

Dt: 07.06.16

*Sanjeev Kapoor*  
President

To,  
Hon'ble Administrator,  
DD and DNH Administration,  
SILVASSA

Subject: **Complaint regarding high headed and indecent behavior being meted out to industry people by the Director, Employment Exchange, Silvassa.**

Sir,

*Ajit Deshpande*  
Vice President

With intense regrets and concerns, Federation brings to your notice the high headed and indecent behavior being meted out to industries' people by the Director Employment Exchange, Silvassa.

Mr. P R Tripathi, after taking over the charge of Employment Exchange have suddenly issued the large number of show cause notices for non-submission of ER-I and ER -II or for submission of NIL ER-I.

Federation understands that Employment Exchange plays an important role in assisting the unemployed youth on one hand and industries on other hand by providing the required manpower.

*Dr. R. B. Shelke*  
General Secretary

However, it has been a fact that Employment Exchange, Silvassa has never been a well organized department. There has never been any initiative to serve the industry.

Writing this complaint is not aimed to interfere in the work of employment exchange, but to bring to your notice the high headed and indecent behavior being done by Mr. Tripathi, abusing his authority as well as by using indecent words, like "CHOR".

The Officer is in habit of calling the industry people in his office and terrorizing them, shouting over them, abusing over them and saying that he would put vigilance team behind them and will make the industry to leave the UT, where as law has clearly laid down the procedure to deal

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President

*Ajit Deshpande*  
Vice President

*Dr. R. B. Shelke*  
General Secretary

with the violators. While enforcing a law, he cannot take law into his own hands.

There has been numerous complaints from very old and large scale industries of the UT. Respectable industrial executives have been misbehaved at the hands of said Officer. Yesterday, similar incident took place with Mr. Sujendra Roy, General Manager – HR, M/s Apar Industries Limited.

Said industry was issued with a notice and numerous calls were made to M/s Apar Industries Limited calling Mr. Roy to meet Mr. Tripathi in person. Respecting the calls, when Mr. Roy went to meet him yesterday at 13:00 hrs, he was shouted badly, abused and called "CHOR" by Mr. Tripathi and asked Mr. Roy to leave the office in most insulting manner. Copy of the complaint is attached for ready reference.

Federation takes exception of the said behavior and demands that:

1. Mr. Tripathi should be removed from the Employment Exchange and should be given some other charge, wherein, he does not have to interact with industry people.
2. Incident be investigated by a senior officer and appropriate action be initiated against the Officer.
3. Since, Industries have never been asked in past to submit quarterly and biannual returns there should be awareness approach in place of authoritarian way. An opportunity be given to industry to be regular and submit the returns timely now and onwards.
4. Action for violations of the Employment Exchange (Compulsory Notification of Vacancies) Act, 1959 should be initiated within the framework of the provisions of the statute without any malice and provisions of the constitution be respected by leaving the panel actions in the hands of the judiciary. Employment Officer should not take over the role of a 'judge' also.

Before summing up this complaint, Federation submits position of power does not give authority and command to be indecent with people. Rather,

*Federation of Industries' Associations, Silvassa,  
UT of Dadra & Nagar Haveli*

FEDERATION OF  
INDUSTRIES   
ASSOCIATIONS, SILVASSA

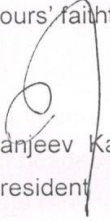
*Sanjeev Kapoor*  
President

it casts additional responsibility to be humble and protect dignity of the others.

Federation is sure, Hon'ble Administrator will control the problem, before, it spreads further. Industries people are very much disturbed, distressed and agitated over the incident and way of behavior of said officer and, if, no action is taken, Industries will be compelled take collective steps to protect their dignity and self-respect.

Thanking you.

Yours' faithfully,

  
Sanjeev Kapoor  
President

*Ajit Deshpande*  
Vice President

CC: 1. The Development Commissioner, DD & DNH Administration,  
Silvassa.

2. The Secretary, Labour & Employment, DD & DNH Administration,  
Silvassa.

*Dr. R. B. Shelke*  
General Secretary



## APAR INDUSTRIES LTD.

(CONDUCTORS DIVISION - UNIT III)

AN ISO 9001 : 2008, ISO 14001 : 2004  
& OHSAS 18001 : 2007 COMPANY

Survey No. 127/1/2,  
Village : Athola,  
Silvassa - Umarkui Road,  
Silvassa 396 230.  
(U.T. of D. & N. H.)

6<sup>th</sup> June, 2016

To  
The President  
Federation of Industries Dadra & Nagar Haveli  
Silvassa



APAR INDUSTRIES LTD.  
SILVASSA.  
ISO 9001 : 2008  
CERTIFICATE REGISTRATION NO.: 20000164QM08  
ISO 14001 : 2004  
CERTIFICATE REGISTRATION NO.: 20000164UM  
OHSAS : 18001 : 2007  
CERTIFICATE REGISTRATION NO.: 20000164BSOH

### Sub : Misbehave by Employment Officer.

Honorable Sir,

This is to inform you that today on 6<sup>th</sup> June, 2016, we received several phone calls on our company land line during pre-lunch period from Employment Exchange Office silvassa, said that authorized person required to meet Employment Officer Mr. Tripathi.

I, undersigned went to meet the officer at about 13:00 hours. I met Mr. Tripathi –Employment officer, he said that- he has issued a notice- why you have not replied so far. I explained that in the letter there is no direction for reply to be made. I also explained that my officer visited your office to submit the Form ER-I & ER-II but your official did not received our return. He asked to call your person whom he met. I call my officer in front of Mr. Tripathi- and I said that sir my officer is on phone if you wish you can talk. He said he does not want to talk and he started shouting and abusing me. He also said that I will send the instruction letter to the vigilance dept. and vigilance team will visit your company and I will personally see that your company will be closed. I said sir "Aap itna Gussa Kyu ho rahe ho", he said gussa hona to mare Jati (Caste ) ka ashar hai. Tum hamare authority ko nahi jante- I am vigilance officer also. You get lost from my office. Then I said you have called me to meet you- You should not talk to me like that. He said I can do anything, this is my office, Tumhari company Chor hai. Jabse se company lagi hai sub yeha chori kar rahe hai. Tum sub saale chor ho. Tum yeha se chale jao mera sir ghum gaya hai, he threaten me with dire consequences. I politely said - ok sir and left his office.

It is requested that this matter should be taken to the higher ups so that this kind of ill behavior should not be repeated by Govt Officer.

Yours truly,  
For Apar Industries Ltd.

Sujendra Roy  
Sr. DGM HR & Admin.

Enclosure:- Copy of letter No. ADM/EE/306/2016 dated 19/05/2016.

REGD. OFFICE : 301, PANORMA COMPLEX, R. C. DUTT ROAD, VADODARA-396 007. INDIA.  
TEL.: (+91) (265) 2322798, 2323175 • FAX : (+91) (265) 2313648, 2330309 • email : com\_sec@apar.com  
CORPORATE OFFICE : APAR HOUSE, CORPORATE PARK, SION-TROMBAY ROAD, CHEMBUR, MUMBAI 400 071. INDIA.  
TEL.: (+91) (22) 2526 3400 / 6780 0400 • Fax : (+91) (22) 252246326 • e-mail : corporate@apar.com

Administration of  
Dadra and Nagar Haveli, U.T.  
Employment Department  
Block - 4, PWD Office Campus  
Silvassa

No.ADM/EE/306/2016/

Date:- 19/05/2016

To,

APAR INDUSTRIES LTD

Survey No. 127/1/2

Village. Athole,

Athole

Subject :- Regarding submission of Nil report in Form ER- I and  
Form ER-II.

Sir,

The Employment Exchange Compulsory Notification of Vacancies Act. 1959 and the rules 1960 thereunder have been enforced in this Union Territory w.e.f. 23<sup>rd</sup> Oct.,1982. Under the Act every employer in Public or Private establishment before filling up any vacancy in any employment in that establishment is required to notify to the Employment Exchange.

It is reported that the laid down procedure for conducting recruitment in the private sector is not being followed by some of the establishments. In order to find out the factual position, I am deputing to official 1) Shri Babubhai U. Patel, Statistical Assistant and 2) Shri Ranjitbhai K. Patel, UDC. to give the final report to the undersigned.

Yours faithfully,

P.R. Toipalki  
19/5/16

Director/Employment Officer,  
Dadra and Nagar Haveli  
Silvassa.

**FORM ER-I**

**Quarterly return to be submitted to the local Employment Exchange for the Quarter ended**

The following information is required under the Employment Exchanges (Compulsory Notification of Vacancies) Act, 1959.

Quarter Ended : \_\_\_\_\_

Name and Address of the Employer : \_\_\_\_\_

Whether Head Office/Branch Office : \_\_\_\_\_

Nature of Business/Principal activity : \_\_\_\_\_

**1(a) Employment**

Total number of persons including working proprietors/partners/commission agents/contingent paid and contractual workers on the pay rolls of the establishment excluding part-time workers and apprentices. (The figure should include every person whose wage or salary is paid by the establishment)

Man power	On the last working day of the previous quarter	On the last working day of the quarter under report
1	2	3
Men		
Women		
Total		

(b) Please indicate the main reasons for any increase or decrease in employment if the increase or decrease is more than 5% during the quarter.

.....  
 Note: Establishments are reminded of their obligation under the Employment Exchanges (Compulsory Notification of Vacancies) Rules, 1960 for notifying the Employment Exchanges details of vacancies specified under the Act, before they are filled.

**2. Vacancies**

Vacancies carrying total emoluments of Rs.60 or over per month, and of over 3 months duration.  
 2. (a) Number of vacancies occurred and notified during the quarter and the number filled during the quarter

No. of vacancies which come within the purview of the Act

Occurred	Notified to		Filled	Source (Describe the source from which filled)	
	Local Employment Exchange	Central Employment Exchange			
1	2	3	4	5	

2. (b) Reasons for not notifying all vacancies occurred during the quarter under report view (a) above.

.....

**3. Manpower Shortages**

Vacancies/Posts unfilled because of shortage of suitable applicants:

Number of unfilled vacancies/posts			
Name of the Occupation or designation of the post	Essential qualifications prescribed	Essential experience	Experience not necessary
1	2	3	4

Date:

Signature of Employer

Place:

.....

To,  
The Employment Exchange  
(Write address of Local Employment Exchange)

*Note:- This return shall relate to quarters ending 31st March / 30th June / 30th September and 31st December and shall be rendered to the local Employment Exchange within 30 days after the end of the quarter concerned.*