

2. That the complainant was not paid according to the Minimum Wages Act and the company has not paid the minimum wages to the complainant. Not paying minimum wages to the worker is a form of Bonded Labour and there are several directions of the Supreme Court.
3. That the company is in a regular practise of Bonded Labour and forced Labour and the company is operating without complying any law and the complainant was beaten up within the premises of the company.
4. That the company did not provide ID Cards, PF Slip, Salary Slip and ESIC Card to the complainant. The Company has not provided any social security to the complainant, like Gratuity, PF, Bonus and Retrenchment allowance to the complainant.
5. That the complainant was forced to work for long hours and was not provided any documents relating to the employment and the company had not paid the dearness allowance and other allowance to the complainant.
6. That the complainant had faced harassment and torture while working in the company and forced to work without wages and the overtime was paid at single rate.

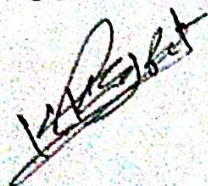


7. That the complainant was terminated from the services of the company without giving any notice. The complainant was compelled to live in an inhuman condition. The complainant is also getting threats from the owners of the company and the owners of the company used abusive language. The owners of the company also beaten up the complainant several times and threaten to kill in case any complaint is filed against them.

8. That the owners and management staff used caste based words against the complainant and they called the complainant 'Nicchi Jaati ke Log saale tum Janwar Kaha se aa gaye, Nicchi Jaati ke Logo ko to Jaan se maar dena chahiye' The complainant was beaten up while working in the company and Sanjay Gupta and Rajeev Gupta used caste based abusive language against the complainant.

9. That the complainant was not allowed to take holidays and was compelled to work for throughout the week. The company has not allowed the complainant to take break or rest, which is against the law. That the complainant has to face harassment and torture while working in the company.

That it is requested to Hon'ble Commission to give Directions to District Magistrate, Deputy Commissioner of Police, Deputy



Labour Commissioner to follow the following points while undertaking the enquiry:-

1. Whether the owner/operator obtained a licence to run the work site from the competent authority or not? If not, why it has allowed to operate and forward the name of person with designated permitting to operate without a licence.
2. How many workers belongs to SC/ST/OBC? And whether the provisions of SC/ST are followed during the enquiry.
3. Amount of wages paid to the worker- monthly/fortnightly. Is it conformity with the notification of minimum wages?
4. Whether the worker was employed directly or through an agent/thekeदार/Contractor and whether such an agent obtained a licence under the law or not?
5. Whether actions under all other relevant Acts like IPC, SC/ST Act have been taken in the matter, if yes details thereof, if not reasons thereof.

It is thereof humbly prayed before your good self that:-

- (a) The inquiry is conducted as quickly as possible as per the provisions of Bonded Labour System (Abolition) Act, 1976, Indian Penal Code, SC/ST Act and other relevant laws.



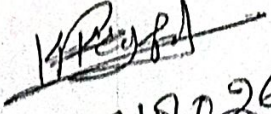
(b) The wages of the workers be settled as per the Minimum Wages Act, 1948 and in correspondence with the prevailing Minimum Wages in the State.

(c) The social benefits like PF, Gratuity, Pension, ESIC etc should be paid to the complainant as soon as possible.

(d) An F.I.R be lodged against the owners of the company under the labour laws, SC/ST Act and Bonded Labour Act etc.

  
Yours Faithfully

Mr. Kamlesh Kumar S/o Kalloo Prasad  
Resident of House No-558 Dalan Pana,  
Bijwasan, South West Delhi, Delhi-110061

  
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