#### **GOVERNMENT OF KARNATAKA**

No. LD 80 KBN 2024

Karnataka Government Secretariat, Vikasa Soudha, Bengaluru, Dated:04-01-2025.

## NOTIFICATION

In supersession of the Government Notification No. LD 04 KABANI 2015 dated: 03.04.2017, the Government of Karnataka hereby proposes to make the following scheme, namely;

The Karnataka State Factories Self Certification Scheme-2024, It is proposed to streamline the enforcement procedures under different labour laws for the meaningful implementation with a voluntary spirit by the Occupier. The Karnataka State Self-Certification Scheme-2024 aims at making the Occupier conscious, truthful citizen and law abiding person who is willing to take care of the rights and interests of the workers by complying with all the provisions of The Factories Act, 1948 and the Rules made there under, The Payment of Wages Act -1936 and Rules made there under, The Maternity Benefit Act, 1961 and the Rules made there under. This shall enable the Department of Factories, Boilers, Industrial Safety and Health to effectively protect the life, health, rights, interests of the workers and create a peaceful, harmonious and productive environment as well as build a co-operative relationship among the social partners viz, Workers, Management and the Government.

#### 1. Short Title and Commencement of the Scheme:-

The scheme shall be called the Karnataka State Factories Self Certification Scheme-2024. It shall come into force from the date of its notification in the Official Gazette.

#### 2. Definitions:-

In this Scheme, unless the context otherwise requires,--

- a) "Scheme" means, the Karnataka State Factories Self Certification Scheme 2024
- b) "Self Certification" means, self declaration submitted by the Occupier who opts to register his factory under this scheme to the effect that his factory is in full compliance with the statutory requirements under applicable enactments included in this Scheme as prescribed in Form-II to the Chief Inspector.
- c) "Worker" means, worker as defined under Section 2(l) of the Factories Act, 1948
- d) "Applicable Laws" includes The Factories Act, 1948 and the rules made thereunder, The Payment of Wages Act, 1936 and the rules made

thereunder and The Maternity Benefit Act, 1961 and the rules made thereunder, as amended from time to time.

- 3. Object of the Scheme:- The object of the Karnataka State Self Certification Scheme 2024 is to bring spirit of voluntary compliance on the part of the Occupier and to reduce multiple visits by the Department Officials for inspection without compromising on safety, health, welfare and working conditions of the workers as well as service conditions.
- 4. **Applicability of the Scheme**:- This scheme is applicable to all the factories registered under the Factories Act, 1948, except the factories;
- i. in which hazardous manufacturing processes which involves use, storage and handling of toxic, highly inflammable, explosives, hazardous chemicals where in such toxic or highly inflammable or explosive substances are likely to be generated or given out or carried out, as listed under sub-rule (b), (c) and (e) of rule 2 of The Major Accident Hazards Control (Karnataka) Rules 1994; or
  - ii. in which the hazardous manufacturing processes as listed in First Schedule appended to clause (cb) of section 2 of the Factories Act, 1948 is carried on; or
  - iii. in which manufacturing processes as specified in rule 129 of Karnataka Factories Rules, 1969 read with section 87 of the Factories Act, 1948 is carried on; or
  - iv. licensed to employ more than 250 workers.

And to the following enactments as amended from time to time.

- (1) The Factories Act, 1948 and the Rules made there under
  - (2) The Payment of Wages Act, 1936 and the Rules made there under
  - (3) The Maternity Benefit Act, 1961 and the Rules made there under
  - 5. Procedure of Entry into the Scheme:- This Scheme shall be voluntary and any Occupier of the Factory to which this scheme is applicable may opt for the certification under this Scheme by submitting self declaration to the Chief Inspector in Form-I.
  - 6. Mode of Registration and Time-frame for Approval:- The Occupier of the factory who opts for this scheme will have to apply by submitting a self declaration in Form I, along with payment of registration fee, Security deposit and other requisite information to the Chief Inspector. Any discrepancy in the application or enclosures shall be communicated to the applicant within thirty (30) days from date of receipt of the declaration. If the Chief Inspector is satisfied that the declaration for covering Factory under this Scheme is complete in all aspects, he shall issue a certificate in Form-II within thirty (30) days registering the factory under the scheme.
- 7. **Self-Declaration**:- For enrolment under this Scheme, the concerned Occupier shall submit a "Self-Declaration" in Form –I to the chief Inspector.
  - 8. **Period of Validity of Scheme:-** Factual information given in the prescribed formats shall be the same as on the date of applying. The Self-Certified declaration to abide by

all the applicable laws amended from time to time shall be valid for a period of Five (5) years, subject to submission of Annual Self Certification Return in Form-III.

Once option has been exercised for the Scheme, the same shall continue to be valid for five years. Provided year on year, the Occupier shall file annual self certification return in Form-III between 1st and 31st January of every year. After the successful compliance under the Scheme for five years, the Occupier shall have option either to remain covered under the Scheme or to opt out of the scheme. The option must be exercised in writing to the Chief Inspector before the lapse of the validity period. If no option is exercised, the enrollment to the scheme would cease to continue. In case the Occupier successfully completes five years under the Scheme and during any inspection carried out, if no violation of the applicable laws is detected, the amount of security so deposited shall be refunded. No interest shall be payable on the amount of security deposit made by the Occupier.

9. Registration Fee and Amount of Security to be deposited: - The Occupier of a factory to which the scheme is applicable may opt to enroll for the Scheme for all the applicable laws mentioned in provision 5 of this Scheme, by remitting registration fee of Rs. 10,000/- along with the security deposit of Rs. 50,000/-

#### 10. Forfeiture of Security Deposit :

- (1) Any Occupier who fails to comply with the terms and conditions of the Scheme or fails to abide by the declaration submitted by him or any violation of the applicable law is detected, then the amount of security deposit deposited shall be forfeited and in case of the violation of laws, further necessary action as per the applicable law shall be initiated. In such case, the factory shall cease to continue under this Scheme. However, there is no bar on the occupier of the factory to submit fresh self declaration to the scheme after improving the compliance under the applicable laws in the scheme. (2) Any Occupier who withdraws prematurely from the Scheme i.e., before the expiry of the prescribed period of 5 years or where the applicability of scheme as mentioned under the provision 5 is no more valid for the factory, then the amount of security deposit so deposited shall be forfeited.
- 11. **Responsibilities of the Chief Inspector:** The Chief Inspector shall maintain a register in **Form IV** containing all the information of the factory covered under the scheme, including amendments made from time to time.
- 12. Procedure of Inspection under the Scheme: The factories enrolled under this scheme shall not be inspected; except for check inspection picked up randomly by computerized random selection which shall not exceed 20% of the factories opted for self certification in a year. However, this does not bar inspections for investigation of accidents/dangerous occurrence, occupational disease and conducting training/awareness programmes with the consent of the Occupier or Manager. Inspection against specific written complaints shall be done only with the prior written approval of the Chief Inspector.

- 13. Continuation of Existing System: This Scheme is voluntary and the Occupier who does not desire to opt for the Scheme shall be treated as per the existing system.
- 14. **Transparency and Accountability:** The Occupier, who has opted for registration under this Scheme shall maintain all Records, Registers and other up-to-date information as required under the applicable laws either in soft copy form or hard copy-form in the factory. Whenever Department authorities call for in writing for the records/ registers/ information of the Factory, under the provisions of any applicable laws, then the Occupier is duty-bound to produce the same to the concerned authority, in soft copy form or hard copy-form as desired by the Authorities, as provided under the provisions of the applicable laws.
- 15. **Display of Compliance Information:** The Occupier/Manager shall display the terms and conditions of this Scheme as well as the status of compliance on a notice board/ in a conspicuous place which is visible to all the workers. The Occupier shall also declare that he has opted for the Karnataka State Self Certification Scheme-2024, on their website, if available.
- 16. Removal of Difficulties:- In case, there are any difficulties in implementation of this Scheme, the decision of the Director of Factories, Boilers, Industrial Safety and Health in Karnataka, on the specific issue, shall be final and binding on the concerned parties.

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# The Karnataka State Factories Self Certification Scheme-2024 Form-I SELF DECLARATION

I Sri/Smt	S/o/D/o/W/o	residing
under and in the capacity as Situated at		do hereby submit, a
registered under the Factories bearing Factory Licence No.		
I have gone through the process Certification Scheme-2024 and under the said Scheme. The required under the scheme at acceptance. I undertake to abit also certified that I am compet provide any information to Factories, Boilers, Industrial Sarequest you kindly issue the neighbor of the process. That I have applied for grant of the competition of the provide and th	rovisions of the Karr d have understood the necessary information re herewith submitted de by all terms and content and duly authorize any competent Authorize affety and Health, on be ecessary registration for a for coverage of factory by applete address of the un	nataka State Factories Selesame. I wish to be covered in and other documents a for your consideration and onditions of the scheme. It is ed to make any statement of ority of the Department of thalf of this factory. As such in the same.  The the thank of M/s
	un	der the Karnataka State Se

Cartit	
Safet	cation Scheme-2024 of the Department of Factories, Boilers, Industrial and Health, Government of Karnataka, as notified vide Notification No
	ner certify that;
1. I 2. V 2. V 3. 7	have gone through the provisions of the Scheme and have fully understood ne provisions of this Scheme and hereby undertake to abide by the same. We are complying and will continue to comply with all provisions of Factories ct, 1948 and the rules made thereunder, Payment of wages Act, 1936 and ales made thereunder, Maternity Benefit, 1961 rules made thereunder as mended from time to time. The contents given above are true and correct to the best of my knowledge and belief.
I agr	e to accept the penalty prescribed under the applicable laws and this
Scher	ne, in case of violation of the provisions of the applicable laws.
Date: Place:	Signature of the Applicant (Name, Designation and Full Address)
	LATOT SILAMIN SIAMIN DESCRIPTION OF TOTAL
given Date:	Verification  above named deponents to do hereby further solemnly affirm that the content above are true to my knowledge.  Signature of the Occupier
25	
Certif	ed by Notary/Gazetted Officers
IN	FORMATION FORM FOR SELF CERTIFICATION UNDER THE SCHEME  1. General Information
	2. REALTH

Name of the Occupier / Employer

2

	Particulars of the plan	mragaci - ər	if in Fromen	altion being
3	Approval Number and date	Fernalds	Covertifuent o	and Health. The second
	Approving authority		ereigh the pro or this Scheine	
018	Particulars of License	endante to ex	ap dum en - gar	Arthurs are
	Number of workers			
4	HP / KW	bas and s	rithe to time.	anoni barina o contanta
	License renewed up to	North and		d balled b
	of the applicable laws.	emplement 5		
5	Manufacturing process with NIC Code		EDWAI E	TOTAL
5	with NIC Code  Employment details	MALE	FEMALE	TOTAL
5	with NIC Code		FEMALE	TOTAL
5	with NIC Code  Employment details	MALE	FEMALE	Daguerr avoc
5	with NIC Code  Employment details  Permanent	MALE	of aires semin	Daguera dvio
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al di	Employment details  Permanent  Contract  Casual	MALE	of aires semin	enter evoc
al di	Employment details  Permanent  Contract  Casual  Apprentice	MALE	of aires semin	enter avoc

#### 2. HEALTH

Sl. No.	Section	Rule	Provisions	Yes / No / NA	Remarks
1	11(1)(a)		Is the factory kept clean?	v:(o.lo	83 Y
2	11(1)(b)		Is the floor of every workroom washed at least once in a week?		
3	11(1)(c)		Are the drains properly constructed and kept clean?		
4	12	18	Is effective arrangement made for disposal of trade wastes and effluents	di lu su	10.7
5	13(1)(a)		Are effective and suitable provision made for adequate ventilation for circulation of fresh air?	dagolqi	

6	13(1)(b)	7:53 4:Y	Is the temperature in the working rooms high? If so, what are the measures to be taken to reduce it?	(0)(1))	1
7	14(1)	77.10	Is dust or fume given off in the manufacturing process? If so, mention types of dust or fume and the arrangements made in the factory in brief.	(nativação)	ф (2
8	16(2)	141	Is any working room over crowded?		
9	17(1),(2) & (3)	34, 35	Is lighting in all the rooms and passages sufficient and suitable?	Tell (Maria) K	
10		38	Is sufficient quantity of drinking water provided for the use of the workers?		
11		39	What is the source of supply? If it is not from public water-supply system, has it been tested? Specify the agency.		
12		40	Is drinking water stored in suitable vessels with water taps and dust-proof covers placed on raised platform in shade?	(i)ze	
13		44	Is sufficient latrine and urinal accommodation provided to the workers separately for men and women?		
14		45	Are the latrines and urinals of a type confirming to the requirements of the public health authorities?		
15		46	Is the latrine provided with roof? Are partition provided with a proper door and fastenings to secure privacy?	111515	0.
16		47	Are pictorial sign boards exhibited at the entrances of the latrines of men and women?	(1)(2)	
17		51	Are the walls of the latrines and urinals white- washed or colour washed at least once in every four months?	(3)842	4
18		52	Are the latrines, urinals, drains and surroundings kept clean	ES	10.0
19		53	Are water taps or water cisterns with cans provided in the latrines?	(d) (1)	
20		55 & 56	Are sufficient number of spittoons of the prescribed type provided? Are they kept clean?	3(2) 80	12

# 3. SAFETY

SI. No	Section	Rule	Provisions	Yes / No / NA	Remarks
1		te bacque	Are the following parts of machinery guarded or securely fenced:-		#
а	21(1)(i)	test the	All exposed moving parts of prime mover and fly wheel connected to it.	(Allente)	20 24

b	21(1)(ii)	amout an	Head race and tail race of water wheel and water turbine.	(ef)	181 0
С	21(1)(iii)	9f3 tft	Any part of stock bar which projects beyond the head stock of lathe.		
d	21(1)(iv)(a)	nerrism uni bus	Electric generator, a motor or rotary converter	- ) = (F	H T
е	21(1)(iv)(b)	Piro mi	Transmission machinery.		
f	21(1)(iv)(c)	- almestall	Dangerous parts of any other machinery	(5),	1)7]
2		ng water	Are Special precaution taken in the case of following machinery?	16	, i b
а		Jon et Ju	Cotton Textile machinery. (Vide Schedule I)		
b		th ann n	Cotton ginning (Vide Schedule II)		
С	21(1)	57	Wood working machinery. (Vide Schedule III)		
d		Tootij-felia Tehnile c	Rubber mills. (Vide Schedule IV)		
е	4 11	Janhu	Centrifugal machines (Vide Schedule V)		
f		STORTOW	Power Presses(Vide Schedule VI)		
g		equi a le	Shears, slitters and guillotine machines (Vide Schedule VII)		
3	22(1)	erA Store bits rook	11 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		1
4	22(1)	nik in be			0
5	22(2)	alsane b	Are women and young person prevented from cleaning or lubricating machinery?		
6	23	ban sak	Are young persons without sufficient training and supervision employed on dangerous machinery?		R
7	24(1)(a)	vitir cams	Are proper belt movers provided?		
8	24(1)(b)		Are proper belt hanger provided?		
9	24(2)	is of the ney kept	every work room provided?	5	- 0
10	27		Are women and children prevented from working in a room in which cotton opener is at work?		
inan	Ver Re		Are hoists and lifts suitably constructed and properly	nolton	S JE
11	28	lo sim	maintained?		
12	28(1)(a)(ii)	arrived to	Are they periodically examined at least once in six months by a competent person and the prescribed register maintained?	(8(7))	L 11.

13	29	holidang avolving st-life or	Are cranes and other lifting machinery other than hoists and lifts suitably constructed and properly maintained?	0E	38
14	29(1)(a)(iii)	specials ong	Are they periodically examined at least once in twelve months and the prescribed register maintained?		
15	30	d in the	Are the provisions of section 30 complied with in respect of revolving machinery and the required notices exhibited?		
16	31	65	Are special precautions taken in the case of pressure plants and report in Form No. 7 obtained?		ER
17	32(a)		Are floors, stairs, Platforms, gangways and passages maintained properly and hand rails provided wherever necessary?		
18	32(b)		Are safe means of access provided to all the places of work?	ios /#	Section
19	33	ectionity polynog	Are all the tanks, sumps, openings in floors, pits, etc., securely covered or fenced?	es (5	29-
20	34	66	Are excessive weights carried by the workers?	10	
21	35	67	Are proper precautions taken for protection of eyes?	i lei	NEW T
22	36	maki sansa	Are necessary precautions taken against dangerous fumes?		
23		65E	Is necessary Personal protective equipment issued to the workers on the basis of the work carried on by them? If so specify details	101	The I
24	37	dept midd of katili	Are necessary precautions taken against explosion?	Yes	
25	38(1)	71	Are means of escape in case of fire adequate?		
26		71	Are staircases constructed in accordance with	in.	20
27		71	Are the passage, exit doors, ways etc., free of obstructions?		
28	38	71	Are adequate precautions taken against danger of fire?	98607	
29		71(12)(b)	Are sufficient number of persons trained in handling of firefighting equipment	Sep. (10)	
30	39	a gamaga h sansable e decalla	Is there any building or part of building or machinery or plant in a dangerous condition? If so, what is the action taken?(Specify time)	os ;	

31	40	par state bas state bas batis	Is any building or part of a building in dangerous condition involving imminent danger to human-life or safety? If so, what is the action taken? (Specify time)	29	
32		86	Whether provision for providing earth leakage relay and overload relays have been provided in the main switch board	Sintanti e	
33		87	Whether instructions given not to drive the vehicles at a speed exceeding 16 km/hr in the premises of the factory and displays made to		314
		Participat Da	that effect  4. WELFARE	32(a)	

S1. No.	Section	Rule	Provisions	Yes / No / NA	Remarks
1	42	89	Are adequate and suitable washing facilities (including soap and brushes) provided separately for men and women?	85	er j
2	45(1)	91	Are sufficient number of First Aid Boxes provided containing all the prescribed equipment and medicines provided?		62
3	45(2)	91A	Are they in-charge of trained persons?	3-6-00	
		11 11 11	Is the factory ordinarily employing more than 150 workers?	36	28,
4	47	100	If yes, Is the lunch room constructed according to plans approved? Is the accommodation sufficient and adequately furnished		Es l
5		100	Is the lunch room maintained in a clean state and provided with adequate facilities for washing and drinking water?	37	26
6	48	101	Is the factory ordinarily employing more than 30 women workers?  If yes, Is the crèche constructed according to plans approved and is the accommodation sufficient?	Since	36
7		101(5)	Is the crèche adequately furnished and equipped?	88	1 年交
8		101(6)	Is there a playground for older children?		
9		102	Is there a wash room with the required facilities along with clean clothes to the children?		T ve
10		103	Are refreshments and milk supplied to the children free of cost?		
11		104	Is the crèche adequately staffed with qualified nurse and staff and provided with suitable clothes?	er,	96
12	ELDE	104-A	Is Rule 104-A applicable? If Yes, give details		

# 5. WORKING HOURS OF ADULTS

Sl. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1	51	a stage	Is any adult worker allowed/required to work for more than 48 hours in any week?		
2	52	ands S	Is any person allowed/required to work on the first day of any week,	-1	
3	52(1)(a)		Is substituted holiday given?	7 1 18	200
4	52(1)(b)(i)	and the	Is a notice delivered to the Inspector in accordance with Section?	16	na fe
5	52(1)(b)(ii)	8.5	Was a copy of notice displayed in the factory?		9
6	52	See	Is the factory exempted from this?		
7	53	105	If so, are compensatory holidays granted?		
8		105	Is a register maintained in Form No.8?		
9	54.	613 Y	Is any adult worker allowed/required to work for more than 9 hours on any day?		
10	55	1	Are intervals for rest granted in accordance with Section 55?		ov Jak
11	56		Is the spread over in order?		
12	58		Are there any overlapping shifts? [Section 58] Is the factory exempted?	162	
13	65(2)		Are any workers exempted from Section 51,52,54 and 56? If so, are overtime wages paid in accordance with Section 59?	(8)	er s
14		107	Is overtime work muster-roll maintained in From No.9?		
15		109	Is overtime slip issued?		
16	65(3)		Are conditions attached to the exemptions duly observed?		77.67
17	60	110	Is any worker required to work on the same day in more than one factory?	21 F 4	G LIV
18	61	111	Is notice of period of work framed in Form No.10 and exhibited in the factory in accordance with Rule 111? Are copies of it sent to the Inspector?		
19	62	112	Is register of adult workers maintained correctly and up to date in Form No.11?	ios Ru	St. State
20	63	70	Is any worker required to work otherwise than in accordance with the notice of periods of work?	81 (I)	the c
21	64(2)	116	Are all or any of the classes of workers exempted under section 64(2)? If so, what	61	
41	07(2)	110	are the processes exempted and from what sections?		
22	66(1)(b)	1	Is any women employed in the night between 7 p.m. and 6 a.m.? If so, are the conditions laid down in respect of safety of women workers being followed? Please Specify	SI .	E

# 6. Employment of Young persons

S1. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1	67	0.	Is any child who has not completed his 14th year of age allowed to work in the factory?		
2	68(a)&70		Is any child or adolescent allowed to work without certificate of fitness?	63	
3	68(a)	10	Are certificates of fitness in the custody of the Manager?	(10)(1)).	
4	68(b)	12	Is every child or adolescent in possession of a token?	<b>阅</b> (d)(1)	52   K -
5	70	- 19	Is any adolescent who has not completed 18 years of age allowed to work as an adult? If yes, does he/she carry a certificate of fitness?	Life ing	(8) A

# 7. Leave with Wages

Sl. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1	79(1)		Is leave with wages granted?		
2	79(10)		Is leave refused to any worker who is eligible for leave?	86	
3	79(3)		Are wages in lieu of leave granted to workers who is discharged or dismissed or quit employment or superannuated or died while in service?	5(2)	3 21
4	84		Is the factory exempted under this section?	was the state	
5		119	Is leave with wages register maintained correctly and up to date in Form No.14?	101	15
6		121	Is leave book in Form No.15 provided to each worker?	(L)E	i ai
7	88	130	Are notices of accidents sent?		
8	89	131	Are notices of certain diseases sent?		

# 8. Notice and registers

Sl. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1	108(1)	133	Are abstracts of the Act and Rules in Form No.19 in English and in the local language exhibited?	- EE	02
2		137	Is a muster roll cum register of wages/salary in Form No.22 maintained correctly and up to date?	15)	2) 6
3		138	Is a register of accidents and dangerous occurrences maintained correctly and up to date in Form No.23 and reports sent monthly?	- Idit	82 84
4		139	Is there an Inspection Book maintained correctly and up to date?		

# 9. Payment of Wages Act, 1936

S1. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1	5		Is wage given within the stipulated period?		
2	25	21	Is an abstract of the Act displayed in Form No.V?		
3	TANK O	5(2)	Is wage slip given along with the salary to all the categories of workers? Please specify particularly for contract workers?	o teamin	RUCI
4		7	Is the rate of wages payable to different classes of workers displayed?		
5	3		Is register of Fine in form No.1 maintained?	WHILE THE I	
6	4	a fishere	Is register of deductions for damage or loss in form No. 2 maintained?	must stanfit	au Si
7		19	Is register of advance in form No. 3 maintained?		
8	2		How many workers are covered under this Act?	Name an	

# 10. Maternity Benefit Act, 1961

SI. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1			How many workers are covered under ESI?		
2	2		How many workers come under Maternity Benefit Act?		
3			How many have been given maternity benefit under this Act?	la mansi	*
4	8		Is medical bonus paid? If yes, how many have been paid	Vesteev	
5	12		Is any worker dismissed while on maternity leave?		
6	19	1	Is abstract of the Act in form No. J displayed?		

# 11. Miscellaneous

Sl. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1			Is labour welfare fund paid under the Labour Welfare Fund Act and From D submitted? Amount & Date	prescription of	
2	eslarson.	d suit	Is Sexual harassment prevention committee constituted?	tarir viirin	as sid?
3	ntoni ani reula nor	bures	Whether meetings are conducted regularly?	b or	orionies-
4			Whether proceedings are recorded properly?	lates blen or	u syanic
5	- intest	and Teach	Whether any complaint received and redressed?		
6			Are there any legal actions initiated? If so, Please specify.		:Maggi

7		134(1)	Whether Combined Annual Returns in Form 20 submitted?		
8	ws ove	N /	Whether action has been taken to display posters relating to health safety and welfare of the workers?	dien Rei	

		source to the lost source to be successful pair stocks Date:	
Certifi	cate issued for having admitte	rm-II	State Factories
1	Name and address of the Factory	How many workers as	F
	Phone No.	10. Maternity B	
	Mobile No.		Section Role
51.35	Email.	Provide a service and	Section Maie
	Fax No.	Now many workers or	
	Website	fice much south	
2	Name of Occupier of the Factory	benefit timeer this Act? is medical bonus pand	В.
	Phone No.	g any worker distribute	12
	Mobile No.	with in the winds of	
	Email.	displayeds	
	Fax No.	J. Miso	
3	Licence no.	1 01	or and busilian and
4	Nature of Manufacturing Process	by labour welfare fundate fundate	1100000
5	Licensed No. of workers	S IncomA Shattled on -	
is ce	rtify that the above factory h Self Certification Scheme-20	as been admitted for	the Karnataka

This is cert Factories S	elf Certification Schen to date:	ne-2024 for a period of five years subject to the condition	from date:
under the s	aid scheme.	Whether precedings properly?	
		Signature of the Chief Inspec	etor
Date: Place:	Initiated? If so		

## Form-III

# Annual Self - Certification Return

(To be submitted between 1st and 31st January of every year)

1. General Information

1	Name & Designation of the Occupier	nemas)					
2	Details of the Factory	Jacque 1					
	Name						
	Address	acedangok					
-	Telephone No	Contract					
	Fax No						
	Mobile No	FIGORALOUA					
	GST Number	Octor					
	email address	Les Signatobelonia					
3	Licence No.	Violate and three because					
4	No.& date of approval of building plans of the factory	dire victoria and michael					
5	Details of the Occupier						
	Name	weatherst beneath to say!					
	Residential Address	atorica at any point of time					
	Telephone No	7.5 dk					
N	Fax No	The state of the s					
	Mobile No						
	email address	to Fit Milyat					
6	Details of the Manager of the factory						
	Name	eng serioth and said.					
	D - : 1 /: 1 4 1 1	4 12 is alterostate with					
	Telephone No	fiction attripolar and					
	Fax No	Supplemental Sec. V					
	Mobile No	s series, or 'il Septe I series series s					
	email address	mil to been at					

7	Average number of workers employed during the year	Forn 1 Self – Cen	augara.	
	Employment details	MALE	FEMALE	TOTAL
	Permanent	t. General l		
	Contract	971) 10	Lesignation	S steek!
	Casual	Name of	of the Pacty	2 Details :
	Apprentice	Address		
	Trainee	off sando	ptst*	
	Adolescent	lobite No		
	Others	Number	es	
8	Manufacturing process carried on in the factory	l address l		I animana I
9	List of Major Raw Materials used in the factory with Maximum Quantity stored at any point of time	factory	e of apper place of the of the Ocou	No B dat building
10	List of Finished Products with Maximum Quantity stored at any point of time	Name		

# 2. HEALTH

S1. No.	Sectio n	Rule	Provisions	Yes / No / NA	Remarks
1	11(1)(a)		Is the factory kept clean?		
2	-11(1)(b		Is the floor of every workroom washed at least once in a week?	to alless	Q 3 -
3	11(1)(c)		Are the drains properly constructed and kept clean?		
4	12	18	Is effective arrangement made for disposal of trade wastes and effluents		
5	13(1)(a)		Are effective and suitable provision made for adequate ventilation for circulation of fresh air?		
6	13(1)(b		Is the temperature in the working rooms high? If so, what are the measures to be taken to reduce it?		
7	14(1)		Is dust or fume given off in the manufacturing process? If so, mention types of dust or fume and the arrangements made in the factory in brief.		
8	16(2)	141	Is any working room over crowded?		

9	17(1),(	34,	Is lighting in all the rooms and passages	IU.	
	2)& (3)	35	sufficient and suitable?		
10		38	Is sufficient quantity of drinking water provided for the use of the workers?		E
11		39	What is the source of supply? If it is not from public water-supply system, has it been tested? Specify the agency.		4
12	*	40	Is drinking water stored in suitable vessels with water taps and dust-proof covers placed on raised platform in shade?		6
13		44	Is sufficient latrine and urinal accommodation provided to the workers separately for men and women?		
14		45	Are the latrines and urinals of a type confirming to the requirements of the public health authorities?	i i i	
15		46	Is the latrine provided with roof? Are partition provided with a proper door and fastenings to secure privacy?	i i	0 12
16		47	Are pictorial sign boards exhibited at the entrances of the latrines of men and women?	25,23	
17		51	Are the walls of the latrines and urinals white- washed or colour washed at least once in every four months?		a
18		52	Are the latrines, urinals, drains and surroundings kept clean	(s)	
19		53	Are water taps or water cisterns with cans provided in the latrines?	(Upit	
20		55 & 56	Are sufficient number of spittoons of the prescribed type provided? Are they kept clean?		

# 3. SAFETY

SI. No	Section	Rule	Provisions	Yes / No / NA	Remarks
1		adı L Ebsi	Are the following parts of machinery guarded or securely fenced:-	(4)(4)(4)	
a	21(1)(i)	bana abai	All exposed moving parts of prime mover and fly wheel connected to it.	29	EI
b	21(1)(ii)	La Nobelle	Head race and tail race of water wheel and water turbine.		
С	21(1)(iii)	ads from	Any part of stock bar which projects beyond the head stock of lathe.	(MANIELLA)	
d	21(1)(iv)(a)	DE Lively	Electric generator, a motor or rotary converter		
е	21(1)(iv)(b)	amillio h	Transmission machinery.	6045	
f	21(1)(iv)(c)		Dangerous parts of any other machinery		

2		aspages	Are Special precaution taken in the case of following machinery?	(8)	845
a			Cotton Textile machinery. (Vide Schedule I)		n)
b			Cotton ginning (Vide Schedule II)		
С	21(1)	57	Wood working machinery. (Vide Schedule III)		
d			Rubber mills. (Vide Schedule IV)	y	
е			Centrifugal machines (Vide Schedule V)		
f			Power Presses(Vide Schedule VI)	10.0	
g			Shears, slitters and guillotine machines (Vide Schedule VII)		
3	22(1)	and to	Are only experienced and trained men wearing tight fitting clothing allowed to lubricate the bearing etc.?		[ ] [ ] [ ]
4	22(1)	1	Are their names entered in the prescribed register?		
5	22(2)	bria ho	Are women and young person prevented from cleaning or lubricating machinery?		j lat
6	23	at least.	Are young persons without sufficient training and supervision employed on dangerous machinery?		7
7	24(1)(a)		Are proper belt movers provided?		8.1
8	24(1)(b)	Total Care See	Are proper belt hanger provided?		
9	24(2)		Are Suitable devices for cutting off power in case of emergencies in every work room provided?		el Ri
10	27		Are women and children prevented from working in a room in which cotton opener is at work?		
11	28		Are hoists and lifts suitably constructed and properly maintained?		
12	28(1)(a)(ii)	in etal	Are they periodically examined at least once in six months by a	HOLICE	o M
13	29	smirq to	Are cranes and other lifting machinery other than hoists and lifts suitably constructed and properly maintained?	(tita) i	
14	29(1)(a)(iii)	aluajong bil	Are they periodically examined at least once in twelve months and the prescribed register maintained?	(69)(1)	
15	30	Ange in	Are the provisions of section 30 complied with in respect of revolving machinery and the required notices exhibited?		4 21 4 21 4 21
			touchinery	[histed]	100

16	31	65	Are special precautions taken in the case of pressure plants and report in Form No. 7 obtained?			
17	32(a)	and that g	Are floors, stairs, Platforms, gangways and passages maintained properly and hand rails provided wherever necessary?	0.07 0.0	Beolds	.00
18	32(b)	man El Jago	Are safe means of access provided to all the places of work?			
19	33	androne a	Are all the tanks, sumps, openings in floors, pits, etc., securely covered or fenced?	18	rjen Sen	
20	34	66	Are excessive weights carried by the workers?			
21	35	67	Are proper precautions taken for protection of eyes?	los i	NA.	
22	36	dahaspalas	Are necessary precautions taken against dangerous fumes?			
23		65E	Is necessary Personal protective equipment issued to the workers on the basis of the work carried on by them? If so specify details	101		2
24	37	til unlike oo:	Are necessary precautions taken against explosion?	or I	A4	
25	38(1)	71	Are means of escape in case of fire adequate?			
26		71	Are staircases constructed in accordance with	and l		18
27		71	Are the passage, exit doors, ways etc., free of obstructions?	HOL		1. 3
28	38	71	Are adequate precautions taken against danger of fire?	01		P
29		71(12)(b)	Are sufficient number of persons trained in handling of firefighting equipment	001		0.
30	39	ddwine di	Is there any building or part of building or machinery or plant in a dangerous condition? If so, what is the action taken?(Specify time)	101 101	100	
31	40		Is any building or part of a building in dangerous condition involving imminent danger to human-life or safety? If so, what is the action taken? (Specify time)	E mou		. 13
32		86	Whether provision for providing earth leakage relay and overload relays have been provided in the			
33		87	Whether instructions given not to drive the vehicles at a speed exceeding 16 km/hr in the premises of the factory and displays made to that effect	(2) (d)	isa i	

# 4. WELFARE

S1. No.	Section	Rule	Provisions	Yes / No / NA	Remarks
1	42	89	Are adequate and suitable washing facilities (including soap and brushes) provided separately for men and women?		
2	45(1)	91	Are sufficient number of First Aid Boxes provided containing all the prescribed equipment and medicines provided?	833	P
3	45(2)	91A	Are they in-charge of trained persons?		
			Is the factory ordinarily employing more than 150 workers?		1 08
4	47	100	If yes, Is the lunch room constructed according to plans approved? Is the		10
		3 - 6	accommodation sufficient and adequately furnished	86	50
5		100	Is the lunch room maintained in a clean state and provided with adequate facilities for washing and drinking water?		EC
6	48	101	Is the factory ordinarily employing more than 30 women workers?  If yes, Is the crèche constructed according to plans approved and is the accommodation sufficient?	11)88	NG.
7		101(5)	Is the crèche adequately furnished and equipped?	7	26
8		101(6)	Is there a playground for older children?		
9		102	Is there a wash room with the required facilities along with clean clothes to the children?	38	96
10		103	Are refreshments and milk supplied to the children free of cost?		- 29
11		104	Is the crèche adequately staffed with qualified nurse and staff and provided with suitable clothes?		65.45
12		104-A	Is Rule 104-A applicable? If Yes, give details	- 56	1/5/

# 5. WORKING HOURS OF ADULTS

Sl. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1	51	biso	Is any adult worker allowed/required to work for more than 48 hours in any week?		32
2	52		Is any person allowed/required to work on the first day of any week,		
3	52(1)(a)	177	Is substituted holiday given?		
4	52(1)(b)(i)	201	Is a notice delivered to the Inspector in accordance with Section?		68
5	52(1)(b)(ii)		Was a copy of notice displayed in the factory?		

6	52	TET 6	Is the factory exempted from this?	800			7
7	53	105	If so, are compensatory holidays granted?				13
8		105	Is a register maintained in Form No.8?				
9	54		Is any adult worker allowed/required to work for more than 9 hours on any day?				
10	55		Are intervals for rest granted in accordance with Section 55?				
11	56		Is the spread over in order?	100	mini	ns8	1-3/000
12	58		Are there any overlapping shifts? [Section 58] Is the factory exempted?				
13	65(2)	ald &	Are any workers exempted from Section 51,52,54 and 56? If so, are overtime wages paid in accordance with Section 59?		(0)	175	\$
14		107	Is overtime work muster-roll maintained in From No.9?		(5)	87	TE
15		109	Is overtime slip issued?				
16	65(3)	Lance	Are conditions attached to the exemptions duly observed?			3	-
17	60	110	Is any worker required to work on the same day in more than one factory?				
18	61	111	Is notice of period of work framed in Form No.10 and exhibited in the factory in accordance with Rule 111? Are copies of it sent to the Inspector?	XII			7
19	62	112	Is register of adult workers maintained correctly and up to date in Form No.11?				
20	63		Is any worker required to work otherwise than in accordance with the notice of periods of work?	Light.	na	ms8	ES.
21	64(2)	116	Are all or any of the classes of workers exempted under section 64(2)? If so, what are the processes exempted and from what sections?	a.	In		
22	66(1)(b)	of the	Is any women employed in the night between 7 p.m. and 6 a.m.? If so, are the conditions laid down in respect of safety of women workers being followed? Please Specify	E1			18

# 6. Employment of Young persons

SI. No.	Section	Rule	Provisions	YES / NO /	Remarks
1	67		Is any child who has not completed his 14 <sup>th</sup> year of age allowed to work in the factory?	NA	- 18 - 18
2	68(a)&70		Is any child or adolescent allowed to work without certificate of fitness?		
3	68(a)	TI-	Are certificates of fitness in the custody of the Manager?	2 0	5 2
4	68(b)	108	Is every child or adolescent in possession of a token?	40	Mel

		Is any adolescent who has not completed 18	2
5	70	years of age allowed to work as an adult? If	
		yes, does he/she carry a certificate of fitness?	8

# 7. Leave with Wages

SI. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1	79(1)		Is leave with wages granted?		
2	79(10)	n e	Is leave refused to any worker who is eligible for leave?	(3)	h - 84
3	79(3)	i in	Are wages in lieu of leave granted to workers who is discharged or dismissed or quit employment or superannuated or died while in service?		2.4
4	84		Is the factory exempted under this section?	101	Ch. A.T.
5		119	Is leave with wages register maintained correctly and up to date in Form No.14?	17 49	100
6		121	Is leave book in Form No.15 provided to each worker?		
7	88	130	Are notices of accidents sent?		1 4 1
8	89	131	Are notices of certain diseases sent?		

# 8. Notice and registers

Sl. No.	Section	Rule	Provisions But the Provisions But that	YES / NO / NA	Remarks
1	108(1)	133	Are abstracts of the Act and Rules in Form No.19 in English and in the local language exhibited?	(3))	a. EE
2		137	Is a muster roll cum register of wages/salary in Form No.22 maintained correctly and up to date?		
3		138	Is a register of accidents and dangerous occurrences maintained correctly and up to date in Form No.23 and reports sent monthly?	(0)(1)	00 82
4		139	Is there an Inspection Book maintained correctly and up to date?		

# 9. Payment of Wages Act, 1936

Sl. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1	5	- 3	Is wage given within the stipulated period?	Degre .	STRATE C
2	25	21	Is an abstract of the Act displayed in Form No.V?	(6)	la E
3		5(2)	Is wage slip given along with the salary to all the categories of workers? Please specify particularly for contract workers?	(d	Fo 4

4		7	Is the rate of wages payable to different classes of workers displayed?		
5	3	No. ALTO	Is register of Fine in form No.1 maintained?	de de de	de londere
6	4		Is register of deductions for damage or loss in form No. 2 maintained?		
7		19	Is register of advance in form No. 3 maintained?		
8	2		How many workers are covered under this Act?		

# 10. Maternity Benefit Act, 1961

S1. No.	Section	Rule	Provisions	YES / NO / NA	Remarks
1			How many workers are covered under ESI?		
2	2		How many workers come under Maternity Benefit Act?		
3	Nestron		How many have been given maternity benefit under this Act?	Brox-	Tes I
4	8		Is medical bonus paid? If yes, how many have been paid	20110	130/1
5	12		Is any worker dismissed while on maternity leave?	VENTER	
6	19		Is abstract of the Act in form No. J displayed?		

# 11. Miscellaneous

SI. No.	Section Dula		Provisions	YES / NO / NA	Remarks
1	Justine	E.E anne Secolo a	Is labour welfare fund paid under the Labour Welfare Fund Act and From D submitted? Amount & Date		
2		ediner.	Is Sexual harassment prevention committee constituted?		
3			Whether meetings are conducted regularly?		Will Told
4			Whether proceedings are recorded properly?		
5			Whether any complaint received and redressed?		
6			Are there any legal actions initiated? If so, Please specify.		
7		134(1)	Whether Combined Annual Returns in Form 20 submitted?		
8			Whether action has been taken to display posters relating to health safety and welfare of the workers?		

#### CERTIFICATION

I /we do hereby certify that the contents given above are true and correct.

Date:	Signature of Occupier Name in block letters	A Avenument S	
Place:	Name & address of the Factory	10. Wa	

# Form-IV Register of enrolment

Sl. No.	Name and Address of the factory	Licence Number	Validity Period	Reference to Payment of registration fee & amount paid	Reference to Payment of Security Deposit & amount paid	Remarks/ Amendments
		Showelday	L .olf mre	to the Act in I	per der	61 19
			ангоода	In Miscell		

By Order and In the Name of the Governor of Karnataka,

# James Land in A. Benefit was lie Venkatarama J.T.

Under Secretary to Government,

Labour Department,

(Factories & Boilers)

PR-22