

Government of West Bengal
Labour Department
New Secretariat Buildings, Block-A, 12th Floor
1, K. S. Roy Road, Kolkata-1.

No. Labr/378/Law
LABR-15099/17/2021-LAW SEC-Dept. of LABOUR

Date: 29.11.21

From: The Senior Law Officer & EOAS (Law)

To: The OSD & Labour Commissioner, West Bengal,
New Secretariat Buildings, 11 Floor,
1, K.S. Roy Road, Kolkata-700001

Sub.- Request for circulation of Gazette Notifications in respect of
" Employment in meat and meat products and feed plants".

Sir,

I am directed to forward herewith thirty copies each of the following notifications, as published in the Kolkata Gazette Extra-Ordinary on 08.11.2021 for your kind information and circulation.

Sl. No.	Notification No.	Date
1	Labr/328/Law	29.10.2021

Encl: As stated above.

Yours faithfully,

SD/-

The Senior Law Officer & EOAS (Law)
to the Government of West Bengal

No. Labr/378 /1(1) /Law
Copy with its enclosure forwarded to,

Date: 29.11.21

✓ 1. IT Cell of this Deptt. for uploading the notifications at the official website of this Deptt.

R
The Senior Law Officer & EOAS (Law)
to the Government of West Bengal

212-DS(BS)
29.11.21
Shanda (IT cell)
Pl. do the needful.
RL

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Kolkata **Gazette**

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MONDAY, NOVEMBER 08, 2021

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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

Law Branch

**New Secretariat Building, 8th Floor,
1, K.S. Roy Road, Kolkata-700001**

No. Labr-328/Law

Dated: 29/10/2021

NOTIFICATION

WHEREAS the Governor, in exercise of the power conferred by section 27 of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act) was pleased to add to the Part-I of the schedule to the said Act, the employment named 'Employment in meat and meat Products and feed Plants', vide Labour Department Notification No. Labr./181/Law Dated 29th June, 2020 and was published in Part-I of The Calcutta Gazette Extraordinary dated July 6, 2020;

AND WHEREAS the Government is of opinion that minimum rates of wages should be fixed in the said employment;

NOW THEREFORE 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 said Act, the Governor is pleased hereby to publish in the Official Gazette the following proposals for fixing the minimum rates of wages payable to the employees employed in the employment named 'Employment in meat and meat Products and feed Plants' in the State of West Bengal, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on 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 in respect of the following categories of Employees employed in the employment named 'Employment in meat and meat Products and feed Plants' in the state of West Bengal:-

Categories of Employees

Rates of Minimum Wages

Unskilled

Rs. 8,904.00

Semi-Skilled	Rs.9,794.00
Skilled	Rs. 10,773.00
Highly Skilled	Rs. 11,850.00

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

A. For Meat Product Plant –

Unskilled Workers: -	Production Assistant, Sweeper, Cleaner
Semi-skilled Workers:-	Gardener, Lab Assistant, Operator, ETP Operator, Assistant Store Keeper, Halal Assistant, Cold Room Assistant
Skilled Workers: -	Refrigeration Mechanic, Electrician, Welder cum Fitter, Boiler Operator, Store Keeper, Driver, Butcher, Junior Production Supervisor, Lab Technician, Office Assistant, Marketing Assistant
Highly Skilled Workers:-	Production Supervisor, Dispatch Supervisor, Accountant

B. For Feed Plants –

Unskilled Workers: -	Production Assistant, Sweeper, Cleaner
Semiskilled Workers: -	Gardener, Lab Assistant, Operator, Stitching Operator, Assistant Store Keeper
Skilled Workers:-	Electrician, Welder cum Fitter, Boiler Operator, Pellet Mill Operator, Bagging Supervisor, Store Keeper, Driver, Junior Production Supervisor, Lab Technician, Office Assistant, Marketing Assistant
Highly Skilled Workers:-	Production Supervisor, Dispatch Supervisor, Accountant, PLC Operator, Extruder Operator

- (3) The minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number of Industrial Workers for Kolkata Centre (CP-IW), Base 2001=100 from October, 2020 to March, 2021 is 310. This point will be considered as fixation point,
- (4) The Minimum rates of Wages shall be adjusted half-yearly both upward and downward and be fixed from January and February, 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 this purpose, the Consumer Price Index Number for Industrial worker of Kolkata Centre (base 2001 = 100) should be taken;
- (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 for the State of West Bengal
Unskilled	28.69
Semi-Skilled	31.56
Skilled	34.72
Highly Skilled	38.19

The rate of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the fixation point as noted in serial no. (3) above. This has been done as per practice followed by the Central Government and at present is being followed by the State Government while calculating minimum rates of wages for all the scheduled employments. The final calculation of minimum rates of wages will be arrived at after rounding off to nearest rupee;

- (6) There will be no adjustment of Minimum rates of 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;
 - (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 (1 of 1948).
2. The proposed minimum rates of wages shall come into force on and from the date of the publication of final notification in the Official Gazette.

By order of the Governor,

BARUNKUMAR RAY, IAS
*Principal Secretary to the Government of
West Bengal*