



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No.:373/Stat/2RW/16/94/LCS/JLC.

Dated: 27/06/2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Agriculture** in the state of West Bengal as per Labour Department Notification number 461-MW/2W-02-2008 Dated 22.09.2011 These rates will be effective for the period from **01.07.2014 to 31.12.2014**.

Categories of Employees	Minimum Rates of Wages (in Rs.)		
	Per Month (Without food)	Per Day	
		Without food	With food
(a) Unskilled	5616.00	216.00	201.00
(b) Semi-Skilled	6178.00	238.00	223.00
(c) Skilled	6797.00	261.00	246.00

The classification of employees is as follows:-

Unskilled Workers: All types of workers involved in sowing, weeding, harvesting, winnowing, threshing including Munish Mali and helpers on Agricultural field;

Semi-Skilled Workers: Workers involved in ploughing (Langla), transplanting, head mali, supervisor;

Skilled Workers: Workers involved in power tiling, tractor driver and persons handling machines relating to ploughing and other cultivation work;

(a) There will be only one rate of minimum wage for the whole of West Bengal.

(b) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;

(c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;

(d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

(e) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

(f) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;

(g) The minimum rates of wages are applicable to employees employed by contractors also;

(h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;

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- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).
- (k) Where the practice of payment partly in cash and partly in produce is prevalent, the total value of produce supplied plus the cash wages paid shall not be less than the minimum wages;

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO. 373/1(4)/Stat/2RW//16/94/LCS/JLC.

Dated: 27/06/2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor- with reference to his kind approval dated 24.06.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO No 900/Stat/2RW/70/195/96/LCS/JLC

Dated 10.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment **Bell Metal and Brass Industry** in the state of West Bengal as per notification number 436-MW/2W-19-2006 Dated 21.09.2011. These rates are effective for the period from **1st July 2014 to 31st December 2014**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Patandar, Dharandar, Garandar, Polisher, Ghosandar, Kundardar, Peon Tanandar;

Semi-Skilled Workers: Assistant Mistry, Moulder Mistry, Durwan;

Skilled Workers: Mistry, Clerk.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

Contd.: P/2

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO900/1(4)/Stat/2RW/70/195/96/LCS/JLC

Dated 10.07.2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 07.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
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No 905/Stat/2RW/35/94/LCS/JLC

Dated: 10.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Bone Meal Industry** in the state of West Bengal as per notification number 103-MW/2W-08-2008 dated 04.04.2012. These rates are effective for the period from **1st July 2014 to 31st December 2014**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Mazdur;

Semi-Skilled Workers: Hammerman, Oilman and Fireman;

Skilled Workers: Fitter, Boilerman or Tindal, Blacksmith, Turner, Carpenter, Machine man, Welder, Electrician, Motor Mechanic and Grinder, Clerk, Typist, etc.;

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bishnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO. 905/1(4)/Stat/2RW/35/94/LCS/JLC

Dated 10.07.2014 .

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 07.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No 906/Stat/2RW/45/94/LCS/JLC

Dated 10/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Ceramic Industry** in the State of West Bengal as per notification number 437-MW/2W-08-2009 Dated 21.09.2011. These rates are effective for the period from **1st July 2014 to 31st December 2014**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Placer, Carrier, Cooly, Labour, Helper, Leader, Durwans, Peons;

Semi-skilled workers: Glacier, Joiner, Packer, Pressman (Hand driver), Cup-cutter, Saucer cutter, Assistant Moulder Painter, Sagger Maker, Sorter, Assistant Caster;

Skilled Workers : Maker, Bender, Finisher, Moulder, Caster, Gas Plant Operator, Machine Operator, Pressing-man, Furnace-man, Turner, Fitter and Clerk.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-

Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;
Zone B=Rest of West Bengal.

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- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO. 906/1(4) / Stat/2RW/45/94/LCS/JLC

Dated 10/07/2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 07.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
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6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO No 907/Stat/2RW/47/94/LCS/JLC

Dated 10.07.2014

CIRCULAR-

The following shall be the minimum rates of wages in the employment **Chakki Mills** in the state of West Bengal as per notification number 438-MW/2W-11/2009 Dated 21.09.2011. These rates are effective for the period from **1st July 2014 to 31st December 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

Contd.: P/2

- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO907/1(4)/Stat/2RW/47/94/LCS/JLC

Dated 10.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 07.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce) ,
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No.383/Stat/2RW/46/94/LCS/JLC.

Dated: 02/07/2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Clinical Nursing Home** in the state of West Bengal after due adjustment as per notification number 466-MW/2W-10-2007 Dated 22.09.2011 for the period from 01.07.2014 to 31.12.2014.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a)Unskilled	Rs.668500	Rs.6381.00
(b)Semi-Skilled	Rs.7354.00	Rs.7018.00
(c)Skilled	Rs.8090.00	Rs.7720.00
(d)Highly Skilled	Rs.8898.00	Rs.8493.00

The classification of employees is as follows:-

Unskilled Workers: Ayah, Ward Boy, Ward Assistant, Attendant, Durwan, Security Personnel, House keeping Assistant, Sweeper, Cleaner, Office Bearer, Canteen Boy;

Semi-Skilled Workers: Male Nursing Attendant, Male Medical Assistant, Lab Attendant/Blood Collector, Trained Ayah, Cook, Receptionist;

Skilled Workers: Nurse, O.T Assistant, Technician, X-Ray, C.T. Scan Technician, Laboratory Technician, Dental Technician, Medical Record keeper, Supervisor, Cashier, Accountant, clerk;

Highly Skilled Workers: Senior Nurse, Pathologist, Matron, Dietician;

Implementing areas: **Zone 'A'**=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur

Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

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Zone B=Rest of West Bengal

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO 383/1(72)/Stat/2RW/46/94/LCS/JLC.

Dated 02.07.2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce) ,with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 384/Stat/2RW/32/94/LCS/JLC.

Dated: 02/07/14.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Construction or Maintenance of Roads or in Building Operations** in the State of West Bengal as per notification number 439-MW/2W-11-2010 Dated 21.09.2011. These rates have become effective from **1st July, 2014** and shall remain valid upto **31st December, 2014**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00
(d) Highly Skilled	Rs.8898.00	Rs.8493.00

The classification of employees is as follows:-

Unskilled Workers : Bajri Sreader, Beldar (Adult Male/Female), Beater Woman, Bellow man, Chain Man, Boat Man, Bucket Man, Carrier (Stone), Carrier (Water), Cart man, Caretaker (Bridge), Cleaner (Crane Track, Cinder for Ash Pit), Chowkidar, Hand Mixer (Concrete), Daffader, Driver (Bullock, Camel, Donkey, Mule), Flagman, Flagman (Blast Train), Gate Man, Gang man, Gating man (Permanent Way), Handle Man, Jumper Man, Kamin (Female Work), Khalasi, Khalasi (Male/Female, Bridge, Electrical, Marine, Moplah, Store, Steam Road, Shore, Roller, Survey), Labourer (Garden), Lamp man Mail, Mazdoor, Lorry Trainer, Petrol man, Peon, Searcher, Signal man. Strikers, Striker (Moplah Gang), Sweeper, Tile Turner, Trolley man, Valve Controller, Valve man, Woodcr Woman, Borryman, Coalman, Condenser Attendant, Grass Cutter, MuchhersJamadars, Condenser Attendant, Shunters, Gharami (Helper) and any other categories, by whatever name called, which are of an unskilled nature.

Semi-skilled workers: Balchawala, Bhisti, Bhisti (with Mushk), Boatman (Head), Breaker (Rock, Rock-Stone, Stone Metal, Stone), Cane Weaver, Chairman (Head), Charpoy Stringer, Checker, Chowkidar (Head), Cracker, Daftri, Dolly man, Driller, Drillers (Hole, Rock), Driver (Skin), Excavator, Foreman, Fireman, Fireman (Brick Kiln, Steam Road Roller), Gale Keeper, Gharami (Thatcher), Glassman, Greaser-cum-Fireman, Grinder, Hammer man, Helper (Artisan), Helper (Sawyer), Jamadar, Key man, Khalasi (Head Survey, Riverttcrs, MophahGang, Supervisory), Labourer (Rock cutting), Lascar, Mali

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(Head), Mate, Mate (Blacksmith, Road, Carpenter, Engine Driver and/or Feeder, Fitter, Gang, Khalasi, Mazdoor Mason, Permanent Way, Lift Operator, Pump Operator, Pump Driver (Turner), Mazdoor (Heavy Weight), Charge-man Mistri (Head), Muccadam, Night Guard, Runner (Postdak), Oil man, Quarry man, Quarry Operator, Stone man, Stocker, Thatcher, Stockers and Boilerman, Thoombaman (Spade worker), Tindals, Trolley man (Head, Motor), Fitter (Assistant, Semi-skilled), Jamadar (Semi-skilled), Mate (Store), Pump Attendant, Bearer, Breaks man, Crowlcr man, COOK, Dandee, Farash, Hacksaw man. Helper (Locco/Crane/Truck), Kasab, Khalasi (Structural), Laboratory Boy, Manjhee (Boatman), Masalchi, P.M. Mates, Pointsman, Sencummy, Topaz, Topkar (Big Stone breaker), Trolley Jamadar, Winch man, Assistant Wireman, , Carpenter (Helper), Mason (Helper), Blacksmith (Helper), Fitter and machine (Helper), Tar man, Persons engaged in Fire fighting, any other categories, by whatever name called, which are of semi-skilled nature.

Skilled Workers : Assistant Mistry, Armature Winder Grade II and III, Bhandari, Blacksmith (Selection Grade II, III, Class II and III), Boiler man, Boiler man Grade II and III, Boiler Foreman Grade II, Work (Assistant), Brick-Layer, Brick-Layer (Selection Grade Class II), Blaster, Carpenter (Selection Grade, Grade II and III, Class II and III, Assistant B.I.M. Road), Cabinet Maker, Cane man, Celotax Cutter Maker, Charge man Class II and Class III, Carpenter (Ordinary), Checker (Junior), Chick maker, Chick man (Junior), Concrete Mixture Mixer, Concrete mixer operator, Cobbler, Coremakcr, Driver, Driver (Motor Vehicle, Motor Vehicle Selection Grade Motor Lorry, Motor Lorry Grade II, Diesel Engine, Diesel Engine Grade II, Mechanical, Road Roller I.C. and Cement Mixer etc. Road Roller, Road Roller Driver Grade II, Driver (Engine Static, Stone Crusher, Tractor/Bull Dozer, Steam Road Roller, Water Pump, Mechanical Assistant, Road Roller Mechanical, Stream Crane, Tractor with Bull Dozer Mechanical, Transport, Engine Static & Road Roller, Boiler Attendant Engine Operator (Stone Crusher Mechanical), Distemper, Electrician, Electrician (Grade II, Class II, Class III), Fitter, Fitter (Selection Grade, Grade II and III, Class II and III Assistant, Pipe Class II, Pipe Line, Bending Bars for reinforcement-cum-mechanic, Mechanic and Plumber), Gharami (Head), Glazier, Hole Driller for Blasting, Joiner, Joiner (Cable, Cable Grade II), Line Man (Grade I, III, HT/LT), Mason, Mason (Selection Grade, Grade II and III, Class II and III, Class B Mistry), Stone, (Stone Class II, Brick Work, Stone Work), Brick-layer. Tile Flooring, B.I.M., Muccadam (Head), Stone Cutting Ordinary Mechanic, Mechanic, Mechanic (Class II, Air-conditioning Grade II, Diesel Grade II, Road Roller Grade II, Assistant Radio), Mason (Gharami), Mistry, Mistry Survey, Santras, Works), Mason Class A, Moulder, Moulder (Brick, Tile), Painter, Painter (Selection Grade, Grade II and III, Class II), Assistant Lotter and Polisher, Polisher (Rough), Plasterer, Plaster (Mason Grade II), Plumber, Plumber (Selection Grade, Class II, Assistant Senior, Junior Mistry Grade II), Plumbing Mistry, Plumber-cum-Fitter, Polisher, Polisher (Floor), Pump Driver, Pump Driver (Selection Grade, Grade II and III, Class II), Pump Driver (Selection Grade), P.E. Driver, Pump Man, Rivet Cutter (Assistant Riveter), Riveter (Cutter), Road Inspector Grade II, Railway Plate Layer, Bender, Sawyer, Sawyer (Selection Grade Class II). Serang, Serangpile Driving Pantoons with Boiler Shapes man, Shift-in-charges, Spray man, Spray man (Roads), Stone, Cutter (Class II), Stone Blasterer, Sub-overseer (Unqualified), Surveyors, Surveyors (ASSISTANT) Tailor, Tailor (Upholstery), Tran sprayer, Tar Man, Line Man, Tiler Class II (Wall, Floor Roof). Tiler (Selection Grade), Tin-Smith, Tin-Smith (Selection Grade, Grade II and III, Class II), Tinker, Trailors, Turner, Upholsterer, Upholsterer (Grade II and III), Painter spray (Class II), Wood Cutter, Wood Cutter Selection Grade, Wood Cutter Class II, Work Sircar, Welder, Welder Gas, Welder (Class II, Bridge Work), Well Sinker, White Washer, White Washer (Selection Grade, Class III), Wireman, Wireman (Grade II & III), Mechanic, Electrical), Whitewashing & Colour-Washing Man, Operator Pneumatic Tools, Operator (Fitter), Bore man, Borer, Chipper, Chipper-cum-Grinder, Cook (Head), Driller (Well boring). Driver (Loco/Truck), Electrician (Asstt.), Mechanic (Tube-well), Mistry (Steel, Tube-

well), Telephone (Meter Reader), Meteorological Observer, Navghani, Operator (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Crane, Dorrack, Diesel Engine, Doser, Dragline, Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Pavement Breaker Loader, Pump, Pile Driving, Scrapper, Screening Plant, Shovel, Tractor (Vibrator, Weight Batch), Railway Guards, Repairer (Battery), Sharpcr/Slotter, Sprayer (Asphalt), Station Master, Surveyor (Silt), Tradesman, Train Examiner, Turner/Miller, TyreVulcaniser, any other categories, by whatever name called, which are of skilled nature. M.C Clerk/Munshi (Matriculate, Non-matriculate), Store Clerks (Matriculate, Non-matriculate), Store Issuer, Store Keeper, Store Keeper (Grade I, II) (Matriculate, Non-matriculate), Tool Keeper, Work Munshi, Work Munshi(Subordinate), Accounts Clerk, Clerks, Computer, Telephone Operator, Typist, any other categories, by whatever name called, which are of clerical nature.

Highly Skilled Workers: Armature Winder Grade I, Blacksmith Grade I and Class I, Boiler man Grade I, Boiler man Foreman Grade I, Brick Layer Class I, Cable Joiner Grade I, Carpenter Grade I and Class I, Celotes Cutter and Decorator, Charge man Class I, Checker (Senior), Driver (Lorry Grade I, Motor Lorry Grade I, Motor Vehicle Class I and Diesel Engine Grade I, Road Roller Grade I, Pump Grade I, Pump Class I), Electrician (Grade I and Class I), Fitter (Grade I, Class I), Pipe Class I (Head), Foreman (Asstt.). Line Man Grade I, Mason (Skilled Grade I, Class I), Mast Rigger Mechanic Class I and Class II, Mechanic (Diesel Grade I, Road Roller Grade I, Air-conditioning Grade I, Class I), Air-conditioning Mistry Grade I, Mistry (Air-conditioning Grade I), Overseer, Overseer (Senior and Junior), Painter (Grade I, Class I, Spray), Plaster (Mason) Class I. Plumber (Head) Class I, Mistry Grade I, Polisher (with spray) Grade I, Road Inspector Grade I, Sawyer Class I, Stone Cutter Class I, Stone Cutter Grade I, Stone Chisler Class I, Stone Mason Class I, Sub-Overseer (Qualified), Tiler Class I, Tin-smith Grade I and Class I, Upholsterer Grade I, Varnisher Class I, Welder (Gas) Class I, White Washer Class I, Wireman Grade I, Class I, Wood Cutter Class I, Grinder (Tool) Grade I, Operator (Batching Plant Grade I, Clamp Shell Grade I, Compressor Grade I, Crane Grade I, Diesel Engine Grade I, Dozer Grade I, Dragline Grade I, Drill Grade I, Dumper Grade I, Excavator Grade I, Fork Lift Grade I, Generator Grade I, Grader Grade I, Leader Grade I, Pile Driving Grade I, Dump Grade I, Scrapper Grade I, Screening Plant Grade I, Shovel Grade I, Shovel and Dragline, Tractor Grade I, Vibrator Grade I, Rigger Grade I, Rigger Grade II, Sharper/Sletter Grade I, Shovel and Dragline Tractor Grade I, Tradesman Class I, Turner/Miller Grade I, TyreVulcanizerGrade I, Work (Asstt.) Grade I, Fire Fighting Supervisor/Leader, any other categories, by whatever name called, which are of highly skilled nature;

Implementing areas: **Zone 'A'**=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages. The workers employed on high rise building or any structure over 30 ft. in height as also workers engaged in tunnel work shall be paid 20% of the minimum wages fixed under the notification for appropriate category as extra wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A. Haque)

Joint Labour Commissioner,

West Bengal.

MEMO. NO. 384(4)/Stat/2RW/32/94/LCS/JLC.

Dated: 02/07/2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata –69.
2. The Labour Commissioner, West Bengal, N. S. Buildings, 11th Floor, Kolkata-1.-This has reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/ All Chambers of Commerce),with the request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....With the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A. Haque)

Joint Labour Commissioner,

West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO No.:381/Stat/2RW/37/94/LCS/JLC

Dated:02.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment **Dal Mills** in the state of West Bengal as per notification number 440-MW/2W-08-2010 Dated 21.09.2011. These rates are effective for the period from **1st July 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Shop-Cleaners, Lorry Attendants, and Mazdoors ;

Semi-Skilled Workers: Mistry No. 2 (Helpers);

Skilled Workers: Mistry No. 1 Lorry Driver, Clerk and Munshis.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

Contd.: P/2

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO.:381/1(4)/Stat/2RW/37/94/LCS/JLC.

Dated 02.07.2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No.:390/Stat/2RW/21/94/LCS/JLC.

Dated:03.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment **Decoration** in the state of West Bengal as per notification number 458-MW/2W-17-2009 Dated 22.09.2011. These rates are effective for the period from **1st July 2014 to 31st December 2014**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers;

Semi-Skilled Workers: Mistry, Carpenter, Tailor, Supervisor;

Skilled Workers: Head Mistry.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bishnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO:390/1(4)/Stat/2RW/21/94/LCS/JLC.

Dated:03.07.2014.

1. The Secretary, Labour Department, 20b, Abdul Hamid Street, East India House, 2nd floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No.:387/Stat/2RW/40/94/LCS/JLC.

Dated:03.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment **Flour Mills** in the state of West Bengal as per notification number 441-MW/2W-55-2006 Dated 21.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00
(d) Highly Skilled/Clerks, Drivers	Rs.8898.00	Rs.8493.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bishnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

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- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO.:387/1(4)/Stat/2RW/40/94/LCS/JLC.

Dated:03.07.2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street. East India House, 2nd floor, Kolkata – 700 69.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce) ,
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 901/Stat/2RW/25/94/LCS/JLC

Dated: 10.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Hosiery Industry** in the state of West Bengal as per notification number 152-MW/2W-19-2009 Dated 16.10.2012. These rates are effective for the period from 1st July, **2014 to 31st December 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a)Unskilled	Rs.6685.00	Rs.6381.00
(b)Semi-Skilled	Rs7354.00	Rs.7018.00
(c)Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Packer, Hand Bleacher, Helpeers, Durwans;

Semi-Skilled Workers: Cutter, Neck-Labeiler, Check Mender, Mender, Dyer, Finishman, Chainman, Match-cutter, Overlock, Pressman, Stitcher Mechanic, Carpenter, Body Machine, Tailors (Hosiery), Machine Bleacher, Machine Dier, Calender (Cold), Fireman, Checkingman;

Skilled Workers: Production Supervisor, Supervisor, Steam Calender, Biilerman, Clerk, Master.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii)Bankura Sub-Division and Bishnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

Contd.: P/2

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates , daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO.901/1(4)/ Stat/2RW/25/94/LCS/JLC

Dated : 10.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval Dated 07.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 380/Stat/2RW/111/575/2012/LCS/JLC.

Dated:02.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Hotels and Restaurants including Boarding Houses and Eating Houses employing not more than 20 persons** in the State of West Bengal as per notification number 107-MW/2W-12/2010 dated 09.04.2012. These rates have become effective from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a)Unskilled	Rs.6685.00	Rs.6381.00
(b)Semi-Skilled	Rs.7354.00	Rs.7018.00
(c)Skilled	Rs.8090.00	Rs.7720.00
(d)Highly Skilled	Rs.8898.00	Rs.8493.00

The classification of employees is as follows:-

Unskilled Workers: Table boy, Kitchen helper, Sweeper/Cleaner and Housing keeping boy, Waiter, Security Guard.

Semi-skilled workers : Tea maker, Steward, Cook, Ice-cream maker.

Skilled Workers : Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer operator.

Highly Skilled Workers: Kitchen Master, Head Cook, Cashier, Accountant, Senior Clerk.

Implementing areas: **Zone 'A'**=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and BaruipurhuSub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West

Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

Contd....P/2.

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- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages.;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A. Haque)

Joint Labour Commissioner,

West Bengal.

MEMO. NO.:380/1(4)/Stat/2RW/111/575/2012/LCS/JLC.

Dated: 02.07.2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd floor, Kolkata – 700 069.
2. The Labour Commissioner, West Bengal, N. S. Buildings, 11th Floor, Kolkata-1.-This has reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/ All Chambers of Commerce),.....with the request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....With the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A. Haque)

Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO No.902/Stat/2RW/18/94/LCS/JLC

Dated 10.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment **Oil Mills** in the state of West Bengal as per notification number 442-MW/2W-20-2009 Dated 21.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii)Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates,monthly rates will have to be divided by 26 and to arrive at weekly rates , daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

Contd.: P/2

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- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO902/1(4)/Stat/2RW/18/94/LCS/JLC

Dated 10.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 07.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce) ,
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO NO.: 382/Stat/RW/84/359/2003/LCS/JLC.

Dated:02.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment **Paints and Chemicals Factories** in the state of West Bengal as per notification number 441-MW/2W-55-2006 Dated 21.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00
(d) Highly Skilled	Rs.8898.00	Rs.8493.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii)Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates,monthly rates will have to be divided by 26 and to arrive at weekly rates , daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

Contd.: P/2

- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO.:382/1(4)/Stat/RW/84/359/2003/LCS/JLC

Dated:02.07.2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata –69.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce) ,
.....with request to
circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to
circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO No 903/Stat/2RW/35/94/LCS/JLC

Dated 10.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment **Paper Board and Straw Board Manufacturing Industry** in the state of West Bengal as per notification number 444-MW/2W-05-2009 Dated 21.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers : Machine Boy, Beater Boy, Maintenance Cooly, Drying Cooly, Packing man, field Labour, Calender Boy, Scale Boy, Strainer, Jabra Helper, Finishing Helper, Puller Helper, Transport Cooly, Sweeper, Carrier, Digester Boy, Boiler Cooly, Peon.

Semi-skilled workers: Machine Helper, Beater Helper, Calender Helper, Cutting Helper, finishing Helper, Dryingman, finisher, Digester Helper, Fitter Helper, Machineman Helper, Driver Helper, Boiler Helper, Jabra, Puller, Electrician, Durdwan.

Skilled Workers : Machineman, Beaterman, Scaleman, Maintenance Mistry, Calenderman, Dutting man, Driver, Finishing cutter, Mistry, Boilerman, Digester, Refiner, Fitter, Clerk, Typist;

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii)Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

Contd.: P/2

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- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO903/1(4)/Stat/2RW/35/94/LCS/JLC

Dated:10.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 07.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO NO.:379/Stat/2RW/44/94/LCS/JLC

Dated:02.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment **Plastic Industry** in the state of West Bengal as per notification number 445-MW/2W-09/2009 Dated 21.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Cooly, Helper, Peon;

Semi-Skilled Workers: Assistant Moulder, Assistant Fitter, Assistant Punchingman, Assistant Cuttingman, Assistant Mistry and Durwan;

Skilled Workers: Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry, Clerk and Typist.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

Contd.: P/2

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO379/1(4)/Stat/2RW/44/94/LCS/JLC

Dated 02.07.2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No.:386/Stat/2RW/96/463/2007/LCS/JLC.

Dated:03.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment **Plywood Industry** in the state of West Bengal as per notification number 446-MW/2W-07-2010 Dated 21.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

Contd.: P/2

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- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO.:386/1(4)/Stat/2RW/96/463/LCS/JLC

Dated:03.07.2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce) ,
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No 904/Stat/2RW/38/94/LCS/JLC

Dated 10/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Power looms employing less than 10 persons and Power looms employing ten or more persons** in the State of West Bengal as per notification number 447-MW/2W-06-2009 Dated 21.09.2011 and 448-MW/2W-07-2009 Dated 21.09.2011. These rates are effective for the period from **1st July 2014 to 31st December 2014**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled/Peon	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled/Darwan	Rs.7354.00	Rs.7018.00
(c) Skilled/Clerk	Rs.8090.00	Rs.7720.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;

- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

Contd.: P/2

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- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO. 904/1(4)/Stat/2RW/38/94/LCS/JLC

Dated 10.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 07/07/2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),.....
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No.:388/STAT/2RW/62/94/LCS/JLC.

Dated:03.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Printing Press Industry** in the state of West Bengal as per notification number 85-MW/2W-01-2007 dated 15.02.2012. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a)Unskilled	Rs.6685.00	Rs.6381.00
(b)Semi-Skilled	Rs.7354.00	Rs.7018.00
(c)Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Machineman Helper/Washer, Peon, Durwan, Bearer, Coolie;

Semi-Skilled Workers: Junior Machineman, Compositor, Impose man, Bill Collector, Plate making boy;

Skilled Workers: Senior Machineman, DTP/Computer Operator, Graphic designer, Plate maker, Proof reader, Clerk, Accountant, Typist;

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

Contd.: P/2

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates; daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO.:388/1(4)/Stat/2RW/62/94/LCS/JLC

Dated 01.07.2014.

1. The Secretary, Labour Department, 20b, Abdul Hamid Street, East India House, 2nd floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No 389/Stat/2RW/76/266/2000/LCS/JLC

Dated 03/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Security Services** in the state of West Bengal as per notification number 457-MW/2W-14-2010 Dated 22.09.2011. These rates are effective for the period from **1st July 2014 to 31st December 2014**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Security Guard, Watchman, Darwan;

Semi-Skilled Workers: Unskilled Supervisor;

Skilled Workers: Guard with Fire Arms, Gunman, Field Supervisor, Marketing Personnel, Clerk, Accountant, Cashier.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bishnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates,monthly rates will have to be divided by 26 and to arrive at weekly rates , daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO. 389/1(4)/ Stat/2RW/76/266/LCS/JLC

Dated 03/07/2014.

1. The Secretary, Labour Department, 20b, Abdul Hamid Street, East India House, 2nd floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 01.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 1124 /Stat/2RW/51/2002/LCS/JLC

Dated 23/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Fishery** in the State of West Bengal as per Labour Department Notification number 464-MW/2W-05-2008 Dated 22.09.2011 These rate will be effective for the period from **01.07.2014 to 31.12.2014**.

Category of Employees	Monthly Minimum rate of wage
Adult Worker	5616.00

- (a) There will be only one rate of minimum wage for the whole of West Bengal.
- (b) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rate, daily rate will have to be multiplied by 6;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (e) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (f) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (g) The minimum rates of wages are applicable to employees employed by contractors also;
- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;

(j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO. 1124/1(4) /Stat/2RW/51/2002/LCS/JLC

Dated 23/07/2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor- with reference to his kind approval dated 21.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 1177/Stat/2RW/94/461/2007/LCS/JLC

Dated :25.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Forestry or Timbering Operations excepting those industries in part – II of the schedule** in the State of West Bengal as per Labour Department Notification number 495-MW/2W-04/2008 Dated 26.12.2011 These rate will be effective for the period from **01.07.2014 to 31.12.2014**.

Category of Employees	Monthly Minimum rate of wage
Adult Worker	5616.00

- (a) There will be only one rate of minimum wage for the whole of West Bengal.
- (b) To arrive at daily rates,monthly rates will have to be divided by 26 and to arrive at weekly rate, daily rate will have to be multiplied by 6;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (e) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (f) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (g)The minimum rates of wages are applicable to employees employed by contractors also;

- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;

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- (j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO.1177/1(4) /Stat/2RW/26/94/LCS/JLC

Dated:25.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor- with reference to his kind approval dated 22.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

Memo No. 1038/Stat/2RW/112/576/2012/LCS/JLC.

Dated:18.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Employment in fountain pen and ball-point pen manufacturing industry** in the State of West Bengal as per notification number 111-MW/2W-25/2010 dated 20.04.2012. These rates have become effective from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a)Unskilled	Rs.6685.00	Rs.6381.00
(b)Semi-Skilled	Rs.7354.00	Rs.7018.00
(c)Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Refiller, Latheman, General workers, Durwan, Peon.

Semi-skilled workers : Assembler, Polisher, Helper, Pressman, Operator.

SkilledWorkers : Mistry, Turner, Machine man, Fitting man, Moulder, Clerk, Typist, Accountant.

Implementing areas: Zone ‘A’=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and BaruipurhuSub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West

Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

The said notification also provides that :

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages.;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A. Haque)

Joint Labour Commissioner,

West Bengal.

MEMO. NO. 1038/1(4)/Stat/2RW/112/576/2012/LCS/JLC. Dated: 18.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata –700 069.
2. The Labour Commissioner, West Bengal, N. S. Buildings, 11th Floor, Kolkata-1.-This has reference to his kind approval dated 18.07.2014.
3. Secretary (Central Trade Unions/ All Chambers of Commerce),.....with the request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....With the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A. Haque)

Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO No. 1128/Stat/2RW/52/2002/LCS/JLC

Dated 23.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment **Godown** in the State of West Bengal as per notification number 459-MW/2W-58-2006 Dated 22.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
Unskilled	Rs. 6685.00	Rs. 6381.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii)Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates , daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

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- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO.NO. 1128/1(4)/Stat/2RW/52/2002/LCS/JLC

Dated 23.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 21.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce) ,
.....with request to
circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to
circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 1126/Stat/2RW/33/94/LCS/JLC.

Dated: 23.07.22014.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Lac Manufactories** in the State of West Bengal after due adjustment as per Labour Department Notification number 138-MW/2W-03/2008 Dated 03.09.2012. These rate will be effective for the period from **01.07.2014 to 31.12.2014**.

Category of Employees	Monthly Minimum Rates of Wages
(a) Unskilled	5616.00
(b) Semi-skilled	6178.00
(c) Skilled	6797.00

The classification of employees is as follows:-

Unskilled Workers : Workers for Drying and Winnowing, Pherwaiya, Darwans, Ghasandars, Mazandars, Rongkariyas, Peon;

Semi-skilled workers: Belwaiya, Darwan;

Skilled Workers: Clerks, Karigar.

- (a) There will be only one rate of minimum wage for the whole of West Bengal.
- (b) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (e) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (f) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;

- (g) The minimum rates of wages are applicable to employees employed by contractors also;
- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948);

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO. 1126/1(4) /Stat/2RW/33/94/LCS/JLC

Dated:23.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor- with reference to his kind approval dated 21.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 1180/Stat/2RW/19/94/LCS/JLC.

Dated 25/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Rice Mills** in the State of West Bengal after due adjustment as per Labour Department Notification number 455-MW/2W-02-2007 Dated 22.09.2011. These rate will be effective for the period from **1st July, 2014 to 31st December, 2014.**

Category of Employees	Monthly Minimum Rate of Wage
Unskilled	5616.00
Semi-skilled	6178.00
Skilled	6797.00
Highly Skilled	7477.00

The classification of employees is as follows:-

Unskilled Workers : Coolie of all types such as, Coolie for loading, unloading, stacking, marking, boiling, bagging, unpacking, weighing, drying paddy, sewing, Haller-Coolie, Chatal Coolie, Peon, Bearer, Durwan and similar other workers;

Semi-skilled workers: Hushman, Khalasi and similar other workers;

Skilled Workers: Mistry, Mechanic, Fitter, Tindal or Engine Driver, Machineman or Hallerman, Fireman, Boiler Attendant and similar other workers;

Highly Skilled workers: Sardars, Sardarnies, Supervisors, Accountant, Cashier and similar other workers;

- (a) There will be only one rate of minimum wage for the whole of West Bengal.
- (b) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

- (e) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

Contd.....P/2.

-2-

- (f) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (g) The minimum rates of wages are applicable to employees employed by contractors also;
- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).
- (k) Where the practice of payment partly in cash and partly in produce is prevalent, the total value of produce supplied plus the cash wages paid shall not be less than the minimum wages;

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO. 1180/1(4) /Stat/2RW/19/94/LCS/JLC

Dated 25/07/2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor- with reference to his kind approval dated 22.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 1125/Stat/2RW/72/201/97/LCS/JLC.

Dated 23/07/2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Salt Manufacturing Industry** in the State of West Bengal after due adjustment as per Labour Department Notification number 456-MW/2W-60/2006 Dated 22.09.2011. These rate will be effective for the period from **01.7.2014 to 31.12.2014**.

Category of Employees	Monthly Minimum Rate of Wage
Unskilled	5616.00
Semi-skilled	6178.00
Skilled	6797.00
Highly Skilled	7477.00

The classification of employees is as follows:-

Unskilled Workers : Persons engaged in earth cutting, bundh and boundary making, field preparation, bed preparation, earth drain making or repairing, salt lifting from the bed and stocking, filling in bags, loading and unloading including carrying, packing and weighing and office peons, general mazdoors, sweepers, tea boys;

Semi-skilled workers: Machineman helper, electrician helper, salt washing mazdoor, measurement man for water evaporation, watchman, nightguard, Manson helper, carpenter helper, and cook;

Skilled Workers: Machineman both water lifting and salt crushing, electrician, carpenter, manson, weighman(if not clerk), leader in field and water lifting, Time-office clerk, office clerk, tally clerk and godown keeper/clerk;

Highly Skilled workers: Field supervisor, factory supervisor (not the leader) and supervisor-cum-field manager;

- (a) There will be only one rate of minimum wage for the whole of West Bengal.
- (b) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

- (e) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (f) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (g) The minimum rates of wages are applicable to employees employed by contractors also;
- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO. 1125/1(4) /Stat/2RW/72/201/97/LCS/JLC

Dated 23/07/2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor- with reference to his kind approval dated 21.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 1007/Stat/2RW/43/94/LCS/JLC

Dated 16/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Saw Mill** in the state of West Bengal as per notification number 449-MW/2W-10-2009 Dated 21.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs. 6685.00	Rs. 6381.00
(b) Semi-Skilled	Rs. 7354.00	Rs. 7018.00
(c) Skilled	Rs. 8090.00	Rs. 7720.00

The classification of employees is as follows:-

Unskilled Workers: Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, and Peon;

Semi-Skilled Workers: Trolleyman, Assistant Machineman, Assistant Mistry, Assistant Cutter Assistant Engineman, Assistant Motor Driver, Carpenter ;

Skilled Workers: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Clerk, Accountant, Salesman.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO. 1007/1(4)/Stat/2RW/43/94/LCS/JLC

Dated 16/07/2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 11.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),.....
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 1178/Stat/2RW/16/94/LCS/JLC

Dated 25.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **(a) Sericulture nursery and cultivation, and (b) Silk Spinning and / or Weaving (Handloom)** in the state of West Bengal as per Labour Department Notification number 105-MW/2W-02-2010 Dated 04.04.2012. These rates will be effective for the period from **01.07.2014 to 31.12.2014**.

Categories of Employees	Minimum Rates of Wages (in Rs.)	
	Per Month	Per Day
Unskilled	5616.00	216.00

- (a) There will be only one rate of minimum wage for the whole of West Bengal.
- (b) To arrive at weekly rates, daily rates will have to be multiplied by 6;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (e) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (f) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (g) The minimum rates of wages are applicable to employees employed by contractors also;
- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;

Contd.....P/2

(i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;

(j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO. 1178/1(4) Stat/2RW/50/02/LCS/JLC

Dated 25.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor- with reference to his kind approval dated 22.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),.....
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No.1008/Stat/2RW/69/94/96/LCS/JLC

Dated 16.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment **Shoe Making Industry** in the state of West Bengal as per notification number 456-MW/2W-06-2010 Dated 22.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Helper, General Workers, Boy and Peon;

Semi-Skilled Workers: Shoe-Maker, Heelman, Upperman, Stitcher and Darwans;

Skilled Workers: Fitter, Machine man, and Clerks.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

Contd.: P/2

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO.1008/1(4)/Stat/2RW/69/94/96/LCS/JLC

Dated 16.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 11.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO No 1123/Stat/2RW/109/571/LCS/JLC

Dated 23.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment **Silk Mills** in the State of West Bengal as per notification number 75-MW/2W-39-2006 Dated 05.02.2012. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
Unskilled	Rs. 6685.00	Rs. 6381.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates , daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;

- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO.NO. 1123/1(4)/Stat/2RW/109/571/LCS/JLC

Dated 23.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 21.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce) ,
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No.1005/Stat/2RW/77/276/2000/LCS/JLC

Dated 16/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Silk Printing Industry** in the State of West Bengal as per notification number 450-MW/2W-16-2009 Dated 22.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Steaming coolies, general coolies, peons and darwans;

Semi-Skilled Workers: Employees engaged in washers and steamers;

Skilled Workers: Clerks and employees engaged in printing, block making, dyeing and finishing.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO. 1005/1(4) Stat/2RW/77/276/2000/LCS/JLC

Dated 16/07/2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 11.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No.1009/Stat/2RW/60/94/LCS/JLC

Dated 16/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Stone Breaking and Stone Crushing** in the State of West Bengal as per notification number 451-MW/2W-01-2008 Dated 22.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled	Rs.7354.00	Rs.7018.00
(c) Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Breaker, Loader, Earth-cutter, Mate, Crusher-Mazdoor, Trolleyman and others;

Semi-Skilled Workers: Miner, Checker, Helper to Shet-firer, Crusher, Feeder and Engine Khalashi;

Skilled Workers: Blacksmith, Engine Driver, Shet-firer, Mechanic and Fireman.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO. 1009/1(4) Stat/2RW/60/94/LCS/JLC

Dated 16/07/2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 11.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),.....
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

MEMO No.1036/Stat/RW/108/568/2012/LCS/JLC

Dated 18.07.2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Sweeping and cleaning excluding activities prohibited under the Employment of Manual Scavengers and construction of Dry Latrines (Prohibition) Act, 1993.** in the state of West Bengal as per notification number 460-MW/2W-03/2005 Dated 22.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a)Unskilled	Rs.6685.00	Rs.6381.00
(b)Semi-Skilled	Rs.7354.00	Rs.7018.00
(c)Skilled	Rs.8090.00	Rs.7720.00

The classification of employees is as follows:-

Unskilled Workers: Sweeper, Sweeping Labour, Helper, Work Assistant, Door-to-door cleaner, Drain Mazdoor, Tractor Labour, Garbage cleaner/Mazdoor, Conservancy Labour, Scavengers, Latrine cleaner, Drain/Garbage Coolie, SafaiKarmachari whose work involves Sweeping, Cleaning and carrying operation;

Semi-Skilled Workers: Auto Van Driver, Night Soil Cleaner-mechanical, Cesspool labour, Lorry Sardar Conservancy Supervisor, Ward Sardar;

Skilled Workers: Garbage Tractor Driver, Conservancy-in-charge, Drainage/Sewerage/Engineering Mazdoor, whose work involves skill or competence and who is capable of handling machines and/or chemicals in a modern cleaning process;

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) MidnaporeSadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling,

(xii)Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;
Zone B=Rest of West Bengal.

Contd.: P/2

2

- (a) To arrive at daily rates,monthly rates will have to be divided by 26 and to arrive at weekly rates , daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO.1036/1(4)/Stat/RW/108/568/2012/LCS/JLC

Dated 18.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 18.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No 1006/2RW/29/94/LCS/JLC

Dated 16/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Tailoring Industry** in the State of West Bengal as per notification number 452-MW/2W-05-2006 Dated 22.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled/Peon	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled/Darwan	Rs.7354.00	Rs.7018.00
(c) Skilled/Clerk	Rs.8090.00	Rs.7720.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;

- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

Contd.: P/2

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- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO. 1006/1(4)/Stat/2RW/29/94/LCS/JLC

Dated 16.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 11.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),.....
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 1035/2RW/28/94/LCS/JLC

Dated 18/07/2014

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Tanneries and Leather Manufactories** in the State of West Bengal as per notification number 453-MW/2W-04-2006 Dated 21.09.2011. These rates are effective for the period from **1st July, 2014 to 31st December, 2014.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled/Peon	Rs.6685.00	Rs.6381.00
(b) Semi-Skilled/Darwan	Rs.7354.00	Rs.7018.00
(c) Skilled/Clerk	Rs.8090.00	Rs.7720.00

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

- (d) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (e) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.

MEMO. NO.1035/1(4)/Stat/2RW/28/94/LCS/JLC

Dated 18.07.2014

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 18.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),.....
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.



Government of West Bengal
Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 1179/Stat/2RW/95/462/2007/LCS/JLC

Dated: 25.07.2014.

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Tobacco Godown** in the State of West Bengal as per Labour Department Notification number 77-MW/2W-07-2008 Dated 06.02.2012 These rate will be effective for the period from **01.07.2014 to 31.12.2014**.

Category of Employees	Monthly Minimum rate of wage
Adult Worker	5616.00

- (a) There will be only one rate of minimum wage for the whole of West Bengal.
- (b) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rate; daily rate will have to be multiplied by 6;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weeklyrest;
- (e) The minimum rates of wages include the wages for weekly day of rest. Payment for work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rate of wages;
- (f) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (g) The minimum rates of wages are applicable to employees employed by contractors also;
- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;

(j) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO. 1179/1(4) /Stat/2RW/95/462/2007/LCS/JLC

Dated 25.07.2014.

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor- with reference to his kind approval dated 22.07.2014.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.

(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.