

The

Kolkata **Gazette**
Extraordinary
Published by Authority

BHADRA 5]

FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.57-MW/2W-55-2006, dated : 04.08.2010. — WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 103/MW/2W-14/1998 dated 26th October, 1998 and published in the *Calcutta Gazette, Extraordinary* dated 26th October, 1998 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, revised the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Flour Mills**, vide Labour Department Notification No. 103-MW/2W-14/1998, dated 28th December, 1999;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of Section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages so fixed at such intervals not exceeding five years and revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered.

Proposals

(1) The following shall be the monthly rates of minimum wages for the employees employed in **Flour Mills** the State of West Bengal:

Categories of Employees

Monthly Rates of minimum wages

	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00
(d) Highly Skilled/Clerks, Drivers	Rs. 5614.00	Rs. 5007.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001= 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 =100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 =100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56
Highly Skilled/Clerks, Drivers	38.19	11.62

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point no. (2) above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rate; daily rate will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 58-MW/2W-09-2009, dated: 04.08. 2010.— WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 5052-LW, dated the 15th November, 1978 as published at page 542 of Part I of the *Calcutta Gazette, Extra-ordinary*, dated the 8th March, 1979 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Plastic Industry**, vide Labour Department Notification No. 1357-LW/LW/2W-20/78, dated 20th July, 1979, since added to Part I of the Schedule to the said Act by Notification No. 6414-LW, dated the 25th August, 1975 published at page 1998 of Part I of the “*Calcutta Gazette*”, dated the 23rd October, 1975;

AND WHEREAS, due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS, the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS, nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such **revision**, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **plastic Industry** in the State of West Bengal:

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	<u>Zone A</u>	<u>Zone B</u>
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone ‘B’ = Rest of West Bengal;

- (2) The classification of employees may be proposed as follows :-
Unskilled Workers : Cooly, Helper, Peon.
Semi-skilled workers: Assistant Moulder, Assistant Fitter, Assistant Machineman, Assistant Punchingman, Assistant Cuttingman, Assistant Mistry, and Durwan.
Skilled Workers : Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry, Clerk and Typist;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including an interval of half an hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 59-MW/2W-18-2009, dated: 04.08. 2010.—WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 19-MW/2W-6/1994, dated the 25th February, 2000, in Part I of the *Calcutta Gazette, Extra-ordinary*, dated the 25th February, 2000 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, first fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Paints and Chemicals Factories**, vide Labour Department Notification No. 33/MW/2W-47/2000, dated 4th April, 2002;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said Scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of Sub-Section (1) of Section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly rates of minimum wages for the employees employed in **Paints and Chemicals Factories** in the State of West Bengal:-

Categories of Employees**Monthly Rates of minimum wages**

	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00
(d) Highly Skilled	Rs. 5614.00	Rs. 5007.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001= 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 =100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below :-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56
Highly Skilled	38.19	11.62

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point no. (2) above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rate; daily rate will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 60-MW/2W-16-2009, dated: 04.08. 2010.— WHEREAS, the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), and after considering the proposals issued under Labour Department Notification No. 5198-LW, dated the 27th November, 1978 as published at pages 2533-2534 of Part I of the "*Calcutta Gazette, Extra-ordinary*," dated the 8th December, 1978 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, revised the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Silk Printing Industry**, vide Labour Department Notification No. 1214-LW / LW / 2W-29/1979, dated 2nd July, 1979;

AND WHEREAS, due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS, the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS, nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages so fixed at such intervals not exceeding five years and revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of Sub-Section (1) of Section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered :-

Proposals

- (1) The following shall be the monthly rates of minimum wages for the employees employed in **Silk Printing Industry** the State of West Bengal :-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

(2) The classification of employees may be proposed as follows :-

Unskilled Workers : Steaming coolies, general coolies, peons and Durwans.

Semi-skilled workers : Employees engaged in washers and steamers.

Skilled Workers : Clerks and employees engaged in printing, Block making, Dyeing and finishing;

- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001= 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 =100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point no. (3) above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rate; daily rate will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948);

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 61-MW/2W-05-2008, dated: 04.08. 2010.—WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), and after considering all representations received in respect of the proposal issued under Department Notification No. 32-MW/2W-05/2008 dated 20th March, 2008, as published in Part I of the *Kolkata Gazette Extraordinary*, dated the 25th March, 2008, as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, revised the minimum rates of wages payable to the employees employed the State of West Bengal in the employment in **Fishery** vide Notification No. 15-MW/2W-05/2008, dated 2nd January, 2009;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

NOW THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly rates of minimum wages for the employees employed in **Fishery** the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>
Adult Worker	Rs. 3312.00

- (2) There will be only one rate of minimum wage for the whole of West Bengal;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87 = 100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;
- (4) The minimum rates of wages will be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index Number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87 = 100 should be taken for wage adjustment;
- (5) The rate of adjustment of minimum wages per point per month will be Rs.7.68 and the rate of neutralization has been arrived at by dividing the minimum rate proposed for an adult worker by the fixation point as noted in point no. (3) above. The final calculation of wages will be done after rounding off to nearest rupee;
- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rate daily rate will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including an interval of half an hour for rest;

- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 62-MW/2W-24-2006, dated: 04.08. 2010.—WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of The Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 87-MW dated 25th May, 1995 published in the *Calcutta Gazette, Extraordinary* dated 25th May, 1995 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, first fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Rope Industry**, vide Labour Department Notification No. 26-MW/2W-5/1995, dated 6th June, 1996, since added to the Part I of the Schedule to the said Act by Labour Department notification no. 1201-LW/2W-79/67, dated 1st June, 1968;

AND WHEREAS due to unavoidable circumstances, the State Government could not revise the minimum rates of wages of the said Scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Rope Industry** in the State of West Bengal :-

Categories of Employees**Monthly Rates of minimum wages**

	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

(2) The classification of employees are as follows :-

Unskilled Workers : Mazdoor, Cooly, Packer, Darwan and Peon. **Semi-skilled workers**: Assistant Machinman, Assistant Mistry and Helper. **Skilled Workers** : Clerk, Machinman, Mistry;

(3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;

(4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;

(5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

(6) There will be no adjustment of minimum wages below the fixation point;

(7) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;

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

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

(10) 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;

(11) 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;

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

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

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

(15) 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).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

The

Kolkata **Gazette**
Extraordinary
Published by Authority

BHADRA 5]

FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 63-MW/2W-58-2006, dated: 04.08. 2010.—WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering all representations received in respect of the proposal published with Labour Department Notification No. 26-MW/2W-8/97 dated the 7th March, 2000, as published in Part I of the *Kolkata Gazette Extraordinary*, dated the 7th March, 2000, as required under clause (b) of sub-section (1) of section (5) of the said Act and in consultation with the State Minimum Wages Advisory Board, first fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment in **Godowns** vide Labour Department Notification No. 40-MW/2W-45/2000, dated 3rd May, 2002;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of Sub-Section (1) of Section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the official Gazette and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Godowns** in the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
Unskilled	Rs. 4218.00	Rs. 3762.00
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) Haldia Municipality, (vi) Digha Development Authority, and (vii) Thermal Power Plant areas including Township areas.	
Zone 'B' =	Rest of West Bengal;	

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A, Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (2) above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and a half hours of work including interval for half an hour rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) 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).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 64-MW/2W-05-2006, dated: 04.08. 2010.—WHEREAS the Governor in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering all representations received in respect of the proposal published with this Department Notification No. 820-LW, dated the 29th May, 1975 as published at pages 1829-1830 of Part I of the "*Calcutta Gazette, Extra-ordinary,*" dated the 25th September, 1975 as required under Clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wage Advisory Board, revised the minimum rates of wages, payable to the employees employed in the State of West Bengal in the employment of **Tailoring Industry** with effect from the 1st February, 1979, *vide* Labour Department Notification No. 89-L.W./LW/2W-38/78, dated 12th January, 1979;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said Scheduled employment within the period of five years as required under clause (b) of Sub-Section (1) of Section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of Sub-Section (1) of Section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Tailoring Industry** in the State of West Bengal:-

Categories of Employees**Monthly Rates of minimum wages**

	Zone A	Zone B
(a) Unskilled / Peon	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled / Darwan	Rs. 4640.00	Rs. 4138.00
(c) Skilled / Clerk	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled / Peon	28.69	8.73
Semi-skilled / Darwan	31.56	9.60
Skilled / Clerk	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (2) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and half hours of work including an interval of half an hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) 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);

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 65-MW/2W-04-2006, dated: 04.08. 2010.— WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering all representations received in respect of the proposal published under Labour Department Notification 18-MW/2W-4/97, dated the 6th February, 1998 in Part I of the "*Calcutta Gazette, Extraordinary*", dated 6th February, 1998, as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, revised the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment in **Tanneries and Leather Manufactories** vide Labour Department Notification No. 115-MW/2W-4/97 dated 17th November, 1998;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

Now, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Tanneries and Leather Manufactories** in the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled /Peon	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled /Darwan	Rs. 4640.00	Rs. 4138.00
(c) Skilled /Clerk	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled / Peon	28.69	8.73
Semi-skilled / Darwan	31.56	9.60
Skilled / Clerk	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (2) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and half hours of work including an interval of half an hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) 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);

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 66-MW/2W-11-2009, dated: 04.08. 2010.— WHEREAS the Governor, in exercise of the power conferred by section 3, read with of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 1164-LW/LW/2W-65/78, dated the 15th January, 1979 as published at page 1352 of Part I of the "*Calcutta Gazette, Extra-ordinary,*" dated the 23rd June, 1979 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, last revised the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Chakki Mills**, *vide* Labour Department Notification No. 397(MW)-LW/LW/2W-65/78,-11th April, 1980;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Chakki Mills** in the State of West Bengal:—

Categories of Employees

Monthly Rates of minimum wages

	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (2) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and half hours of work including an interval of half an hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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.
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) 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)

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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[SAKA 1932

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Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 75-MW/2W-20-2009, dated: 12.08. 2010.—WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 5-MW/2W-9/97, dated the 12th January, 1998 as published in Part I of the *Calcutta Gazette, Extra-ordinary*, dated the 12th January, 1998 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, last revised the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Oil Mills**, vide Labour Department Notification No. 118-MW/2-9/97 dated 23rd November, 1998 and published in *Calcutta Gazette, Extraordinary* dated 23rd November, 1998;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of Sub-Section (1) of Section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Oil Mills** in the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled /Clerk	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled /Clerk	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (2) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) 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).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

The



Kolkata **Gazette**

Extraordinary
Published by Authority

BHADRA 5]

FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 76-MW/2W-06-2010, dated: 12.08. 2010.— WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 92-MW/2W-4/95, dated 30th May, 1995 and published in *Calcutta Gazette, Extraordinary* dated 30th May, 1995 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, first fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Shoe Making Industry**, vide Labour Department Notification No. 40-MW/2W-1/1995, dated 25th July, 1996, since added to the Part I of the Schedule to the said Act by Labour Department notification no. 878-LW, dated 2nd June, 1978;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered: -

Proposals

(1) The following shall be the monthly rates of minimum wages for the employees employed in **Shoe Making Industry** in the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The classification of employees may be proposed as follows :-
Unskilled Workers : Helper, General Workers, Boy and Peon.
Semi-skilled workers: Shoe-Maker, Heelman, Upperman, Stitcher and Darwans.
Skilled Workers : Fitter, Machineman, and Clerks;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.

Kolkata



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Published by Authority

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FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.77-MW/2W-10-2009, dated : 12.08.2010. — WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 1163-LW/LW/2W-29/78, dated the 15th June, 1979 as published at pages 1350-1351 of Part I of the *Calcutta Gazette, Extra-ordinary*, dated the 23rd June, 1979 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Saw Mill**, *vide* Labour Department Notification No. 403-L.W./LW/2W-29/78, dated 15th April, 1980, since added to Part I of the Schedule to the said Act by Notification No. 6457-LW/LW/2W-40/73, dated the 27th August, 1975 published at page 2035 of Part I of the *Calcutta Gazette*, dated the 30th October, 1975;

AND WHEREAS, due to unavoidable circumstances the State Government could not **revise** the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS, the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS, nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby.

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered: -

Proposals

- (1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Saw Mill** in the State of West Bengal: -

Categories of Employees**Monthly Rates of minimum wages**

	<u>Zone A</u>	<u>Zone B</u>
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas;

Zone 'B' = Rest of West Bengal;

- (2) The classification of employees may be proposed 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 and Durwan.
Skilled Workers : Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk and Salesman;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.


The
Kolkata **Gazette**
Extraordinary
Published by Authority

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FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.78-MW/2W-06-2009, dated : 12.08.2010. — WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 6392-LW, dated the 21st August, 1975 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Power looms employing less than ten persons**, vide Labour Department Notification No. 5219-LW/ 2W-50/78, dated 29th November, 1978, since added to Part I of the Schedule to the said Act by Notification No. 122-I, dated the 29th January, 1966 published at page 317 of the *Calcutta Gazette*, Part I, dated the 24th February, 1966;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS, nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby.

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Power looms employing less than ten persons** in the State of West Bengal: -

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas;

Zone 'B' = Rest of West Bengal;

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutraliz	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (2) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) 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).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

The



Kolkata **Gazette**

Extraordinary
Published by Authority

BHADRA 5]

FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.79-MW/2W-08-2009, dated : 12.08.2010. — WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 1506-LW/LW/2W-22/78, dated the 1st November, 1978 as published at page 2421-2422 of the *Calcutta Gazette, Extraordinary*, dated the 23rd November, 1978 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Ceramic Industry**, vide Labour Department Notification No. 1359-LW/LW/2W-22/78, dated 20th July, 1979, since added to Part I of the Schedule to the said Act by Notification No. 3521-LW, dated the 3rd September, 1973 published in the *Calcutta Gazette*, dated the 8th November, 1973;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act ;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same afresh;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered : -

Proposals

- (1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Ceramic Industry** in the State of West Bengal: -

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

Impleme 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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The classification of employees may be proposed as follows :-
Unskilled Workers : Placer, Carrier, Cooly, Labour, Helper, Leader, Durwans, Peons.
Semi-skilled workers: Glacer, Jointer, 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;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.

The

Kolkata **Gazette**
Extraordinary
Published by Authority

BHADRA 5]

FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.80-MW/2W-05-2009, dated : 12.08.2010. — WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering all representations received in respect of the proposal issued under Labour Department Notification No. 6484 – LW/LW/2W-28/74, dated 1st September, 1975 as published at page 2160 of Part I of the “Calcutta Gazette, Extraordinary”, dated the 13th November, 1975, Labour Department, first fixed the Minimum Rates of wages payable to the employees employed in the State of West Bengal in the employment in **Paper Board and Straw Board Manufacturing Industry**, since added to Part I of the Schedule to the said Act by this Department Notification No. 683-LW, dated the 2nd May, 1975 published at page 1285 of Part I of the *Calcutta Gazette, Extraordinary*, dated the 17th July, 1975 under the provisions of the Minimum Wages Act, 1948(11 of 1948) (hereinafter referred to as the said Act) *vide* Labour Department Notification No. 1478-LW/LW/2W-9/78, dated 24th October, 1978;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages so fixed at such intervals not exceeding five years and revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered : -

Proposals

(1) The following shall be the monthly rates of minimum wages for the employees employed in **Paper Board and Straw Board Manufacturing Industry** the State of West Bengal: -

Serial No.	Categories of employees	Monthly rates of wages (in Rs.)	
		Zone A	Zone B
1.	Unskilled	4218.00	3762.00
2.	Semi Skilled	4640.00	4138.00
3.	Skilled	5104.00	4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone ‘B’ = Rest of West Bengal;

- (2) The classification of employees are 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, Durdwn.
Skilled Workers : Machineman, Beaterman, Scaleman, Maintenance Mistry, Calenderman, Dutting man, Driver, Finishing cutter, Mistry, Boilerman, Digester, Refiner, Fitter, Clerk, Typist;
- (3) The minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points.
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken.
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Serial No.	Category of Employees	Rate of Neutralization	
		Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
1.	Unskilled	28.69	8.73
2.	Semi-skilled	31.56	9.60
3.	Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point no. (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rate, daily rate will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.


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FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.81-MW/2W-07-2009, dated : 12.08.2010. — WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 7138-LW, dated the 21st October, 1974 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Power looms employing ten or more persons**, vide Labour Department Notification No. 5217-LW/LW/ 2W-33/77, dated 29th November, 1978, since added to Part I of the Schedule to the said Act by Notification No. 587-LW, dated the 11th May, 1970 published at page 1260 of the *Calcutta Gazette*, dated the 25th June, 1970;

AND WHEREAS, due to unavoidable circumstances the State Government could not **revise** the minimum rates of wages of the said Scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act ;

AND WHEREAS, the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS, nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:—

Proposals

(1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Power looms employing ten or more persons** in the State of West Bengal:

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	<u>Zone A</u>	<u>Zone B</u>
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (2) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) 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).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

The



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Published by Authority

BHADRA 5]

FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.82-MW/2W-07-2010, dated : 12.08.2010.—WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 86-MW/2W-49/2000, dated 2nd April, 2001 and published in *Calcutta Gazette, Extraordinary* dated 17th April, 2001 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, first fixed the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Plywood Industry**, vide Labour Department Notification No. 34-MW/2W-49/2000, dated 4th April, 2002 and published in *Calcutta Gazette, Extraordinary* dated 4th April, 2002;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Plywood Industry** in the State of West Bengal:

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	<u>Zone A</u>	<u>Zone B</u>
(a) Unskilled/Peon	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled /Durwan	Rs. 4640.00	Rs. 4138.00
(c) Skilled /Clerk/Typist	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken.
- (4) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (2) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (7) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest.
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) 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).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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FRIDAY, AUGUST 27, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.83-MW/2W-19-2009, dated : 12.08.2010.— WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering all representations received in respect of the proposal issued under Labour Department Notification No. 11-MW/2W-9/96, dated the 27th January, 1998 as published in the *Calcutta Gazette, Extraordinary*, dated the 27th January, 1998, **last revised** the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment in **Hosiery Industry**(hereafter referred to as the scheduled employment), under the provisions of the Minimum Wages Act, 1948(11 of 1948) (hereinafter referred to as the said Act) *vide* Labour Department Notification No. 119-MW/2W-9/96, dated 23rd November, 1998;

AND WHEREAS, due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly rates of minimum wages for the employees employed in **Hosiery Industry** the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The classification of employees may be proposed as follows :-
Unskilled Workers : Packer, Neck-labeller, Hand Bleacher, Check Mender, Helpers, Durwans, Dryers.
Semi-skilled workers: Cutter, Mender, 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, Boilerman, Clerk, Master;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001= 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 =100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 - 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point no. (3) above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rate; daily rate will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.

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FRIDAY, AUGUST 27, 2010

[SAKA 1932

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Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.84-MW/2W-08-2010, dated : 12.08.2010.— WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 149-MW/2W-1/97, dated the 19th December, 1997 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, *last revised* the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Dal Mills**, vide Labour Department Notification No. 113-MW/2W-1/97 dated 17th November, 1998 and published in *Calcutta Gazette, Extraordinary* dated 17th November, 1998;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of Sub-Section (1) of Section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:—

Proposals

(1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of **Dal Mills** in the State of West Bengal:—

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The classification of employees may be proposed as follows :-
Unskilled Workers : Shop-cleaners, Lorry Attendants and Mazdoors.
Semi-skilled workers : Mistry No. 2 (Helpers).
Skilled Workers : Mistry No. 1, Lorry Driver, Clerks and Munshis;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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);

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.



The

Kolkata

Gazette

Extraordinary

Published by Authority

BHADRA 31]

WEDNESDAY, SEPTEMBER 22, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 100-MW/2W-03/2005.—dated, 20.08.2010.—The following proposals which the Governor, in exercise of the power conferred by clause (a) of sub-section (1) of section 3, read with clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), proposes for fixing the minimum rates of wages payable to the employees in respect of employment of Sweeping and Cleaning excluding activities prohibited under the Employment of Scavengers and Construction of Dry Latrines (Prohibited) Act, 1993 in the State of West Bengal, is hereby published, as required by clause (b) of sub-section (1) of section 5 of the said Act, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly rates of minimum wages for different categories of employees employed in different zones in respect of 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:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

(2) The classification of employees may be proposed 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, Safai Karmachari etc. 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, etc. whose work involves skill or competence and who is capable of handling machines and/or chemicals in a modern cleaning process;

(3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;

(4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;

(5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) 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;
- (8) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.

The

Kolkata **Gazette**
Extraordinary
Published by Authority

BHADRA 31]

WEDNESDAY, SEPTEMBER 22, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No. 111-MW/2W-14-2009.—dated : 10.09.2010.—WHEREAS by this Department Notification No.168-MW/MW/2W-35/87, dated 22nd May, 1987, Published in the Calcutta Gazette, Extraordinary, on June 4, 1987, the minimum rates of wages payable to the employees employed in Medicinal Plants Plantation other than Cinchona Plantation in the State of West Bengal, was last revised under the Minimum Wages Act, 1948 (11 of 1948) (hereafter referred to as the said Act);

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the period of five years and revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly rates of minimum wages for the employees employed in **Medicinal Plants Plantations other than Cinchona Plantation** in the State of West Bengal:-

Categories of Employees

Monthly Rates of minimum wages

Adult Worker

Rs.3312.00

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

(3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87 = 100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;

- (4) The minimum rates of wages will be adjusted half-yearly both up ward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index Number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87=100 should be taken for wage adjustment;
- (5) The rate of adjustment of minimum wages per point per month will be Rs.7.68 and the rate of neutralization has been arrived at by dividing the minimum rate proposed for an adult worker by the fixation point as noted in point no. (3) above. The final calculation of wages will be done after rounding off to nearest rupee;
- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rate daily rate will have to be multiplied by 6;
- (8) A normal working day may consist of eight and a half hours of work including interval for half an hour rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By order of the Governor,

Rabin Kumar Chakrabarti

Dy. Secy. to the Govt. of West Bengal.

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Kolkata **Gazette**
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[SAKA 1932

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Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.112-MW/2W-02/2008.—dated: 10.09.2010.—WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) was pleased to revise the minimum rates of wages payable to the employees employed in **Agriculture** in the State of West Bengal vide this Department Notification No. 12-MW/2W-02/08, dated 2nd January, 2009, as published in Part I of the *Kolkata Gazette, Extraordinary*, dated 6th January, 2009;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly/daily rates of minimum wages for the persons employed in **Agriculture** in the State of West Bengal:-

Categories of Employees	Rates of Minimum Wages (in Rs.)		
	Per month (Without food)	Per day	
		Without food	With food
Unskilled	3312.00	127.00	118.00
Semi-skilled	3643.00	140.00	131.00
Skilled	4007.00	154.00	145.00

- (2) The classification of employees may be proposed 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 power tilting, tractor driver and persons handling machines relating to

ploughing and other cultivation work;

- (3) There will be only one rate of minimum wage for the whole of West Bengal;
- (4) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87 = 100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;
- (5) The minimum rates of wages will be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index Number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87 = 100 should be taken for wage adjustment;
- (6) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rates of Neutralization
Unskilled	Rs. 7.68
Semi-skilled	Rs. 8.45
Skilled	Rs. 9.30

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial no. (4). It has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (7) There will be no adjustment of minimum wages below the fixation point;
- (8) Daily rates have been arrived at by dividing the monthly rate by 26 and rounding off to the nearest rupee. To arrive at weekly rates, daily rates will have to be multiplied by 6;
- (9) A normal working day shall consist of eight and a half hours of work including interval for half an hour rest;
- (10) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (11) 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;
- (12) 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;
- (13) The minimum rates of wages are applicable to employees employed by contractors also;
- (14) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (15) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (16) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948);
- (17) 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;
- (18) For two principal meals, if supplied by the employer in a day, the daily rate shall be reduced by Rs.9/- and this rate shall go up and down proportionately with rise or fall of the Consumer Price Index Number for Agricultural Labourers (Base 1986-87 = 100) above the fixation point, which is 431.

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.

The



Kolkata **Gazette**

Extraordinary
Published by Authority

BHADRA 31]

WEDNESDAY, SEPTEMBER 22, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.114-MW/2W-17-2009, dated : 10.09.2010.— WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering the proposals issued under Labour Department Notification No. 1-MW/2W-1/81, dated the 1st January, 1983 as published at pages 63-64 of Part I of the *Calcutta Gazette, Extra-ordinary*, dated the 11th January, 1983 as required under clause (b) of sub-section (1) of section 5 of the said Act and in consultation with the State Minimum Wages Advisory Board, **fixed** the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Decoration**, *vide* Labour Department Notification No. 1778-G.F.(M.W.)/MW/2W-1/81, dated 7th July, 1983 since added to Part I of the Schedule to the said Act by Labour Department Notification No. 72-MW, dated the 21th April, 1982 and published at page 894(7) of Part I of the *Calcutta Gazette, Extraordinary*, dated the 14th May, 1982;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages so fixed at such intervals not exceeding five years and revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby.

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly rates of minimum wages for the employees employed in **Decoration** in the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

Implementing areas : **Zone 'A'** = (i) Areas Notified under Kolkata Metropolitan Development Authority (KMDA), (ii) Assansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Haldia Municipality, (vi) Digha Development Authority and (vii) Thermal Power Plant areas including Township areas;

Zone 'B' = Rest of West Bengal;

- (2) The classification of employees may be proposed as follows :-
Unskilled Workers : Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers;
Semi-skilled workers; Mistry, Carpenter, Tailor, Supervisor;
Skilled Workers : Head Mistry;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001=100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87=100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001=100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 - 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 =100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point no. (3) above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rate, daily rate will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.

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WEDNESDAY, SEPTEMBER 22, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.115-MW/2W-15-2009.—dated : 10.09.2010.—WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) and after considering all representations received in respect of the proposal issued under Labour Department Notification No. 1696-LW/LW/2W-05/1978 dated 12th September, 1979 as published at page 2467 of Part I of the *Calcutta Gazette* Extraordinary, dated the 9th November, 1979, as required under clause (b) of sub-section (1) of section (5) of the said Act and in consultation with the State Minimum Wages Advisory Board, last revised the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment in *Cinchona Plantation* vide Notification No. 483-LW/LW/2W-05/78, dated 10th May, 1980 and again on 22nd May, 1987 vide Notification No.167-MW/MW/2W-35/87;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages at such intervals not exceeding five years and revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly rates of minimum wages for the employees employed in *Cinchona Plantation* in the State of West Bengal:-

Categories of Employees**Monthly rates of minimum wages**

Adult Worker

Rs.3312.00

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

(3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87 =100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;

- (4) The minimum rates of wages will be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index Number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87=100 should be taken for wage adjustment;
- (5) The rate of adjustment of minimum wages per point per month will be Rs.7.68 and the rate of neutralization has been arrived at by dividing the minimum rate proposed for an adult worker by the fixation point as noted in point no. (3) above. The final calculation of wages will be done after rounding off to nearest rupee;
- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rate daily rate will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and a half hours of work including interval for half an hour rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.

The

Kolkata **Gazette**
Extraordinary
Published by Authority

BHADRA 31]

WEDNESDAY, SEPTEMBER 22, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.121-MW/2W-11-2010.— dated: 14.09.2010.— WHEREAS the Governor, in exercise of the power conferred by clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5 of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of Construction or Maintenance of Roads or in Building Operations (hereinafter referred to as the Scheduled employment) was last revised vide this Department Notification No. 238-MW/2W-8/91 dated 2nd November, 1995 published in the *Calcutta Gazette* dated November 8, 1995;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly rates of minimum wages for different categories of employees employed in respect of **Construction or Maintenance of Roads or in Building Operations** in different zones in the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	<u>Zone A</u>	<u>Zone B</u>
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00
(d) Highly Skilled	Rs. 5614.00	Rs. 5007.00

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) Haldia Municipality, (vi) Digha Development Authority and

(vii) Thermal Power Plant areas including Township areas;

Zone 'B' = Rest of West Bengal;

(2) The classification of employees may be proposed 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, Muchhers Jamadars, 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, Riverttrs, Mophah Gang, Supervisory), Labourer (Rock cutting), Lascar, Mali (Head), Mate, Mate (Blacksmith, Road, Carpenter, Engine Driver and/or Feeder, Fitter, Gang, Khalasi, Mazdoor Mason, Permanent Way, 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, Crowldr man, Cook, Dandee, Farash, Hacksaw man. Helper (Locco/Crane/Truck), Kasab, Khalasi (Structural), Laboratory Boy, Manjhee (Boatman), Masalchi, P.M. Mates, Points man, Sencummy, Topaz, Topkar (Big Stone breaker), Trolley Jamadar, Winch man, Assistant Wireman, , Carpenter (Helper), Mason (Helper), Blacksmith (Helper), Fitter and machine (Helper), Tar man, 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), Plastener, 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 Boilcr 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 Clas 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 Batcher), Railway Guards, Repairer (Battery), Sharpcr/Slotter, Sprayer (Asphalt), Station Master, Surveyor (Silt), Tradesman, Train Examiner, Turner/Miller, Tyre Vulcaniser, 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, Tyre Vulcanizer Grade I, Work (Asstt.) Grade I, any other categories, by whatever name called, which are of highly skilled nature;

(3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001= 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 =100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;

(4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001=100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;

(5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56
Highly Skilled	38.19	11.62

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

(6) There will be no adjustment of minimum wages below the fixation point;

(7) 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;

- (8) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.

The

Kolkata **Gazette**
Extraordinary
Published by Authority

KARTIKA 24]

MONDAY, NOVEMBER 15, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.132-MW/2W-10-2007.– dated: 17.09.2010.– WHEREAS the Governor, in exercise of the power conferred by clause (a) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), proposes hereby to **fix** the minimum rates of wages in respect of the employees employed in the State of West Bengal in the employment in **Clinical Nursing Home**, added in Part I of the Scheduled employment to the Minimum Wages Act, 1948 (hereinafter referred to as the said Schedule), vide this Department Notification No. 3881-LW/LW/2W-46/73, dated the 20th November, 1973 published at page 204 of Part I of the *Calcutta Gazette, Extraordinary*, dated the 31st January, 1974;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such fixation, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:—

Proposals

- (1) The following shall be the monthly minimum rates of wages for the employees employed in **Clinical Nursing Home** in the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Rates of minimum wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00
(d) Highly Skilled	Rs. 5614.00	Rs. 5007.00

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) Haldia Municipality, (vi) Digha-Shankarpur Development Authority and (vii) Thermal Power Plant areas including Township areas.

Zone 'B' = Rest of West Bengal;

- (2) The classification of employees may be proposed 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;

- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001= 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 =100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (5) Adjustment of minimum rate of wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56
Highly Skilled	38.19	11.62

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point no. (3) above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rate, daily rate will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.


The
Kolkata **Gazette**
Extraordinary
Published by Authority

KARTIKA 4]

TUESDAY, OCTOBER 26, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal the High Court, Government Treasury etc.

Government of West Bengal
Labour Department
M. W. Branch
Writers Buildings, Kolkata 700 001

NOTIFICATION

No.155-MW/2W-14-2010, dated : 20.10.2010. WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), was pleased to **fix** the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment in **Security Services**, *vide* this Department Notification No. 83-MW/2W-7/96, dated 26th November, 1999 published in the Calcutta Gazette, Extraordinary dated 26th November, 1999;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly minimum rates of wages for different categories of employees employed in different zones in respect of employment in **Security Services** in the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Minimum Rates of Wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Shankarpur Development Authority and (vii) Thermal Power Plant areas including Township areas;

Zone 'B' = Rest of West Bengal;

(2) The classification of employees may be proposed as follows :-

Unskilled Workers : Security Guard;
Semi-skilled Workers : Unskilled Supervisor;
Skilled Workers : Guard with firearms, Gunman, Field Supervisor, Marketing Personnel, Clerk, Accountant, Cashier;

(3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001= 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 =100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;

(4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;

(5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL,WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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.
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secretary to the Govt. of West Bengal.


The
Kolkata **Gazette**
Extraordinary
Published by Authority

KARTIKA 4]

TUESDAY, OCTOBER 26, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal the High Court, Government Treasury etc.

Government of West Bengal
Labour Department
M. W. Branch
Writers Buildings, Kolkata 700 001

NOTIFICATION

No.156-MW/2W-19-2006, dated : 20.10.2010. WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) was pleased to **fix** the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Bell Metal and Brass Industry**, as added to part I of the Schedule to the said Act by this Department Notification No. 1591-LW/2W-26/78, dated 21st August, 1979, vide this Department Notification No. 39-MW/2W-8/95, dated 25th July, 1996;

AND WHEREAS due to unavoidable circumstances the State Government could not revise the minimum rates of wages of the said scheduled employment within the period of five years as required under clause (b) of sub-section (1) of section 3 of the said Act ;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages after the expiry of the said period of five years and revising them;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the Official Gazette the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the Official Gazette and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

(1) The following shall be the monthly minimum rates of wages for different categories of employees employed in different zones in respect of **Bell Metal and Brass Industry** in the State of West Bengal:-

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Shankarpur Development Authority and (vii) Thermal Power Plant areas including Township areas;

Zone 'B' = Rest of West Bengal;

- (2) The classification of employees may be proposed as follows :-
Unskilled Workers : Patander, Dharandar, Garandar, polisher, Ghosandar, kundardar, peon, Tanandar;
Semi-skilled Workers : Assistant Mistry, Moulder Mistry, Darwan;
Skilled Workers : Clerk, Mistry;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled/Peon	28.69	8.73
Semi-skilled/Darwan	31.56	9.60
Skilled/Clerk	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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.
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).

By Order of the Governor

Rabin Kumar Chakrabarti
Dy. Secretary to the Govt. of West Bengal.


The
Kolkata **Gazette**
Extraordinary
Published by Authority

KARTIKA 4]

TUESDAY, OCTOBER 26, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal the High Court, Government Treasury etc.

Government of West Bengal
Labour Department
M. W. Branch
Writers Buildings, Kolkata 700 001

NOTIFICATION

No.157-MW/2W-01-2008, dated : 20.10.2010. WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) last was pleased to revise the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment of **Stone Breaking and Stone Crushing**, vide this Department Notification No. 11-MW/2W-01/2008, dated 2nd January, 12009, published in Part I of the *Kolkata Gazette, Extra-ordinary*, dated 6th January, 2009;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under cluse (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered :-

Proposals

(1) The following shall be the monthly minimum rates of wages for the employees employed in **Stone Breaking and Stone Crushing** in the State of West Bengal :-

<u>Categories of Employees</u>	<u>Monthly Minimum Rates of Wages</u>	
	Zone A	Zone B
(a) Unskilled	Rs. 4218.00	Rs. 3762.00
(b) Semi-Skilled	Rs. 4640.00	Rs. 4138.00
(c) Skilled	Rs. 5104.00	Rs. 4552.00

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) Haldia Municipality, (vi) Digha Shankarpur Development Authority and (vii) Thermal Power Plant areas including Township areas;

Zone 'B' = Rest of West Bengal;

- (2) The classification of employees may be proposed as follows :-
Unskilled Workers : Breaker, loader, Earth-cutter, Mate, Crusher-Muzdoor, 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;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001 = 100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87 = 100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 = 100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken;
- (5) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point No. (3) above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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.
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).
- (16) Piece-rates of work, if there be any, shall in no case be less than the daily minimum time rates of wages.

By Order of the Governor

Rabin Kumar Chakrabarti
Dy. Secretary to the Govt. of West Bengal.


The
Kolkata **Gazette**
Extraordinary
Published by Authority

KARTIKA 4]

TUESDAY, OCTOBER 26, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal the High Court, Government Treasury etc.

Government of West Bengal
Labour Department
M. W. Branch
Writers Buildings, Kolkata 700 001

NOTIFICATION

No.158-MW/2W-02/2007, dated : 20.10.2010. WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) had been pleased to **revise** the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment in **Rice Mills**, vide Notification No. 55-MW/2W-02/2007, dated 4th April, 2008, published Part I of the *Kolkata Gazette, Extra-ordinary*, dated the 15th April, 2008;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered :-

Proposals

(1) The following shall be the monthly minimum rates of wages for the persons employed in **Rice Mills** in the State of West Bengal :-

Categories of Employees	Rates of Minimum Wages (in Rs.)
Unskilled	Rs. 3312.00
Semi-Skilled	Rs. 3643.00
Skilled	Rs. 4007.00
Highly Skilled	Rs. 4408.00

(2) The classification of employees may be proposed as follows :-

Unskilled Workers : Coolie of all type 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 : Sadars, Sardarnies, Supervisors, Accountant, Cashier and similar other workers ;
 Note : Any employee, who is not covered by any of the nomenclatures under this serial number, must be paid at least the rate of wage of an unskilled worker ;

- (3) There will be only one rate of minimum wage for the whole of West Bengal ;
 (4) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, 1986-87 = 100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;
 (5) The minimum rates of wages will be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87 = 100 should be taken for wage adjustment;
 (6) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rates of Neutralization
Unskilled	Rs. 7.68
Semi-Skilled	Rs. 8.45
Skilled	Rs. 9.30
Highly Skilled	Rs. 10.23

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point No. (4). It has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (7) There will be no adjustment of minimum wages below the fixation point;
 (8) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
 (9) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
 (10) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
 (11) 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.
 (12) 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;
 (13) The minimum rates of wages are applicable to employees employed by contractors also;
 (14) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
 (15) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
 (16) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secretary to the Govt. of West Bengal.

The

Kolkata **Gazette**
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Published by Authority

KARTIKA 4]

TUESDAY, OCTOBER 26, 2010

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal the High Court, Government Treasury etc.

Government of West Bengal
Labour Department
M. W. Branch
Writers Buildings, Kolkata 700 001

NOTIFICATION

No.159-MW/2W-60/2006, dated : 20.10.2010. WHEREAS the Governor, in exercise of the power conferred by section 3, read with section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) **fixed** the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment in **Salt Manufacturing Industry**, since added to Part i of the Schedule to the said Act by this Department Notification No. 46-MW, dated 20th march, 1987, under the Provisions of the said Act, *vide* Labour Department Notification No. 25-MW/2W-04/1995, dated 6th June, 1996;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages so fixed after the expiry of the period of five years and revising the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered :-

Proposals

(1) The following shall be the monthly minimum rates of wages for the employees employed in **Salt Manufacturing Industry** in the State of West Bengal :-

Categories of Employees	Rates of Minimum Wages per month (in Rs.)
Unskilled	Rs. 3312.00
Semi-Skilled	Rs. 3643.00
Skilled	Rs. 4007.00
Highly Skilled	Rs. 4408.00

- (2) The classification of employees may be proposed 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** : Machine man helper, electrician helper, salt washing mazdoor, measurement man for water evaporation, watch man, night -guard manson helper, carpenter helper and cook;
- Skilled Workers** : Machine man both water lifting and salt crushing, electrician, carpenter, manson, weigh-man (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 ;
- (3) There will be only one rate of minimum wage for the whole of West Bengal ;
- (4) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87 = 100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;
- (5) The minimum rates of wages will be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87 = 100 should be taken for wage adjustment;
- (6) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rates of Neutralization
	(CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	Rs. 7.68
Semi-Skilled	Rs. 8.45
Skilled	Rs. 9.30
Highly Skilled	Rs. 10.23

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point No. (4) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (7) There will be no adjustment of minimum wages below the fixation point;
- (8) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates daily rates will have to be multiplied by 6;
- (9) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (10) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (11) 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.
- (12) 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;
- (13) The minimum rates of wages are applicable to employees employed by contractors also;
- (14) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (15) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (16) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secretary to the Govt. of West Bengal.

The

Kolkata **Gazette**
Extraordinary
Published by Authority

PAUSA 29]

WEDNESDAY, JANUARY 19, 2011

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.167-MW/2W-04/2008.-- dated : 27.10.2010.— WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), was pleased to **revise** the minimum rates of wages payable to the employees employed the State of West Bengal in the employment in **Forestry or Timbering Operations excepting those industries in Part II of the schedule, vide** Notification No. 14-MW/2W-04/08 dated 2nd January, 2009 as published in Part I of the *Kolkata Gazette, Extra-ordinary*, dated the 6th January, 2009;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly minimum rates of wages for the persons employed in **Forestry or Timbering Operations excepting those industries in Part II of the schedule** the State of West Bengal:-

Categories of Employees**Minimum Rates of Wages Per month**

Adult Worker

Rs.3312.00

- (2) There will be only one minimum rate of wage for the whole of West Bengal;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87=100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;
- (4) The minimum rates of wages will be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index Number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87=100 should be taken for wage adjustment;
- (5) Adjustment of minimum rates of wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization
Adult Worker	Rs. 7.68

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial no. (3). It has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) Daily rates have been arrived by dividing the monthly rate by 26 and rounding off to the nearest rupee. To arrive at weekly rates, daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half-hours of work including interval for half an hour rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948);

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.

The



Kolkata **Gazette**

Extraordinary
Published by Authority

PAUSA 29]

WEDNESDAY, JANUARY 19, 2011

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.192-MW/2W-01/2010.-- dated : 10.11.2010.— WHEREAS the Governor, in exercise of the power conferred by sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), was pleased to fix the minimum rates of wages payable to the employees employed the State of West Bengal in the employment in **Handlooms**, vide Notification No. 127-MW/2W-44/2000, dated 29th November, 2001 as published in Part I of the *Kolkata Gazette, Extra-ordinary*, dated the 6th December, 2001;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

AND WHEREAS nothing contained in the said clause (b) of sub-section (1) of section 3 of the said Act shall be deemed to prevent the State Government from reviewing the said minimum rates of wages so fixed after the expiry of the said period of five years and revising the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:-

Proposals

- (1) The following shall be the monthly minimum rates of wages for the persons employed in the employment of **Handlooms** in the State of West Bengal:-

Categories of Employees	Minimum Rates of Wages Per month
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Adult Worker	Rs.3312.00
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- (2) There will be only one minimum rate of wage for the whole of West Bengal;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87=100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;
- (4) The minimum rates of wages will be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index Number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87=100 should be taken for wage adjustment;

(5) Adjustment of minimum rates of wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization
Adult Worker	Rs. 7.68

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial no. (3). It has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) Daily rates have been arrived by dividing the monthly rate by 26 and rounding off to the nearest rupee. To arrive at weekly rates, daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and half-hours of work including interval for half an hour rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948);

By order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy. to the Govt. of West Bengal.


The
Kolkata **Gazette**
Extraordinary
Published by Authority

PAUSA 29]

WEDNESDAY, JANUARY 19, 2011

[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.193-MW/2W-07/2008 - dated : 10.11.2010. WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), was pleased to revise the minimum rates of wages payable to the employees employed in the State of West Bengal in the employment in **Tobacco Godowns**, vide Notification No. 17-MW/2W-07/08 dated 2nd January, 2009 as published in Part I of the *Kolkata Gazette, Extra-ordinary*, dated the 6th January, 2009;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:—

Proposals

- (1) The following shall be the monthly minimum rates of wages for the persons employed in the employment in **Tobacco Godowns** the State of West Bengal:—

Categories of Employees	Minimum Rates of Wages Per month
Adult Worker	Rs. 3312.00

- (2) There will be only one minimum rates of wage for the whole of West Bengal;
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87=100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;
- (4) The minimum rates of wages will be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index Number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87=100 should be taken for wage adjustment;
- (5) Adjustment of minimum rates of wages for the purpose of neutralization per point per month will be as shown below:—

Category of Employees	Rate of Neutralization
Adult Worker	Rs. 7.68

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial no. (3). It has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) Daily rates have been arrived by dividing the monthly rate by 26 and rounding off to the nearest rupee. To arrive at weekly rates, daily rates will have to be multiplied by 6;
- (8) A normal working day shall consist of eight and a half hours of work including interval for half an hour rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948);

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.194-MW/2W-01-2007.— dated : 10.11.2010. — WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) was pleased to *revise* the minimum rates of wages payable to the employees employed in the State of West Bengal in the Scheduled employment of **Printing Press Industry** vide this Department Notification 56-MW/2W-01/07 dated the 4th April, 2008 published in the *Kolkata Gazette, Extraordinary* dated April 15, 2008;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:—

Proposals

- (1) The following shall be the monthly minimum rates of wages for different categories of employees employed in **Printing Press Industry** in different zones in the State of West Bengal:—

	Categories of Employees		Monthly minimum Rates of wages	
	<u>Zone A</u>		<u>Zone B</u>	
(a) Unskilled	Rs. 4218.00		Rs. 3762.00	
(b) Semi-Skilled	Rs. 4640.00		Rs. 4138.00	
(c) Skilled	Rs. 5104.00		Rs. 4552.00	

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) Haldia Municipality, (vi) Digha-Shankarpur Development Authority and (vii) Thermal Power Plant areas including Township areas;

Zone 'B'= Rest of West Bengal;

- (2) The classification of employees may be proposed 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
- (3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 200=100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87=100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (4) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001=100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87=100 should be taken;
- (5) Adjustment of minimum rate of wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73
Semi-skilled	31.56	9.60
Skilled	34.72	10.56

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) 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;
- (8) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (10) 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;
- (11) 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;
- (12) The minimum rates of wages are applicable to employees employed by contractors also;
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (15) 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).

By Order of the Governor,

Rabin Kumar Chakrabarti
 Dy. Secy to the Govt. of West Bengal.

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[SAKA 1932

PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.195-MW/2W-06/2008.— dated : 10.11.2010. — WHEREAS the Governor, in exercise of the power conferred by the proviso to clause (b) of sub-section (1) of section 3, read with sub-section (2) of section 5, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), was pleased to revise the minimum rates of wages payable to the employees employed the State of West Bengal in the employment in **Bidi Leaf Plucking**, vide Notification No. 16-MW/2W-06/08 dated 2nd January, 2009 as published in Part I of *The Kolkata Gazette, Extra-ordinary*, dated the 6th January, 2009;

AND WHEREAS the Governor, upon a review of the said minimum rates of wages under clause (b) of sub-section (1) of section 3 of the said Act, considers it necessary to revise the same;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such revision, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:—

Proposals

(1) The following shall be the monthly minimum rates of wages for the Full-time Workers or Part-time Workers or Price-rated Workers employed in the employment of **Bidi Leaf Plucking** in the State of West Bengal:—

<u>Categories of Employees</u>	<u>Minimum rates of wages per month</u>
(1) Full-time workers	
Unskilled	Rs.3312.00
Semi-skilled	Rs.3643.00
Skilled	Rs.4007.00
(2) Part-time workers	
Munshi	Rs.1656.00
Moto/Paltai Labour	Rs.1104.00
Others	Rs.1656.00
(3) Piece-rated workers	
Plucker	Rs.15.00 (per 100 leaves)
Processor	Rs.12.00 (per 3 kg. bundle)
Packer	Rs.6.00 (per 50 kg. bag)
Packing Coolie	Rs.6.00 (per 50 kg. bag)

(2) There will be only one minimum rate of wages for the whole of West Bengal;

(3) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87=100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;

- 4) The minimum rates of wages will be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index Number for Agricultural Labourers (CPI-AL) West Bengal, Base 1986-87=100 should be taken for wage adjustment;
- (5) Adjustment of minimum rate of wages for the purpose of neutralization per point per month will be as shown below:—
- | Category of Employees | Rates of Neutralization |
|-----------------------|-------------------------|
| Unskilled | Rs.7.68 |
| Semi-skilled | Rs.8.45 |
| Skilled | Rs.9.30 |
- The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point no. (3) above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;
- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) Daily rates have been arrived at by dividing the monthly rate by 26 and rounding off to the nearest rupee and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (8) Piece rates of work, if there be any, shall in no case be less than the daily minimum time rates of wages and the rates shall go up and down proportionately with rise or fall of the Consumer Price Index Number for Agricultural Labourers (Base 1986-87 = 100), West Bengal above the fixation point which is 431;
- (9) A normal working day shall consist of eight and a half hours of work including interval for half an hour rest;
- (10) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (11) 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;
- (12) 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;
- (13) The minimum rates of wages are applicable to employees employed by contractors also;
- (14) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (15) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (16) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948);
- (17) For each principal meal, if supplied by the employer, the daily rates of minimum wages shall be reduced by Rs.4/- and this rate shall go up and down proportionately with rise or fall of the Consumer Price Index Number for Agricultural Labourers (Base 1986-87 = 100) above the fixation point, which is 431.

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.

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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury etc.

Government of West Bengal
Labour Department, M. W. Branch
Writers' Buildings, Kolkata-700 001

NOTIFICATION

No.196-MW/2W-39-2006.— dated : 10.11.2010.— WHEREAS the Governor, in exercise of the power conferred by clause (a) of sub-section (1) of section 3, of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) proposes hereby to fix the minimum rates of wages in respect of the employees employed in the State of West Bengal in the employment in *Silk Mills*, added in Part I of the Scheduled employment to the Minimum Wages Act, 1948 (hereinafter referred to as the said schedule), vide this Department Notification No. 99-MW/2W-1/01 dated 19th September, 2001, published in the *Kolkata Gazette, Extraordinary* on September 28, 2001;

NOW, THEREFORE, in exercise of the power conferred by clause (b) of sub-section (1) of section 5 of the said Act, the Governor is pleased hereby to publish in the *Official Gazette* the following proposals, in the matter of such fixation, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after the expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered:—

Proposals

- (1) The following shall be the monthly minimum rates of wages for different categories of employees employed in the employment in *Silk Mills* in different zones in the State of West Bengal:—

	Categories of Employees		Monthly minimum Rates of wages	
	<u>Zone A</u>		<u>Zone B</u>	
Unskilled	Rs. 4218.00	Rs. 3762.00		

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) Haldia Municipality, (vi) Digha-Shankarpur Development Authority and (vii) Thermal Power Plant areas including Township areas;

Zone 'B'= Rest of West Bengal;

- (2) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 200=100 for Zone A and Consumer Price Index Number for Agricultural Labourers (CPI-AL, West Bengal), Base 1986-87=100 for Zone B from October, 2008 to March, 2009, which are 147 and 431 respectively. These points will be considered as respective fixation points;
- (3) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone A Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001=100 and for Zone B Consumer Price Index Number for Agricultural Labourers, Base 1986-87=100 should be taken;

- (4) Adjustment of minimum rates of wages for the purpose of neutralization per point per month will be as shown below:—

Category of Employees	Rates of Neutralization	
	Zone A (CPI-IW) (Base 2001 = 100) (in Rs.)	Zone B (CPI-AL, WB) (Base 1986-87 = 100) (in Rs.)
Unskilled	28.69	8.73

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (3) above. The final calculation of wages will be done after rounding off to nearest rupee;

- (5) There will be no adjustment of minimum wages below the fixation point;
- (6) 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;
- (7) A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for rest;
- (8) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (9) 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;
- (10) 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;
- (11) The minimum rates of wages are applicable to employees employed by contractors also;
- (12) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (13) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (14) 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).

By Order of the Governor,

Rabin Kumar Chakrabarti
Dy. Secy to the Govt. of West Bengal.