

IRREGULARITIES

A. Pertaining to licence :

1. Contract labour numbering ... were employed on ... without licence/when the licence has been revoked for violation of section 12 (i) and section 14 (i).
2. Licence issued under No. ... dated ... of the Licensing Officer which expired on ... has not been renewed as per provision of rule 29 (2) read with section 13 (3).
3. The number of contract labour employed ... exceeded the maximum number specified in the licence in contravention of rule 25 (2) (ii).
4. Workmen numbering ... were employed on/with effect from for whom no security has been deposited as required under rule 24.
5. The licensee has failed to notify the following changes, amendments which took place in relation to his establishment with effect from ... to the Licensing Officer as provided under rule 25.

B. Pertaining to notices :

6. (i) The following notices were not displayed as required under rule 81 (1) (i).
 - (a) The rates of wages in English and in the local language.
 - (b) The hours of work in English and in the local language.
 - (c) The wage period in English and in the local language.
 - (d) The rate of payment in English and in the local language.
 - (e) Name and address of the Inspector having jurisdiction, in English and in the local language.
 - (f) Date of payment of unpaid wages in English and in the local language.
- (ii) A copy of the above notices has not been sent to the Inspector.
7. The wages in respect of the following persons employed have not been paid even though the statutory time-limit fixed under rule 63, had expired :

Sl. No.	Category/Section of workmen	Name/No. of workmen	Wage period for which wages not paid	Amount of wages due
(1)	(2)	(3)	(4)	(5)

GOVERNMENT OF PONDICHERRY

OFFICE OF THE LABOUR OFFICER (ENFORCEMENT)
PONDICHERRY

INSPECTION REPORT UNDER THE CONTRACT LABOUR (R&A) ACT, 1970.

Particulars of the contract work :

1. Name and location of the contract work :
2. Name and full address of the contractor :
3. Nature of work on which contract labour is employed :
4. Date of commencement of the contract work :
5. Probable date of completion of the contract work :
6. No. of workmen employed on work on the date of inspection :
7. Maximum number of workmen employed on any day in the preceding 12 months :
8. No. and date of licence :
9. Amount paid as security :
10. Amount of licence fee paid :
11. Name and address of the principal employer :
12. Principal employer's registration No. and date :
13. Name and address of the contractor's representative present during the time of inspection :
14. Registers checked :

Sl. No.	Name of registers	Period	Approximate No. of entries checked
1	Muster roll		
2	Register of wages		
3	Register of persons employed		

16. Register of Wages in Form—XVII was not kept at workspot/not maintained completely and upto date *vide* rule 78 (2) (a).

17. Register of combined Muster Roll-*cum*-Wages Register (maintained *in lieu* of items 4 and 5 above) is not kept in Form XVIII at workspot/not maintained upto date and completely, *vide* proviso to rule 78 (2) (a).

18. Signature or thumb-impression of workers not obtained in the Register of Wages-*cum*-Muster Roll/not certified by the authorised representative of the principal employer as required under rule 78 (2) (c).

19. Register of persons employed/other records has/have not been preserved in original as required under rule 80 (3).

20. The following registers/records/notices required to be maintained under the Act and rules were not produced. *vide* rule 80 (4).

- (a)
- (b)
- (c)

Assistant Inspector of Labour

Inspection Report received and irregularities mentioned therein is noted.

Signature of the principal employer or his representative with date and address

Signature of contractor or his representative with date and address.

8. The certificate of the authorised representative of the principal employer has not been recorded at the end of the following wage periods in the Wage Register or Wage-Book-Muster Roll.

Sl. No.	Category of workmen	Nature of similarity of work	Condition of service extended by the principal employer	Conditions of service extended by the contractor
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9. *Drinking Water* : Sufficient supply of wholesome drinking water has not been provided within 7 days of rules coming into force or commencement of contract work—Section 19 (a) and rule 40.

10. *Latrines and urinals* : Sufficient number and prescribed type of latrines and urinals have not been provided within 7 days of rules coming into force or commencement of contract work—Section 18 (b) and rules 51 to 56.

11. *Washing facilities* : Adequate and suitable washing facilities has not been provided within 7 days of rules coming into force/commencement of contract work—Section 18 (e) and rule 57.

12. *First-aid* : Adequate and suitable facilities for first-aid has not been provided within 7 days of rules coming into force/commencement of contract work—Section 19 and rules 58 to 62.

C. Pertaining to Registers :

Maintenance of Registers and Records :

13. Register of persons employed in Form—XIII was not kept at workspot/not maintained completely and upto date *vide* rule 73.

14. Service certificates not issued at all on termination of employment/not issued in Form—XV *vide* rule 77.

15. Muster Roll in Form—XVI was not kept at workspot/not maintained completely and upto date *vide* rule 78 (2) (a).