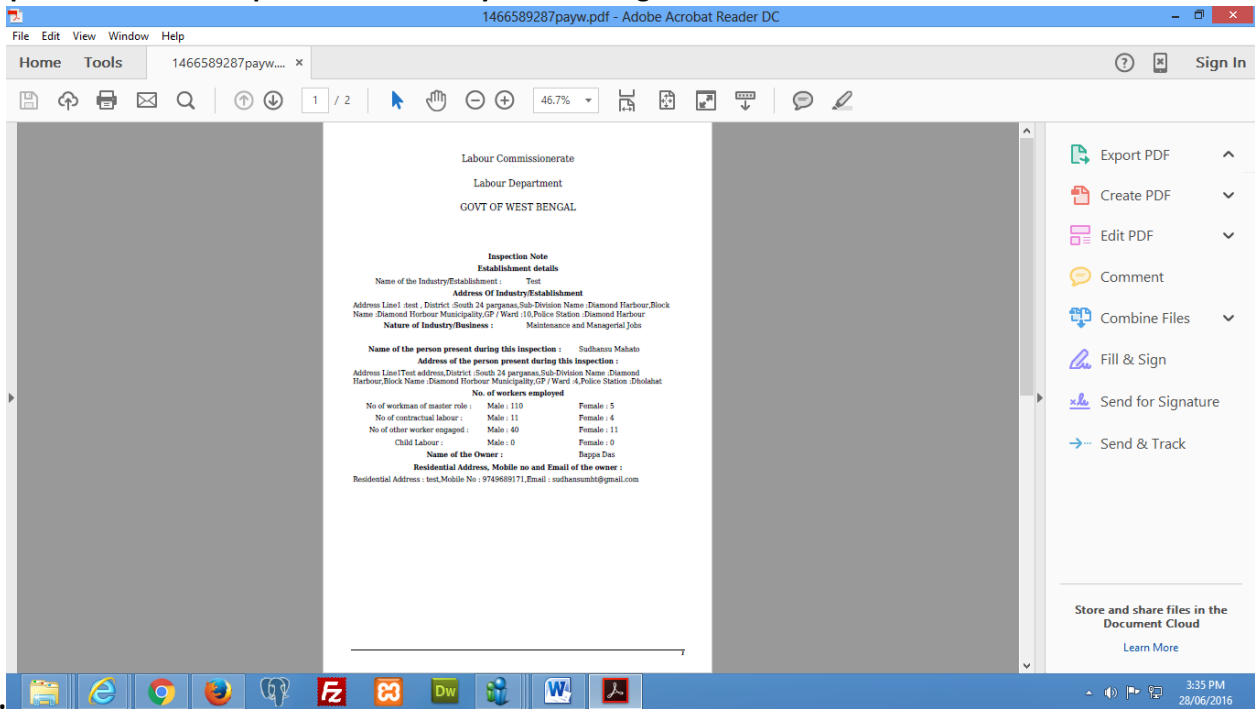
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# Sample Downloaded Inspection Note of Payment of Wages



Act.

