

15 -ാം കേരള നിയമസഭ

2 -ാം സമ്മേളനം

നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 854

26-07-2021 - ൽ മറുപടിയ്ക്ക്

കിറ്റക്സ് കമ്പനികളിലെ പരിശോധന

ചോദ്യം	ഉത്തരം
<p align="center">ശ്രീ. സണ്ണി ജോസഫ്</p>	<p align="center">Shri V Sivankutty (പൊതുവിദ്യാഭ്യാസ-തൊഴിൽ വകുപ്പ് മന്ത്രി)</p>
<p>(എ) തൊഴിൽ വകുപ്പ് കിറ്റക്സ് ഗ്രൂപ്പിന്റെ കമ്പനികളിൽ നടത്തിയ പരിശോധന റിപ്പോർട്ട് ലഭ്യമാക്കാമോ;</p>	<p>(എ) 1948-ലെ മിനിമം വേതന നിയമം, 1979-ലെ അന്തർ സംസ്ഥാന കുടിയേറ്റ തൊഴിലാളി നിയമം, 1936-ലെ പേയ്മെന്റ് ഓഫ് വേജസ് നിയമം, 1970-ലെ കോൺട്രാക്ട് ലേബർ നിയമം, 1961-ലെ മോട്ടോർ ട്രാൻസ്പോർട്ട് വർക്കേഴ്സ് നിയമം, 1961-ലെ മെറ്റേണിറ്റി ബെനിഫിറ്റ് നിയമം, 1958-ലെ കേരള ഇൻഡസ്ട്രിയൽ എസ്റ്റാബ്ലിഷ്മെന്റ് (നാഷണൽ ഫെസ്റ്റിവൽ & ഹോളിഡേയ്സ്) നിയമം, 1996-ലെ ബിൽഡിംഗ് ആന്റ് അദർ കൺസ്ട്രക്ഷൻ വർക്കേഴ്സ് വെൽഫെയർ സെസ്സ് ആക്ട്, 1965-ലെ പേയ്മെന്റ് ഓഫ് ബോണസ് ആക്ട് എന്നിവ പ്രകാരമുള്ള പരിശോധന നടത്തുകയും പ്രസ്തുത പരിശോധനയിൽ കണ്ടെത്തിയ അപാകതകൾ പരിഹരിക്കുന്നതിന് 14.07.2021 വരെ സ്ഥാപനമുടമയ്ക്ക് സമയവും നൽകിയിരുന്നു. കമ്പനി നൽകിയിട്ടുള്ള താമസ സ്ഥലത്ത് തൊഴിലാളികൾ മോശമായ സാഹചര്യത്തിൽ താമസിക്കുന്നു എന്ന പരാതിയെ തുടർന്ന് പെരുമ്പാവൂർ ഫാക്ടറി ഇൻസ്പെക്ടർ 11.06.2021 തീയതിയിൽ കിറ്റക്സ് ഗാർമെന്റ്സ് ലിമിറ്റഡ് (Processing Division) എന്ന ഫാക്ടറി പരിശോധിച്ചിരുന്നു. പ്രസ്തുത തൊഴിലാളികളുടെ താമസ സ്ഥലം ഫാക്ടറിയുടെ premises—ൽ അല്ലാത്തതിനാൽ 1948-ലെ ഫാക്ടറി നിയമ പ്രകാരം നടപടി സ്വീകരിക്കാൻ നിർവ്വാഹമില്ലാത്തതിനാൽ നടപടികൾ സ്വീകരിച്ചിട്ടില്ല. കിറ്റക്സ് ഗ്രൂപ്പിന്റെ വിവിധ സ്ഥാപനങ്ങളിൽ തൊഴിൽ വകുപ്പ് നടത്തിയ പരിശോധനയിന്മേൽ കണ്ടെത്തിയ ന്യൂനതകൾ അതിന്റെ അടിസ്ഥാനത്തിൽ നൽകിയ മൂന്ന് ഇൻസ്പെക്ഷൻ ഓർഡർ എന്നിവയുടെ പകർപ്പ് അനുബന്ധമായി ചേർക്കുന്നു.</p>
<p>(ബി) പരിശോധന റിപ്പോർട്ടിന്റെ പ്രധാന കണ്ടെത്തലുകൾ വിശദമാക്കാമോ;</p>	<p>(ബി) 1948-ലെ മിനിമം വേതന നിയമം, 1979-ലെ അന്തർ സംസ്ഥാന കുടിയേറ്റ തൊഴിലാളി നിയമം, 1936-ലെ പേയ്മെന്റ് ഓഫ് വേജസ് നിയമം, 1970-ലെ</p>

		<p>കോൺട്രാക്ട് ലേബർ നിയമം, 1961-ലെ മോട്ടോർ ട്രാൻസ്പോർട്ട് വർക്കേഴ്സ് നിയമം, 1961-ലെ മെറ്റേണിറ്റി ബെനിഫിറ്റ് നിയമം, 1958-ലെ കേരള ഇൻഡസ്ട്രിയൽ എസ്റ്റാബ്ലിഷ്മെന്റ് (നാഷണൽ ഫെസ്റ്റിവൽ & ഹോളിഡേയ്സ്) നിയമം, 1996-ലെ ബിൽഡിംഗ് ആന്റ് അദർ കൺസ്ട്രക്ഷൻ വർക്കേഴ്സ് വെൽഫെയർ സെസ്സ് ആക്ട്, 1965-ലെ പേയ്മെന്റ് ഓഫ് ബോണസ് ആക്ട് എന്നിവ പ്രകാരമുള്ള പരിശോധന നടത്തുകയും പ്രസ്തുത പരിശോധനയിൽ കണ്ടെത്തിയ അപാകതകൾ പരിഹരിക്കുന്നതിന് 14.07.2021 വരെ സ്ഥാപനമുടമയ്ക്ക് സമയവും നൽകിയിരുന്നു. കമ്പനി നൽകിയിട്ടുള്ള താമസ സ്ഥലത്ത് തൊഴിലാളികൾ മോശമായ സാഹചര്യത്തിൽ താമസിക്കുന്നു എന്ന പരാതിയെ തുടർന്ന് പെരുമ്പാവൂർ ഫാക്ടറി ഇൻസ്പെക്ടർ 11.06.2021 തീയതിയിൽ കിറ്റക്സ് ഗാർമെന്റ്സ് ലിമിറ്റഡ് (Processing Division) എന്ന ഫാക്ടറി പരിശോധിച്ചിരുന്നു. പ്രസ്തുത തൊഴിലാളികളുടെ താമസ സ്ഥലം ഫാക്ടറിയുടെ premises—ൽ അല്ലാത്തതിനാൽ 1948-ലെ ഫാക്ടറി നിയമ പ്രകാരം നടപടി സ്വീകരിക്കാൻ നിർവ്വാഹമില്ലാത്തതിനാൽ നടപടികൾ സ്വീകരിച്ചിട്ടില്ല. കിറ്റക്സ് ഗ്രൂപ്പിന്റെ വിവിധ സ്ഥാപനങ്ങളിൽ തൊഴിൽ വകുപ്പ് നടത്തിയ പരിശോധനയിന്മേൽ കണ്ടെത്തിയ ന്യൂനതകൾ അതിന്റെ അടിസ്ഥാനത്തിൽ നൽകിയ മൂന്ന് ഇൻസ്പെക്ഷൻ ഓർഡർ എന്നിവയുടെ പകർപ്പ് അനുബന്ധമായി ചേർക്കുന്നു. കമ്പനി നൽകിയിട്ടുള്ള താമസ സ്ഥലത്ത് തൊഴിലാളികൾ മോശമായ സാഹചര്യത്തിൽ താമസിക്കുന്നു എന്ന പരാതിയെ തുടർന്ന് പെരുമ്പാവൂർ ഫാക്ടറി ഇൻസ്പെക്ടർ 11.06.2021 തീയതിയിൽ കിറ്റക്സ് ഗാർമെന്റ്സ് ലിമിറ്റഡ് (Processing Division) എന്ന ഫാക്ടറി പരിശോധിച്ചിരുന്നു. പ്രസ്തുത തൊഴിലാളികളുടെ താമസ സ്ഥലം ഫാക്ടറിയുടെ premises—ൽ അല്ലാത്തതിനാൽ 1948-ലെ ഫാക്ടറി നിയമ പ്രകാരം നടപടി സ്വീകരിക്കാൻ നിർവ്വാഹമില്ലാത്തതിനാൽ നടപടികൾ സ്വീകരിച്ചിട്ടില്ല. കിറ്റക്സ് ഗ്രൂപ്പിന്റെ വിവിധ സ്ഥാപനങ്ങളിൽ തൊഴിൽ വകുപ്പ് നടത്തിയ പരിശോധനയിന്മേൽ കണ്ടെത്തിയ ന്യൂനതകൾ അതിന്റെ അടിസ്ഥാനത്തിൽ നൽകിയ മൂന്ന് ഇൻസ്പെക്ഷൻ ഓർഡർ എന്നിവയുടെ പകർപ്പ് അനുബന്ധമായി ചേർക്കുന്നു.</p>
(സി)	<p>പരിശോധന റിപ്പോർട്ടിന്മേൽ സ്വീകരിച്ച നടപടികൾ എന്തെല്ലാമെന്ന് വ്യക്തമാക്കുമോ?</p>	<p>(സി) പരിശോധനാ വേളയിൽ വിവിധ തൊഴിൽ നിയമപ്രകാരമുള്ള രജിസ്റ്ററുകളും റിക്കാർഡുകളും ഹാജരാക്കുവാൻ കിറ്റക്സ് സ്ഥാപനത്തിലെ എച്ച്.ആർ വിഭാഗത്തോട് ആവശ്യപ്പെട്ടിരുന്നുവെങ്കിലും,</p>

സെക്ഷനിൽ ജീവനക്കാർ കുറവായിരുന്നതിനാൽ താമസിയാതെ ലേബർ ഓഫീസിൽ ഹാജരാക്കാമെന്ന് എച്ച്.ആർ വിഭാഗം ജീവനക്കാരൻ പരിശോധനാ വേളയിൽ അറിയിച്ചു. തുടർന്ന് 28.06.2021 തീയതിയിൽ 76/2020, 77/2020, 78/2020 എന്നീ നമ്പരുകളായി ഇൻസ്പെക്ഷൻ ഓർഡർ പെരമ്പാവൂർ അസിസ്റ്റന്റ് ലേബർ ഓഫീസർ സ്ഥാപന ഉടമയ്ക്ക് നൽകുകയുണ്ടായി. അതോടൊപ്പം സ്ഥാപന ഉടമ ഹാജരാക്കിയ വേതന രജിസ്റ്ററിന്റെ അടിസ്ഥാനത്തിൽ വേതന കുടിശ്ശികയും ക്ലെയിം സ്റ്റേറ്റ്മെന്റും തയാറാക്കി 30.06.2021 തീയതിയിൽ നൽകിയിരുന്നു. കൂടാതെ പരിശോധനാ ഉത്തരവ് പ്രകാരം രേഖകൾ ഹാജരാക്കുന്നതിനായി 14.07.2021 രാവിലെ 11 മണി വരെ സമയം അനുവദിച്ചു 76/2020, 77/2020, 78/2020 എന്നീ നമ്പരുകളായി ഇൻസ്പെക്ഷൻ ഓർഡർ പ്രകാരം സ്ഥാപന ഉടമയ്ക്ക് നിർദ്ദേശം നൽകിയിരുന്നു. ഗാർമെന്റ് മേഖലയിലെ മിനിമം വേതന ഉത്തരവ് നടപ്പിലാക്കാത്തത് സംബന്ധിച്ച് കിറ്റക്സ് ഗാർമെന്റ്സ് ലിമിറ്റഡ് കമ്പനിക്ക് 30.06.2021-ൽ പെരമ്പാവൂർ അസിസ്റ്റന്റ് ലേബർ ഓഫീസർ നോട്ടീസ് നൽകിയതിനെ തുടർന്ന് തൊഴിൽ വകുപ്പ് സെക്രട്ടറി, പെരമ്പാവൂർ അസിസ്റ്റന്റ് ലേബർ ഓഫീസർ എന്നിവരെ കക്ഷികളാക്കി അഡ്വക്കേറ്റ് ബ്ലെയ്സ്.കെ.ജോസ് മുഖാന്തിരം സ്ഥാപന ഉടമ 01.07.2021 തീയതിയായി വക്കീൽ നോട്ടീസ് നൽകിയതിന്റെ അടിസ്ഥാനത്തിൽ 30.06.2021-ൽ സ്ഥാപനത്തിന് നൽകിയ ക്ലെയിം നോട്ടീസ് പിൻവലിക്കുവാൻ 07.07.2021-ലെ LBRD-E1/68/2021-LBRD നമ്പർ കത്ത് പ്രകാരം ലേബർ കമ്മീഷണർക്ക് നിർദ്ദേശം നൽകിയിട്ടുണ്ട്. പ്രസ്തുത വിഷയം അഡ്വക്കേറ്റ് ജനറലുമായി ചർച്ച ചെയ്തതായും മിനിമം വേതന ഉത്തരവ് ബഹു.ഹൈക്കോടതി സ്റ്റേ അനുവദിച്ച സാഹചര്യത്തിൽ അന്തിമ വിധിക്ക് വിധേയമായി മാത്രമേ തുടർനടപടി സ്വീകരിക്കുകയുള്ളൂ എന്ന വിവരം നൽകിയാൽ മതിയാകും എന്നു ഉപദേശത്തിൻ പ്രകാരം ടി വിവരം ബന്ധപ്പെട്ട കക്ഷിയെ അറിയിച്ചിട്ടുള്ളതായും ജില്ലാ ലേബർ ഓഫീസർ 12.07.2021-ാം തീയതി സമർപ്പിച്ച റിപ്പോർട്ടിൽ വ്യക്തമാക്കിയിട്ടുണ്ട്.

സെക്ഷൻ ഓഫീസർ

Revised/NO

Office of the Assistant Labour Officer Perumbavoor

Phone : 8547655433

Date : 28/06/2021

No. 76/2020

INSPECTION ORDER

Sub: The Contract Labour (Regulation and Abolition) Act, 1970. The Inter-State Migrant Workman (Regulation of Employment and Conditions of Service) Act, 1979. The Kerala Industrial Establishments (National and Festival Holidays) Act, 1958. The Maternity Benefit Act, 1961. The Minimum Wages Act, 1948. The Motor Transport Workers Act, 1961. The Payment of Wages Act, 1936 Inspection Order issued.

Ref: Inspection of your establishment on 08/06/2021

Sir,

Upon an inspection of your establishment by the undersigned/under on 08/06/2021 it was observed that certain provisions of the above Act and Rules were not complied with by you to the extent indicated overleaf.

You are therefore requested to rectify, the above defects and to produce the registers and records in my office before me on 14/07/2021 at 11 AM for inspection and verification.

This notice is issued without prejudice to the action that I may take for non-compliance with the provisions of the said Act and Rules.

Inspector under the Act

(Assistant Labour Officer) Perumbavoor

To

1. SABU M JACOB
KITEX GARMENTS LTD
KIZHAKKAMBALAM

ASSISTANT LABOUR OFFICER,
PERUMBAVOOR



OFFENCES

THE CONTRACT LABOUR (REGULATION AND ABOLITION)
ACT, 1970

- 1 Sec 18(b) R/w : Failed to provide sufficient number of latrine &
Rule 51 Urinals to workers
- 2 Section 29 : Failed to maintain and produce Registers and
Records
- 3 Section 12 : Failed to obtain License for Contract Labour
- 4 Rule 74 : Failed to maintain Register of Contractors in
Form No. XII
- 5 Section 7 (1) : Failed to submit an application for Registration
of Principal
Rule 17(1) : Employer in Form No.1

THE INTER-STATE MIGRANT WORKMEN (REGULATION OF
EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1979

- 1 Rule 3 : Failed to submit an application (in triplicate) for
Registration of establishment
- 2 Rule 38 : Failed to provide sufficient quantity of
Wholesome Drinking water
- 3 Rule 42 : Failed to provide adequate and suitable washing
Facilities to workmen
- 4 Rule 41 : Failed to provide sufficient number of latrine to
Workers
- 5 Rule 44(1) (ii) : Failed to provide adequate accommodation and
sanitation facilities to the workers
- 6 Sec.16 (d) R/w : Failed to provide suitable and adequate residen-
Rule 44 (1)(i) tial accommodations to the family
- 7 Rule 55(2) : Failed to submit annual return in Form No.XXIV
by the Principal Employer



- 8 Rule 55(1) : Failed to submit half yearly return in Form No. XXIII by the contractor.
- 9 Rule 36 : Failed to ensure suitable adequate medical facilities for out door treatment to migrant work men
- 10 Rule 35 : Violated prescribed conditions of hours of work, Leave etc...
- 11 Section 23 : Failed to maintain prescribed registers and Records
- 12 Section 23 : Failed to maintain and produce registers and Records
- 13 Section 18 : Principal employer failed discharge liability as Prescribed.
- 14 Section 17 : Failed to pay prescribed wages.

THE KERALA INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS ACT, 1958

- 1 Section 5 (2) : Failed to give employees a substituted holiday for Working on holidays allowed under Section 3. (Working on National and Festival Holidays)
- 2 Section 5(2) : Failed to grant twice the wages for working on Any holiday allowed under section 3. (on National & Festival holidays).
- 3 Section 5 : Failed to grant extra wages for N & F holidays
- 4 Section 4 : Failed to display statement of holidays
- 5 Section 3 : Failed to grant N & F holidays to employees
- 6 Rule 11 : Failed to maintain a Muster Roll in Form VI
- 7 Rule 10 : Failed to submit an annual return for the year
- 8 Rule 8 : Failed to exhibit a statement of holidays in Form IV



- 9 Rule 4 : Failed to submit the list of Festival Holidays for the Year Form No.1

THE MATERNITY BENEFIT ACT , 1961

- 1 Section 5 : Failed to give Maternity Benefit to the woman
- 2 Section 15 : Failed to exhibit abstract in form K
- 3 Rule 16 : Failed to submit annual return in form number L &M
- 4 Rule 3 : Failed to maintain and produce muster roll form Number A

THE MINIMUM WAGES ACT, 1948

- 1 Rule 24 : Failed to adhere Spread over Working Hours
- 2 Section 13 : Spread Over Time/Working hours /weekly Working Hours exceeded the limit.
- 3 Rule 21 (4E) : Failed to issue electronically generated wage slip to Workers three days prior to effect wages.
- 4 21 (4E) : Failed to issue WPS electronically generated wage Slip to employees.
- 5 Rule 21 (4B) : Failed to maintain signed copy of form XIV and Provided by the employer for inspection
- 6 R.29 (8) : Failed to maintain and produce Inspection book
- 7 Rule 21A (2) : Failed to pay and disburse wages to employees through individual bank accounts as per Rule 21A (1)
- 8 Section 8 : Failed to maintain prescribed registers and records
- 9 Section 14 : Failed to pay extra wages for overtime work Read with Rule 28
- 10 Rule 21A (1) : Failed to submit electronically or upload register of Employment and wages in form XIV
- 11 Rule 30 : Failed to produce the Registers and Records at the time of inspection.



- 12 Rule 29 (5) : Failed to maintain and produce a Muster Roll of Workers in Form No. VI.
- 13 Rule 29(2) : Failed to maintain and produce Wages slips in Form No. XIII
- 14 Rule 29(1) : Failed to maintain and produce a Register of Wages in Form No XI
- 15 Rule 28 (2) : Failed to maintain and produce a Register over-Time in Form No.V.
- 16 Rule 22 (4) : Failed to exhibit a notice in Form No.IV
- 17 Rule 21(4) : (iii) Failed to submit an Annual Return for the Year.
- 18 Section 12 : Failed to pay prescribed minimum rate of wages to workers.

THE MOTOR TRANSPORT WORKERS ACT, 1961

- 1 Rule 37 : Failed to maintain or produce over time Muster roll of workers in form XI
- 2 Rule 35 : Failed to maintain or produce Register of workers in Form IX
- 3 Rule 34 : Failed to maintain or produce Register of workers In Form IX
- 4 Section 23 : Failed to produce certificate of fitness
- 5 Section 13 : Failed to adhere working hour's 8hrs/day for workers.
- 6 Section 12 & Rule 26 : Failed to provide first aid box with prescribed items
- 7 Section 10 (1) & Rule 24 : Failed to provide prescribed uniform for the Workers



- 8 Rule 13 : Failed to mark Labour registration number on the vehicle.
- 9 Rule 38 : Operated the Motor Transport Vehicle without Providing the employees the individual control Book in Form No.XII.
- 10 Rule 36 : Failed to maintain and produce for inspection a Muster Roll in form X
- 11 Section 3 R/W Rule 4 : Failed to submit an application for registration of the establishment.

THE PAYMENT OF WAGES ACT,1936

- 1 20(6) : Failed or willfully neglected to pay wages by the Date fixed by the authority.
- 2 Sec 5 (2) : Failed to pay wages of every employed person Before the expiry of the second working day from the day on which his employment is terminated.
- 3 Sec 5(1) : Failed to pay wages of every employed person before the expiry of the seventh day.
- 4 Rule 18 : Failed to submit annual return as prescribed
- 5 Section 8 : Imposed unauthorized fines on the employee
- 6 Section 6 : Failed to pay wages in current coin or currency
- 7 Section 7 : Unauthorized deductions effected in the wages of employed person.
- 8 Section 5 : Failed to effect payment of wages within the Prescribed time limit.
- 9 Rule 8 : Failed to display of a notice of dates of payment not less than two months in advance.



- 10 Rule 22 : Failed to display an abstract of the Act and Rules In Form IV
- 11 Rule 17 : Failed to maintain Register of Advances and Recoveries in Form III
- 12 Rule 3 : Failed to maintain Register of Fine in Form 1
- 13 Rule 4 : Failed to maintain Register of deductions for Damage or loss in Form II



[Handwritten Signature]
**ASSISTANT LABOUR OFFICER
PERUMBAVOOR**

R/S/AS

Office of the Assistant Labour Officer Perumbavoor
Phone : 8547655433
Date : 28/06/2021

No. 77/2020

INSPECTION ORDER

Sub: The Contract Labour (Regulation and Abolition) Act, 1970. The Inter-State Migrant Workman (Regulation of Employment and Conditions of Service) Act, 1979. The Kerala Industrial Establishments (National and Festival Holidays) Act, 1958. The Maternity Benefit Act, 1961. The Minimum Wages Act, 1948. The Motor Transport Workers Act, 1961. The Payment of Wages Act, 1936 Inspection Order issued.

Ref: Inspection of your establishment on 08/06/2021

Sir,

Upon an inspection of your establishment by the undersigned/under on 08/06/2021 it was observed that certain provisions of the above Act and Rules were not complied with by you to the extent indicated overleaf.

You are therefore requested to rectify, the above defects and to produce the registers and records in my office before me on 14/07/2021 at 11 AM for inspection and verification.

This notice is issued without prejudice to the action that I may take for non-compliance with the provisions of the said Act and Rules.

To

1. SABU M JACOB
KITEX CHILDRENSWEAR LTD
KIZHAKKAMBALAM



Inspector under the Act
Assistant Labour Officer, Perumbavoor
ASSISTANT LABOUR OFFICER
PERUMBAVOOR

v/c

OFFENCES

THE CONTRACT LABOUR (REGULATION AND ABOLITION)

ACT, 1970

- 1 Sec 18(b) R/w : Failed to provide sufficient number of latrine &
 Rule 51 Urinals to workers
- 2 Section 29 : Failed to maintain and produce Registers and
 Records
- 3 Section 12 : Failed to obtain License for Contract Labour
- 4 Rule 74 : Failed to maintain Register of Contractors in
 Form No. XII
- 5 Section 7 (1) : Failed to submit an application for Registration
 of Principal
 Rule 17(1) : Employer in Form No.1

THE INTER-STATE MIGRANT WORKMEN (REGULATION OF
EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 1979

- 1 Rule 3 : Failed to submit an application (in triplicate) for
 Registration of establishment
- 2 Rule 38 : Failed to provide sufficient quantity of
 Wholesome Drinking water
- 3 Rule 42 : Failed to provide adequate and suitable washing
 Facilities to workmen
- 4 Rule 41 : Failed to provide sufficient number of latrine to
 Workers
- 5 Rule 44(1) (ii) : Failed to provide adequate accommodation and
 sanitation facilities to the workers
- 6 Sec.16 (d) R/w : Failed to provide suitable and adequate residen-
 Rule 44 (1)(i) tial accommodations to the family
- 7 Rule 55(2) : Failed to submit annual return in Form No. XXIV
 by the Principal Employer



- 8- Rule 55(1) : Failed to submit half yearly return in Form No. XXIII by the contractor.
- 9 Rule 36 : Failed to ensure suitable adequate medical facilities for out door treatment to migrant work men
- 10 Rule 35 : Violated prescribed conditions of hours of work, Leave etc...
- 11 Section 23 : Failed to maintain prescribed registers and Records
- 12 Section 23 : Failed to maintain and produce registers and Records
- 13 Section 18 : Principal employer failed discharge liability as Prescribed.
- 14 Section 17 : Failed to pay prescribed wages.

THE KERALA INDUSTRIAL ESTABLISHMENTS (NATIONAL AND FESTIVAL HOLIDAYS ACT, 1958)

- 1 Section 5 (2) : Failed to give employees a substituted holiday for Working on holidays allowed under Section 3. (Working on National and Festival Holidays)
- 2 Section 5(2) : Failed to grant twice the wages for working on Any holiday allowed under section 3. (on National & Festival holidays).
- 3 Section 5 : Failed to grant extra wages for N & F holidays
- 4 Section 4 : Failed to display statement of holidays
- 5 Section 3 : Failed to grant N & F holidays to employees
- 6 Rule 11 : Failed to maintain a Muster Roll in Form VI
- 7 Rule 10 : Failed to submit an annual return for the year
- 8 Rule 8 : Failed to exhibit a statement of holidays in Form IV



- 9 Rule 4 : Failed to submit the list of Festival Holidays for the Year Form No.1

THE MATERNITY BENEFIT ACT , 1961

- 1 Section 5 : Failed to give Maternity Benefit to the woman
2 Section 15 : Failed to exhibit abstract in form K
3 Rule 16 : Failed to submit annual return in form number L &M
4 Rule 3 : Failed to maintain and produce muster roll form Number A

THE MINIMUM WAGES ACT, 1948

- 1 Rule 24 : Failed to adhere Spread over Working Hours
2 Section 13 : Spread Over Time/Working hours /weekly Working Hours exceeded the limit.
3 Rule 21 (4E) : Failed to issue electronically generated wage slip to Workers three days prior to effect wages.
4 21 (4E) : Failed to issue WPS electronically generated wage Slip to employees.
5 Rule 21 (4B) : Failed to maintain signed copy of form XIV and Provided by the employer for inspection
6 R.29 (8) : Failed to maintain and produce Inspection book
7 Rule 21A (2) : Failed to pay and disburse wages to employees through individual bank accounts as per Rule 21A (1)
8 Section 8 : Failed to maintain prescribed registers and records
9 Section 14 : Failed to pay extra wages for overtime work Read with Rule 28
10 Rule 21A (1) : Failed to submit electronically or upload register of Employment and wages in form XIV
11 Rule 30 : Failed to produce the Registers and Records at



- 12 Rule 29 (5) : Failed to maintain and produce a Muster Roll of Workers in Form No. VI.
- 13 Rule 29(2) : Failed to maintain and produce Wages slips in Form No. XIII
- 14 Rule 29(1) : Failed to maintain and produce a Register of Wages in Form No XI
- 15 Rule 28 (2) : Failed to maintain and produce a Register over-Time in Form No.V.
- 16 Rule 22 (4) : Failed to exhibit a notice in Form No.IV
- 17 Rule 21(4) : (iii) Failed to submit an Annual Return for the Year.
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- 1 Rule 37 : Failed to maintain or produce over time Muster roll of workers in form XI
- 2 Rule 35 : Failed to maintain or produce Register of workers in Form IX
- 3 Rule 34 : Failed to maintain or produce Register of workers In Form IX
- 4 Section 23 : Failed to produce certificate of fitness
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- 8 Rule 13 : Failed to mark Labour registration number on the vehicle.
- 9 Rule 38 : Operated the Motor Transport Vehicle without Providing the employees the individual control Book in Form No.XII.
- 10 Rule 36 : Failed to maintain and produce for inspection a Muster Roll in form X
- 11 Section 3 R/W Rule 4 : Failed to submit an application for registration of the establishment.

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- 1 20(6) : Failed or willfully neglected to pay wages by the Date fixed by the authority.
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- 9 Rule 8 : Failed to display of a notice of dates of payment not less than two months in advance.



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| 10 | Rule 22* | : | Failed to display an abstract of the Act and Rules
In Form IV |
| 11 | Rule 17 | : | Failed to maintain Register of Advances and
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| 12 | Rule 3 | : | Failed to maintain Register of Fine in Form 1 |
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Symbark
ASSISTANT LABOUR OFFICER
PERUMBAVOOR

Regd/Ad

Office of the Assistant Labour Officer Perumbavoor

Phone : 8547655433

Date : 28/06/2021

No. 78/2020

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Inspector under the Act

(Assistant Labour Officer) Perumbavoor

[Handwritten Signature]
ASSISTANT LABOUR OFFICER,
PERUMBAVOOR

To

1. SABU M JACOB
KITEX GARMENTS LTD
(PROCESSING UNIT)
KIZHAKKAMBALAM

OFFENCES

THE CONTRACT LABOUR (REGULATION AND ABOLITION)

ACT, 1970

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- 5 Rule 44(1) (ii) : Failed to provide adequate accommodation and sanitation facilities to the workers
- 6 Sec.16 (d) R/w Rule 44 (1)(i) : Failed to provide suitable and adequate residential accommodations to the family
- 7 Rule 55(2) : Failed to submit annual return in Form No. XXIV by the Principal Employer

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- | | | | |
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- 9 Rule 4 : Failed to submit the list of Festival Holidays for the Year Form No.1

THE MATERNITY BENEFIT ACT, 1961

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THE MINIMUM WAGES ACT, 1948

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- 7 Section 10 (1) & : Failed to provide prescribed uniform for

- 8 Rule 13 : Failed to mark Labour registration number on the vehicle.
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- 10 Rule 36 : Failed to maintain and produce for inspection a Muster Roll in form X
- 11 Section 3 R/W Rule 4 : Failed to submit an application for registration of the establishment.

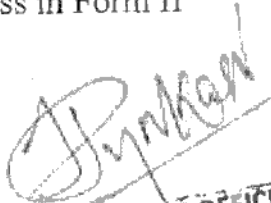
THE PAYMENT OF WAGES ACT, 1936

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-7-

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| 10 | Rule 22 | : | Failed to display an abstract of the Act and Rules
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ASSISTANT LABOUR OFFICER,
PERUMBAVOOR





മെമ്മർ ഓഫീസർ.