



Commissionerate of Labour
Labour Skill Development & Employment Department
Labour Laws Non Compliance Notice

INSPECTION DETAILS			
Report No	08072026/130502/5561	Inspection Date	7/8/2026 12:00:00AM
Inspector-cum-Facilitator's Name	M M Hirani	Establishment-cum-Facilitator's Name	hddjjd
Application Status	Final Assessment Completed		

Sr. No.	Act	Status										
1	Improvement Note under The Code on Wages, 2019 and Code on Wages (Gujarat) rule 2021	Accept										
Assessment Remarks	Act_1											
Assessment Documents	fire-prevention.jpg											
Re-Assessment Remarks	vnhdkfnvkdfiv											
Re-Assessment Documents	Constitution_Day_Podcast_03.png											
Chapter 1: Breaches the provisions of Discrimination on the ground of Gender												
1.1.1	Employer has discriminated following employees on the ground of gender in matters relating to wages in respect of the same work or work of a similar nature done by any employee. Breach of Section-3(1).	Accept										
	<table><tr><th>Sr. No.</th><th>Name of Employee</th><th>Gender</th><th>Wages</th><th>Remarks</th></tr><tr><td>1</td><td>hshd</td><td>Male</td><td>hs</td><td>hsh</td></tr></table>	Sr. No.	Name of Employee	Gender	Wages	Remarks	1	hshd	Male	hs	hsh	
	Sr. No.	Name of Employee	Gender	Wages	Remarks							
1	hshd	Male	hs	hsh								
Note:	As per Section-54 (1) (c/ d) - Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-											

Sr. No.	Act							Status																						
1.1.2	The employer has reduced the wages of following employees for complying with Section 3(1) on the grounds of gender. Breach of Section-3(2)(i)							Accept																						
	<table><tr><th>Sr. No.</th><th colspan="2">Name of Employee</th><th>Gender</th><th colspan="2">Wages</th><th colspan="2">Remarks</th></tr><tr><td>1</td><td colspan="2">udue</td><td>Male</td><td colspan="2">hsh</td><td colspan="2">usus</td></tr></table>										Sr. No.	Name of Employee		Gender	Wages		Remarks		1	udue		Male	hsh		usus					
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Note:	As per Section-54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-																													
1.1.3	The employer has made discrimination on the ground of Gender while recruiting any employee for the same work or work of similar nature and in the conditions of the employment. Breach of Section-3(2)(ii)							Accept																						
	<table><tr><th>Sr. No.</th><th colspan="2">Name of Employee</th><th>Gender</th><th colspan="2">Condition of Employment</th><th colspan="2">Remarks</th></tr><tr><td>1</td><td colspan="2">hdyd</td><td>Female</td><td colspan="2">hshs</td><td colspan="2">ussueu</td></tr></table>										Sr. No.	Name of Employee		Gender	Condition of Employment		Remarks		1	hdyd		Female	hshs		ussueu					
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Chapter 2: Breaches of Minimum Wages Provisions																														
1.2.1	Following Employees were paid their wages at a rate less than the minimum rate of wages fixed for their respective categories. Breach of Section-5.							Accept																						
	<table><tr><th>Sr. No.</th><th>Name of Employee</th><th>Designation</th><th>Category</th><th>Wage Period</th><th>Entitled Date</th><th>Min Rate (B)</th><th>Paid Rate (C)</th><th>Difference</th><th>Remarks</th></tr><tr><td>1</td><td>ydydu</td><td>ydsy</td><td>hxhx</td><td>hd</td><td>7/7/2026 12:00:00AM</td><td>uddu</td><td>hssh</td><td>jrr</td><td>frf</td></tr></table>										Sr. No.	Name of Employee	Designation	Category	Wage Period	Entitled Date	Min Rate (B)	Paid Rate (C)	Difference	Remarks	1	ydydu	ydsy	hxhx	hd	7/7/2026 12:00:00AM	uddu	hssh	jrr	frf
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1	ydydu	ydsy	hxhx	hd	7/7/2026 12:00:00AM	uddu	hssh	jrr	frf																					
Note:	As per Section-54(1)(a/b)-Punishable offence with Fine up to Rs.50000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.1,00,000/-																													
1.2.2	The following employees work on different classes of work, but they have been paid wages for another lower class of work. Breach of Section-11							Accept																						
	<table><tr><th>Sr. No.</th><th>Name</th><th>Class Paid</th><th>Duration</th><th>Paid Wages</th><th>Payable Class</th><th>Payable Wages</th><th>Difference</th></tr><tr><td>1</td><td>frr</td><td>fff</td><td>fff</td><td>cff</td><td>cc</td><td>fff</td><td>f</td></tr></table>										Sr. No.	Name	Class Paid	Duration	Paid Wages	Payable Class	Payable Wages	Difference	1	frr	fff	fff	cff	cc	fff	f				
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1.2.3	The following employees / workers are employed on piece rate are paid wages at the rate less than the minimum rate of time wages. Breach of Section – 12.							Accept																						
	<table><tr><th>Sr. No.</th><th>Name</th><th>Designation</th><th>Category</th><th>Wage Period</th><th>Entitled Date</th><th>Min Rate (B)</th><th>Paid Rate (C)</th><th>Difference</th><th>Remarks</th></tr><tr><td>1</td><td>cff</td><td>fr</td><td>fff</td><td>ffg</td><td>7/1/2026 12:00:00AM</td><td>ggg</td><td>gf</td><td>gggg</td><td>gfg</td></tr></table>										Sr. No.	Name	Designation	Category	Wage Period	Entitled Date	Min Rate (B)	Paid Rate (C)	Difference	Remarks	1	cff	fr	fff	ffg	7/1/2026 12:00:00AM	ggg	gf	gggg	gfg
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Sr. No.	Act				Status									
1.2.4	For following Employees / Workers, Overtime Wages were not paid at twice the normal rate of wages for work done for more than the prescribed time limit. (Breach Of Section-14)				Accept									
	<table><tr><th>Sr. No.</th><th colspan="3">Name</th><th>Remarks</th></tr><tr><td>1</td><td colspan="3">dd</td><td>fff</td></tr></table>				Sr. No.	Name			Remarks	1	dd			fff
Sr. No.	Name			Remarks										
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Chapter 3: Breaches Under Payment of Wages														
1.3.1	Weekly Day of Rest was not allowed to the following Employee. Breach of Section 13(1)(b) read with Rule 7(1).				Accept									
	<table><tr><th>Sr. No.</th><th>Name</th><th>Category</th><th>Working Period</th><th>Remarks</th></tr><tr><td>1</td><td>rrr</td><td>trt</td><td>rrr</td><td>frt</td></tr></table>				Sr. No.	Name	Category	Working Period	Remarks	1	rrr	trt	rrr	frt
Sr. No.	Name	Category	Working Period	Remarks										
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Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-													
1.3.2	The following Employee has not been given substitute holiday for the work done by the on the day of rest. Breach of Section 13(1)(b) read with Rule 7(2).				Accept									
	<table><tr><th>Sr. No.</th><th>Name</th><th>Date of Rest Day</th><th>Remarks</th></tr><tr><td>1</td><td>gf</td><td>7/1/2026 12:00:00AM</td><td>vggg</td></tr></table>				Sr. No.	Name	Date of Rest Day	Remarks	1	gf	7/1/2026 12:00:00AM	vggg		
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1	gf	7/1/2026 12:00:00AM	vggg											
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1.3.3	Following employees have not been paid wages through coin, currency note, cheque or by depositing the same in bank or electronically. Breach of Section 15. (if notified)				Accept									
	<table><tr><th>Sr. No.</th><th>Name</th><th>Category</th><th>Remarks</th></tr><tr><td>1</td><td>drr</td><td>rrr</td><td>frf</td></tr></table>				Sr. No.	Name	Category	Remarks	1	drr	rrr	frf		
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1.3.4	The employer has fixed the wage period for the employees for more than a month. Breach of Section-16				Accept									
Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-													
1.3.5	The Employer has not paid wages to the following employees within time limit for payment of wages. Breach of Section-17(1).				Accept									
	<table><tr><th>Sr. No.</th><th>Name</th><th>Wage Period</th><th>Payment Date</th><th>Remarks</th></tr><tr><td>1</td><td>ffr</td><td>fff</td><td>7/9/2026 12:00:00AM</td><td>ffff</td></tr></table>				Sr. No.	Name	Wage Period	Payment Date	Remarks	1	ffr	fff	7/9/2026 12:00:00AM	ffff
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Sr. No.	Act					Status											
1.3.6	The Following employees have not been paid wages within two working days after him/her resigned, retrenched, removed, dismissed or became unemployed due to closure of the establishment. Breach of Section-17(2).					Accept											
	<table><tr><th>Sr. No.</th><th>Name</th><th>Exit Date</th><th>Remarks</th></tr><tr><td>1</td><td>fff</td><td>7/1/2026 12:00:00AM</td><td>vggv</td></tr></table>					Sr. No.	Name	Exit Date	Remarks	1	fff	7/1/2026 12:00:00AM	vggv				
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1.3.7	The employer has deducted from the wages of the employees the amount except those authorized under this code. Breach Section 18(1).					Accept											
	<table><tr><th>Sr. No.</th><th>Name</th><th>Category</th><th>Deduction Type</th><th>Wage Period</th><th>Remarks</th></tr><tr><td>1</td><td>ggg</td><td>ggg</td><td>fgg</td><td>uud</td><td>dhfj</td></tr></table>					Sr. No.	Name	Category	Deduction Type	Wage Period	Remarks	1	ggg	ggg	fgg	uud	dhfj
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1.3.8	Deductions from the wages of following employees have not been made in accordance with the provisions of this code. Breach Section 18(2).					Accept											
	<table><tr><th>Sr. No.</th><th>Name of Employee</th><th>Category of Employee</th><th>Unauthorised Deduction Name</th><th>Remarks</th></tr><tr><td>1</td><td>dhdhx</td><td>Skilled</td><td>fff</td><td>ffff</td></tr></table>					Sr. No.	Name of Employee	Category of Employee	Unauthorised Deduction Name	Remarks	1	dhdhx	Skilled	fff	ffff		
Sr. No.	Name of Employee	Category of Employee	Unauthorised Deduction Name	Remarks													
1	dhdhx	Skilled	fff	ffff													
Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-																
1.3.9	Deductions from the wages of following Employee has exceeded fifty percent (50%) of wages. Breach of Section 18(3).					Accept											
	<table><tr><th>Sr. No.</th><th>Name</th><th>Percentage</th><th>Remarks</th></tr><tr><td>1</td><td>cff</td><td>555</td><td>ffff</td></tr></table>					Sr. No.	Name	Percentage	Remarks	1	cff	555	ffff				
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Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-																
1.3.10	The employer has made the deduction from the wages of the following employees, but has not deposited the amount under the respective provisions of the respective law. Breach of Section 18(5).					Accept											
	<table><tr><th>Sr. No.</th><th>Employee Name</th><th>Deduction Head</th><th>Amount</th><th>Remarks</th></tr><tr><td>1</td><td>tttt</td><td>ffff</td><td>gff</td><td>gff</td></tr></table>					Sr. No.	Employee Name	Deduction Head	Amount	Remarks	1	tttt	ffff	gff	gff		
Sr. No.	Employee Name	Deduction Head	Amount	Remarks													
1	tttt	ffff	gff	gff													
Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-																
1.3.11	Employer has imposed fine on following Employee without previously approval of the Assistant Commissioner of Labour, having jurisdiction over the place of work of the concerned Employee. Breach Section 19(1) read with Rule 12.					Accept											
	<table><tr><th>Sr. No.</th><th>Name</th><th>Remarks</th></tr><tr><td>1</td><td>gf</td><td>ffff</td></tr></table>					Sr. No.	Name	Remarks	1	gf	ffff						
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1	gf	ffff															

Sr. No.	Act			Status										
Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-													
1.3.12	Employer has not displayed a Notice, specifying acts and omissions in respect of fine, at conspicuous place in the premise of the work place and a copy of the notice has not been sent to Inspector-cum-facilitator having jurisdiction. Breach of Section 19(2) read with Rule 13			Accept										
Remarks:	fff													
Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-													
1.3.13	Employer has imposed the fine on following employee without giving an opportunity of showing cause in writing against the fine to concerned Employee and/or without following due procedure. Breach of Section 19(3) read with Rule 14.			Accept										
	<table><tr><th>Sr. No.</th><th>Name</th><th>Purpose</th><th>Remarks</th></tr><tr><td>1</td><td>fr</td><td>fff</td><td>fff</td></tr></table>			Sr. No.	Name	Purpose	Remarks	1	fr	fff	fff			
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1.3.14	The total fine imposed exceeds a total 3% of the wages payable to him/her in respect of that wage period. Breach of Section 19(4).			Accept										
	<table><tr><th>Sr. No.</th><th>Name of Employee</th><th>Percentage of total fine</th><th>Remarks</th></tr><tr><td>1</td><td>tg</td><td>tttt</td><td>ffff</td></tr></table>			Sr. No.	Name of Employee	Percentage of total fine	Remarks	1	tg	tttt	ffff			
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Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-													
1.3.15	The fine of following employee was recovered in instalments and /or after 90 days from the day on which it was imposed. Breach of Section 19(6).			Accept										
	<table><tr><th>Sr. No.</th><th>Name</th><th>Remarks</th></tr><tr><td>1</td><td>ffff</td><td>rrrr</td></tr></table>			Sr. No.	Name	Remarks	1	ffff	rrrr					
Sr. No.	Name	Remarks												
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Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-													
1.3.16	Employer has made deduction in a larger proportion than the period for absence from duty of Employee and / or without intimation to Inspector-cum-Facilitator within 10 days from the date of such deduction. Breach of Section 20(2) read with Rule-15.			Accept										
	<table><tr><th>Sr. No.</th><th>Name</th><th>Absence Days</th><th>Deduction Days</th><th>Remarks</th></tr><tr><td>1</td><td>ttt</td><td>855</td><td>8555</td><td>ffgg</td></tr></table>			Sr. No.	Name	Absence Days	Deduction Days	Remarks	1	ttt	855	8555	ffgg	
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Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-													
1.3.17	Deductions for damage or loss from the wages of following Employee has exceeded the amount of the damage or loss caused to the employer by negligence or default of the employee. Breach Section 21(1).			Accept										

Sr. No.	Act					Status
	Sr. No.	Name of Employee	Damage caused	Amount reimbursed	Amount of difference	Remarks
	1	gt	cccf	gf	ff	cff
Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-					
1.3.18	Employer has made deduction from the wages for damages or loss on employee without giving an opportunity of showing cause against the deduction to concerned Employee or without following due procedure. Breach of Section 21(2) read with Rule-16.					Accept
	Sr. No.	Name of Employee	Amount			Remarks
	1	fff				ttt
Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-					
1.3.19	The house accommodation amenities or services was not accepted by the employee though an amount towards the same was deducted or otherwise such deduction exceed an amount equivalent to value of the house accommodation amenities or services. Breach of Section 22.					Accept
	Sr. No.	Name	Value	Deduction	Remarks	
	1	udkd	jddj	udid	uxuddu	
Note:	As per Section 54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-					
Chapter 4: Breaches Under Payment of Bonus						
1.4.1	The following employees worked 30 days or more than 30 days but has not been paid bonus Breach of Section-26(1).					Accept
	Sr. No.	Accounting Year	Name			Remarks
	1	frr	drff			frff
Note:	As per Section-54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-					
1.4.2	The Establishment has completed 5 years since inception, but failed to pay bonus to the following employees. Breach of Section-26(6)					Accept
	Sr. No.	Accounting Year	Name			Remarks
	1	ddf	frrr			ffff
Note:	As per Section-54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-					
1.4.3	For the Accounting Year ddd computation of available and allocable surplus is not at all maintained / not kept in a manner illustrated in Schedule-A.Breach of Section-31(1) & Section-33 and its rules.					Accept
Remarks:	frr					
Note:	As per Section-54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-					

Sr. No.	Act			Status								
1.4.4	For the Accounting Year ffff calculation set on and set off of allocable surplus is not at all maintained / not kept in prescribed manner. Breach of Section-36(1)			Accept								
Remarks:	gtg											
Note:	As per Section-54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-											
1.4.5	The following employees have not been paid bonus within a period of eight months from the close of the accounting for the year trr. Breach of Section-39(1).			Accept								
	<table><tr><th>Sr. No.</th><th>Accounting Year</th><th>Name of Employee</th><th>Remarks</th></tr><tr><td>1</td><td></td><td>fff</td><td>ffff</td></tr></table>	Sr. No.	Accounting Year	Name of Employee	Remarks	1		fff	ffff			
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1.4.6	The employer has not deposited bonus for the year hshs in the bank accounts the following employees/workers. Breach of Section-39(1).			Accept								
	<table><tr><th>Sr. No.</th><th>Name</th><th>Remarks</th></tr><tr><td>1</td><td>gggyy</td><td>ggggy</td></tr></table>	Sr. No.	Name	Remarks	1	gggyy	ggggy					
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Chapter 5: Miscellaneous Provisions												
1.5.1	On demand the Employer has not produced form-I, Register of Wages, Overtime, and Fine, Deduction for damage and Loss. Breach of Section 50(1) read with Rule 42(3).			Accept								
Remarks:	tttt											
Note:	As per Section 54(2) -Punishable offence with Fine up to Rs.10000/-											
1.5.2	On demand the Employer has not produced Form-IV - Employee Register. Breach of Section 50(1) read with Rule 42(3).			Accept								
Remarks:	gtfft											
Note:	As per Section 54(2) -Punishable offence with Fine up to Rs.10000/-											
1.5.3	On demand the Employer has not produced Muster Roll. Breach of Section 50(1).			Accept								
Remarks:	gggy											
Note:	As per Section 54(2) -Punishable offence with Fine up to Rs.10000/-											
1.5.4	Employer has not displayed a notice on the notice board at a prominent place of the establishment containing the abstract of the wage code, category wise wage rates of employees, wage period, day or date and time of payment of wages, and the name and address of the Inspector-cum-Facilitator having jurisdiction. Breach of Section-50(2)			Accept								
Remarks:	tttty											

Sr. No.	Act					Status											
Note:	As per Section-54(1) (c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-																
1.5.5	For the month hyy on demand the Employer has not produced electronically or otherwise the wage slip in Form-V are not issued to the workers. Breach of Section 50(3) read with Rule 43.					Accept											
Remarks:	gyyy																
Note:	As per Section 54(2) -Punishable offence with Fine up to Rs.10000/-																
1.5.6	At the time of inspection, the employer has refused to provide the gggg documents /information as demanded by Inspector-cum-Facilitator. Breach of Section 51(7).					Accept											
Remarks:	hhhyy																
Note:	As per Section-54(1) (c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-																
1.5.7	Weekly Day of Rest was not allowed to the following Employee and Payment of remuneration in respect of such days of rest were not paid. Breach Of Section 13(1)(b) read with Rule-7(4)(b).					Accept											
	<table><tr><th>Sr. No.</th><th>Name & Address</th><th>Category</th><th>Rest Date</th><th>Wage Rate</th><th>Payable</th></tr><tr><td>1</td><td>gggg</td><td>gyg</td><td>7/1/2026 12:00:00AM</td><td>yyy</td><td>ghg</td></tr></table>					Sr. No.	Name & Address	Category	Rest Date	Wage Rate	Payable	1	gggg	gyg	7/1/2026 12:00:00AM	yyy	ghg
Sr. No.	Name & Address	Category	Rest Date	Wage Rate	Payable												
1	gggg	gyg	7/1/2026 12:00:00AM	yyy	ghg												
Note:	As per Section-54(1)(a/b)-Punishable offence with Fine up to Rs.50000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.1,00,000/-																
1.5.8	The establishment has not paid to the contractor the amount payable to him, before the date of payment of wages in accordance with the Section-17. Breach of Rule-45					Accept											
	<table><tr><th>Sr. No.</th><th>Contractor Name</th><th>Wage Period</th><th>Remarks</th></tr><tr><td>1</td><td>gggh</td><td>bh</td><td>ggggy</td></tr></table>					Sr. No.	Contractor Name	Wage Period	Remarks	1	gggh	bh	ggggy				
Sr. No.	Contractor Name	Wage Period	Remarks														
1	gggh	bh	ggggy														
Note:	As per Section-54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-																
1.5.9	For the Accounting Year bbb despite getting written information by employees or union/ unions, the establishment/ firm/ association/person has not paid minimum bonus to the employees of contractors if the contractor fails to pay minimum bonus. Breach of Section 26(1) and 43 read with Rule-46.					Accept											
	<table><tr><th>Sr. No.</th><th>Contractor Name</th><th>Contract Employee</th><th>Remarks</th></tr><tr><td>1</td><td>gggg</td><td>bhh</td><td>hhhyh</td></tr></table>					Sr. No.	Contractor Name	Contract Employee	Remarks	1	gggg	bhh	hhhyh				
Sr. No.	Contractor Name	Contract Employee	Remarks														
1	gggg	bhh	hhhyh														
Note:	As per Section-54(1)(c/d)-Punishable offence with Fine up to Rs.20000/-, For Repeated Offence Punishable with imprisonment for a term up to one month or with Fine up to Rs.40000/-																
Custom Breach																	
1.6	Any other breach found during inspection by inspector cum facilitator.					Accept											

Sr. No.	Act		Status
	Sr. No.	Breach Description	Penalty Note
	1	gggg	ggggg
2	Improvement Note under The Occupational Safety, Health and Working Conditions (OSHC) Code, 2020 and Occupational Safety, Health and Working Conditions (OSHC) (Gujarat) rule 2025.		Not Responsive
Assessment Remarks	Act_1		
ESTABLISHMENT			
2.1.1	Registration Certificate not obtained under Section 3 read with Rule 3.		Not Responsive
Note:	As per section 96, shall be liable with penalty Rs. 50000/- which may extend to Rs.100000/- For repeated offence punishable with Rs. 50000/- which may extend to Rs.200000/-		
2.1.2	Any change in the ownership or management or in any particulars referred to in sub-section (2) of section-3 which occurs after the registration of an establishment under this Code, has not intimated by the employer electronically to the registering officer within thirty days of such change in such form as may be prescribed by the Central Government under sub-rule(9) of rule-4 read with sub-section (4) of section-3		Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/- For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both		
2.1.3	The employer has not within thirty days of the commencement and completion of any work, intimate to the Inspector-cum-Facilitator, having jurisdiction in the area where the proposed establishment or as the case may be, the work is to be executed, intimating the actual date of the commencement, completion of work and cessation of establishment, as the case may be, in Form 4 annexed to these rules electronically under sub-rule (12) rule-4 and rule-8 read with section-5		Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/- For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both		
2.1.4	Employee employed in any factory/establishment has not issued a letter of appointment in the prescribed format as appended to this rule by employer under rule-10 read with section-6(1)(f)		Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/- For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both		
2.1.5	Workers engaged beyond permissible working hours and spread-over limit under Section 25.		Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/- For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both		
2.1.6	Weekly Holiday and Compensatory Holidays has not been provided by employer to workers under rule-24 read with section-26		Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/- For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both		
2.1.7	Notice of Working Hours in Form 12 is not displayed as required under Rule 28 read with section-31		Not Responsive
Note:	As per section 96, shall be liable with penalty Rs. 50000/- which may extend to Rs.100000/- For repeated offence punishable with Rs. 50000/- which may extend to Rs.200000/-		
2.1.8	Register of worker for wages, overtime, fine, deduction for damage or loss in Form 13 is not properly maintained or produced under Rules 29(1)(a) read with section-33.		Not Responsive
Note:	As per section 96, shall be liable with penalty Rs. 50000/- which may extend to Rs.100000/- For repeated offence punishable with Rs. 50000/- which may extend to Rs.200000/-		

Sr. No.	Act	Status
2.1.9	Muster been roll of all workers employed in the factory / establishment has not Maintained in form 14 or produced under Rules 29(1)(b) read with section-33.	Not Responsive
Note:	As per section 96, shall be liable with penalty Rs. 50000/- which may extend to Rs.100000/- For repeated offence punishable with Rs. 50000/- which may extend to Rs.200000/-	
2.1.10	Identity card is not provided to worker in form 18 under Rules 31 read with section 33.	Not Responsive
Note:	As per section 96, shall be liable with penalty Rs. 50000/- which may extend to Rs.100000/- For repeated offence punishable with Rs. 50000/- which may extend to Rs.200000/-	
2.1.11	Overtime slip is not issued to worker as required under Rule 34 read with section-33.	Not Responsive
Note:	As per section 96, shall be liable with penalty Rs. 50000/- which may extend to Rs.100000/- For repeated offence punishable with Rs. 50000/- which may extend to Rs.200000/-	
2.1.12	The following conditions are not implemented for employment of woman during night or before 6.00 a.m. and beyond 7.00 p.m. in any day under Rule 45 read with section 43.	Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.	
2.1.13	Employer of establishment has not sent annual return in form 23 to the inspector –cum- facilitator as per rule 37 read with section-33.	Not Responsive
Note:	As per section 96, shall be liable with penalty Rs. 50000/- which may extend to Rs.100000/- For repeated offence punishable with Rs. 50000/- which may extend to Rs.200000/-	
2.1.14	False, incorrect or manipulated records are produced during inspection violation of Section 98.	Not Responsive
Note:	As per section 98, shall be punishable imprisonment for a term which may extend to 3 months or with fine which may extend to Rs.100000/- or with both. For repeated offence shall be punishable imprisonment for a term which may extend to 6 months or with fine not less than Rs.100000/-, which may extend to Rs.200000/- or with both.	
CONTRACT LABOUR		
2.2.1	Contractor has not obtained license under section 47.	Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/- For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.	
2.2.2	Contractor has not paid wages through bank transfer or electronic mode and has not electronically informed the principal employer about the amount paid through such mode under sub-section (2) of section 55.	Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.	
2.2.3	More contract workers have been employed than the number approved under Rule 48(2)(ii).	Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.	
2.2.4	Contractor has charged any fee or commission, directly or indirectly, wholly or partially, from contract workers under section 49.	Not Responsive
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.	
2.2.5	Contractor has continued work without renewing license under Rule 50.	Not Responsive
Note:	As per section 96, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence, penalty Rs. 50000/- which may extend to Rs.200000/-.	

Sr. No.	Act	Status								
2.2.6	Contractor has not informed the licensing authority electronically about any change in the number of workers or conditions of work as per sub-section (4) of section 48 read with sub-rule (5) of Rule 52.	Not Responsive								
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.									
2.2.7	Contractor has not submitted the work order to the licensing authority under sub-rule (1) of Rule 50.	Not Responsive								
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.									
2.2.8	Principal employer has not paid full wages or outstanding wages to contract workers under sub-section (3) of section 55 when the contractor failed to pay wages.	Not Responsive								
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.									
2.2.9	Contractor has not issued experience certificate in Form 27 to the contract worker as per Rule 57 read with section 56.	Not Responsive								
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.									
INTER-STATE MIGRANT WORKERS										
2.3.1	Following migrant workers were not paid Journey allowance and displacement allowance under rule 59 read with Sections 61.	Not Responsive								
	<table><tr><th>Sr. No.</th><th>Migrant Workers Name</th><th>Native</th><th>Remarks</th></tr><tr><td>1</td><td>dhdh</td><td>uddh</td><td>eeh</td></tr></table>	Sr. No.	Migrant Workers Name	Native	Remarks	1	dhdh	uddh	eeh	
	Sr. No.	Migrant Workers Name	Native	Remarks						
1	dhdh	uddh	eeh							
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/- For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both									
BEEDI & CIGAR WORKERS										
2.4.1	License in Form 28 is not obtained under Rule 64 read with Section 74(1).	Not Responsive								
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.									
2.4.2	License is not renewed under Rule 66 read with Section 74(6).	Not Responsive								
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.									
2.4.3	Register for the work required to be carried out outside the industrial premises in Form 29 is not maintained by establishment under Rule 68 read with Section 76(2).	Not Responsive								
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/-. For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both.									
MOTOR TRANSPORT WORKERS										
2.5.1	Following drivers and other staff are engaged beyond permissible days. Violation of sub section (1) of section 26	Not Responsive								

Sr. No.	Act			Status
	Sr. No.	Motor transport Workers Name	Designation	Remarks
	1	ueueu	ueeu	ueueu
Note:	As per section 97, shall be liable with penalty Rs. 50000/-, which may extend to Rs.100000/- For repeated offence punishable with imprisonment for a term, which may extend to 3 months or with fine may extend to Rs.200000/- or with both			
Custom Breach				
2.6	Any other breach found during inspection by inspector cum facilitator.			Not Responsive
	Sr. No.	Breach Description	Penalty Note	
	1	yeye	ueeu	
3	Improvement Note under The Code on Social Security, 2020 and Code on Social Security, (Gujarat) Rule 2023.			Query Not Responsive
Assessment Remarks	dsdcxad			
Assessment Documents	Environmental-Advisory-Committee.jpg			
3.1	The establishment has not obtained the nomination forms (Nomination Form-IV) from the workers and kept them securely in its custody, thereby violating Section 55(7). This constitutes a punishable offence under Section 133(K).			Reject
3.2	The establishment has not verified and certified the copy of Nomination Form-IV, nor returned the duplicate copy to the worker/employee, thereby violating Rule 6(2). This constitutes a punishable offence under Section 133(K).			Reject
3.3	The establishment/employer has not issued a notice specifying the amount of gratuity payable, immediately upon it becoming due, to the worker and the competent authority. Thus, Section 56 (2) has been violated. This constitutes a punishable offence under Section 133(M).			Reject
3.4	The payable gratuity amount has not been paid within 30 days to Shri hddhd and dhdhd workers, thereby violating Section 56(3). This constitutes a punishable offence under Section 133(G).			Reject
3.5	The establishment has not displayed Form-XII (Abstract of the Maternity Benefit and Rules made under the Social Security Code, 2020) in the local language in all departments where women workers are employed. This is in violation of Section 71 read with Rule 13. This constitutes a punishable offence under Section 133(K).			Reject
3.6	The establishment has not maintained the Register of Women Employees in Form-XXXII, thereby violating Rule 82(1)(a). This constitutes a punishable offence under Section 133(K).			Reject
3.7	The establishment has not submitted the annual return in Form-XXXIII by 1st February, thereby violating Rule 82(3). This constitutes a punishable offence under Section 133(E).			Reject
Custom Breach				
3.8	Any other breach found during inspection by inspector cum facilitator.			Query Not Responsive
	Sr. No.	Breach Description	Penalty Note	
	1	hdyd	dudy	

Sr. No.	Act			Status
Note:	In case of an offence involving non-payment of gratuity payable under this Act, for violation of Section 133(G), punishment shall be imposed under Section133ii)whichmay extend to imprisonment for a term up to one year, or a fine up to ₹50,000/-, or both.			
4	The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986			Not Responsive
Assessment Remarks	caca			
4.1	Notice containing Abstract of Section 3 and section 14 in English and local language not displayed. [Breach of Section 12 of the act]			Not Responsive
4.2	Register in respect of Adolescent employed or permitted to work was not maintained / produced. [Breach of Section 11 of Rule 4 (1) of the act]			Not Responsive
4.3	The period of the work of the following Adolescent exceeds three hours without and interval for rest for one hour. [Breach of Section 7(2) of the act]			Not Responsive
	Sr. No.	Name of Adolescent Labour	Work Hours	Remarks
	1	ududud	ddu	5
4.4	The period of work of the following Adolescent inclusive of interval for rest is spread over more than six hours (including the time spend on waiting). [Breach of section 7(3) of the act]			Not Responsive
	Sr. No.	Name of Adolescent Labour	Work Spread Hours	Remarks
	1	bdhd	hxhx	8
4.5	The birth certificate of the Child / Adolescent laborers mentioned below has not been submitted, thereby violating rule 17			Not Responsive
	Sr. No.	Name of Child / Adolescent Labour	Address	Age
	1	hdhdh	uxud	88
Custom Breach				
4.6	Any other breach found during inspection by inspector cum facilitator.			Not Responsive
	Sr. No.	Breach Description	Penalty Note	
	1	hdhd	hxxu	
Note:	Any person / employer, shall be punishable with fine upto Rs. 10,000 or imprisonment for one month or with both.			

DECLARATION

I hereby solemnly affirm that the compliance documents submitted by me deep, holding the designation of data, and reachable at jk@gmail.com in response to the inspection notice are true, accurate, and complete to the best of my knowledge and belief.