



GOVT. OF ASSAM

FORM - Q
(See Rule 47)

CERTIFICATE OF REGISTRATION UNDER ASSAM SHOPS AND ESTABLISHMENT ACT, 1971

UBIN	:	291/927639/AAECJ5017F/12/2023
UAIN	:	LCFORMRE/2023/29331
Registration No.	:	SHE/2023/D81703831724563YH
Dated	:	29/12/2023
Name of Establishment	:	M/S. JKCSMS MANAGEMENT AND PROTECTIVE SERVICES PRIVATE LIMITED
Name of Employer	:	SHOWKAT AHMAD BHAT
Address & location of the Establishment	:	GULFAM COLONY, 078 HANGAH HANDWARA, HANGAH, SRINAGAR, JAMMU AND KASHMIR - 190015
Number of Employees	:	2
Nature of Business	:	SERVICES

Certified that under the Assam Shop and Establishment Act and Rules framed there under :

(i) The establishment bearing the above particulars has been registered on **29/12/2023** for a period upto **27/12/2024** and the Registration Number is **SHE/2023/D81703831724563YH**.

The Validity of the Certificate of Registration shall expire unless renewed before **27/12/2024**.

(ii) VALID FOR **ALL OVER ASSAM**, and only for the purpose mentioned in this certificate..

(iii) Payment Details:

GRN AS006843354202324P
CIN 10004672023122902446
Txn Date 29/12/2023
Amount 1000.00
Status Y



(Scan the QR Code for authentication)

Office of the Commissionerate of Labour
Inspector of Shops and Establishments

*** This is a computer generated certificate and it does not require a Signature/Seal.***

Terms & Conditions of this Certificate is enclosed as Annexure-I.

STOP CHILD LABOUR

Annexure-I**Terms and Conditions of Auto Generation of Certificate/Licenses under EoDB
(GUIDELINES TO THE EMPLOYERS UNDER DIFFERENT LABOUR LAWS, AS APPLICABLE)**

The provisions of different labour laws given below are illustrative and not exhaustive and are meant for general guidance.
(For details please refer to the respective Act and Rules framed thereunder)

❖ The Minimum Wages Act, 1948 and the Rules framed thereunder.

The employer has to-

- The wage period with respect to any scheduled employment for which wages have been fixed shall not exceed one month and the wages of a worker in such employment shall be paid on a working day before the expiry of the seventh day after the last day of the wage period.
- Where the employment of any person is terminated by or on behalf of the employer, the wages earned by him shall be paid before the expiry of the second working day after the day on which his employment is terminated.
- The wages of an employed person shall be paid to him without deduction of any kind except those authorised by or under the rules framed thereunder.
- Every employer shall send annually a return in Form III so as to reach the Inspector not later than the 1st February, following the end of the year to which it relates.
- Subject to the provisions of this rule, an employee in a scheduled employment in respect of which minimum rates of wages have been fixed under the Act, shall be allowed a day of rest every week (hereinafter referred to as the 'rest day') which shall ordinarily be Sunday, but the employer may fix any other day of the week as the rest day for any employee or class of employees in that scheduled employment.
- Ensure fixation no. of daily working hours as per provisions of the Act
- Ensure payment to workmen at double the rate of their ordinary wages and to maintain a register of overtime in prescribed format.

Form of registers and records-

A Register of wages shall be maintained by every employer at the establishment and kept in such form as may be notified by the Government.

❖ The Payment of Wages Act, 1936 and the Rules framed thereunder-

The employer has to-

- Responsibility for and method of payment- The manager of the Factory/Industrial Establishment is responsible for the payment under the Act of wages to persons employed under him, and any contractor employing persons is responsible for payment of persons he employs.
- Wage-periods shall be fixed for the payment of wages at intervals not exceeding one month.
- Wages shall be paid on a working day within 7 days of the end of the wage-period (or within 10 days if 1,000 or more persons are employed). The wages of person discharged shall be paid not later than the second working day after his discharge.
- Wages in kind are prohibited.
- Fines and deductions- No deduction shall be made from wages except those authorised under the Act.

❖ **The Payment of Bonus Act, 1965 and the Rules framed thereunder-**
(Application to only where 10 or more persons are employed on any day in the preceding 12 months)

the employer has to-

- Maintain in Form A the record in respect of computation of the Available Surplus in respect of any accounting year.
- Maintain the set on and set off allocable surplus in form B.
- Maintain the record of the bonus paid to the employees for any accounting year in form C.
- Submit Annual return in form D.
- Pay the bonus to the employees within 8 months of the close of the accounting year.

❖ **Contract Labour (Regulation & Abolition) Act, 1970 and the Rules framed thereunder-**

The contractor of the establishment shall provide the following facilities to the contract labour and in case of failure on the part of the contractor to do so the principal employer that is the establishment shall provide the same and may recover the expenses from the contractor as a debt payable by the contractor as let down under section 20 of the Act.

- the licence shall be non-transferable;
- the number of workmen employed as contract labour in the establishment shall not, on any day, exceed the maximum number specified in the licence;
- save as provided in there rules, the fees paid for the grant or as the case may be, for renewal of the licence, shall be non-refundable;
- the rates of wages payable to the workmen by the contractor shall not be less than the rates prescribed under the Minimum Wages Act, 1948 (II of 1948), for such employment where applicable, and where the rates have been fixed by agreement, settlement or award, not less than the rates so fixed;
- in cases where the workmen employed by the contractor perform the same or similar kind of work as the workmen directly employed by the principal employer of the establishment, the wage rates, holidays, hours of work and other conditions of service of the workmen of the contractor shall be the same as applicable to the workmen directly employed by the principal employer of the establishment on the same or similar kind of work :

(a) Provided that in the case of any disagreement with regard to the type of work the same shall be decided by the Labour Commissioner (Assam) whose decision shall be final;

(b) in other cases the wage rates, holidays, hours of work and conditions of service of the workmen of the contractor shall be such as may be specified in this behalf by the Labour Commissioner (Assam);

- (a) in every establishment where twenty or more women are ordinarily employed at contract labour, there shall be provided two rooms of reasonable dimensions for the use of their children under the age of six years;
- (b) one of such rooms shall be used as a play room for the children and the other as bed room for the children;
- (c) the contractor shall supply adequate number of toys and games in the play room and sufficient number of cots and beddings in the sleeping room;
- (d) the standard of construction and maintenance of the creches shall be such as may be specified in this behalf by the Labour Commissioner (Assam);
- the licensee shall notify any change in the number of workmen or the conditions of work to the licensing officer;
- the Licensee shall within fifteen days of the commencement and completion of each contract work submit a return to the Inspector of the area appointed under Section 28 of the Act, intimating the actual date of the commencement or as the case may be, completion of such work in Form VI A.

❖ **Payment of Gratuity Act, 1972 and the Rules framed thereunder:-**
(Applicable where 10 or more persons are employed on any day in the preceding twelve months).

The employer has to:-

- Give a notice of opening in Prescribed Form to the Controlling Authority within 30 days.
- Give a notice in Prescribed Form to the Controlling Authority in case of any change in the name, address, employer or nature of business.
- Give a notice in Prescribed Form to the Controlling Authority in case of close down business at least sixty days before the intended closure.
- Ensure that a notice is displayed near the main entrance in bold letter in Hindi and in a language understood by at least one third of the employees specifying the name of the officer with designation authorized by the employer to receive on his behalf notice under the Acts or the Rules.
- Ensure that the employees who have rendered continuous service for not less than five years are being paid/shall be paid gratuity on superannuation/retirement/resignation and the nominees of an employee who dies during the service are also being paid/shall be paid gratuity even though five years of service has not been rendered.
- Ensure that the amount of gratuity is/shall be determined by the employer and the notice writing is/shall be given to the person to whom the gratuity is payable and also to the Controlling Authority.
- Ensure that the amount of gratuity is/shall be paid within 30 days from the date it becomes payable as has been laid down under the Act and the Rules.
- Ensure that an abstract of the Act and the Rules made thereunder in Prescribed Form in English and Hindi has been displayed at a conspicuous place.

❖ **The Maternity Benefits Act, 1961 and the Rules framed thereunder:-**

The employer has to-

Ensure to comply to all the provisions under the **Maternity Benefits Act (as amended) 1961.**

❖ **The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and the Rules framed thereunder:-**

- Engagement of Child and Adolescent Labour is strictly prohibited as per provisions of the U/s 3 and 3A of the Child and Adolescent labour (Prohibition and Regulation) Act, 1986.

**** Revocation, suspension of licences/registration.—**

- If the licensing officer is satisfied, either on a reference made to him in this behalf or otherwise, that—

(a) a licence/registration granted has been obtained by misrepresentation or suppression of any material fact, or
 (b) the holder of a licence/registration has, without reasonable cause, failed to comply with the conditions subject to which the licence has been granted or has contravened any of the provisions of applicable Labour Acts or the rules made thereunder, then, without prejudice to any other penalty to which the holder of the licence may be liable under applicable Labour Acts, the licensing officer may, after giving the holder of the licence an opportunity of showing cause, revoke or suspend the licence.

(Full Signature of the Employer/ Director/Occupier/ Contractor)