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Kolkata



Gazette

Extraordinary
Published by Authority

KARTIKA 29]

FRIDAY, NOVEMBER 20, 2015

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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

NOTIFICATION

No.-121-MW/2W-08/14, dated- 10.11.2015, WHEREAS the proposal to revise the minimum rates of wages payable to the employees employed in the employment in "Cinema Industry", was published in *The Kolkata Gazette, Extraordinary*, Part-I, dated 02.07.2015, for information of persons likely to be affected thereby;

AND, WHEREAS, no objection has been received against the matters so published within the stipulated two months' time;

NOW, THEREFORE, under Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, the Governor, after considering the proposal in depth and in consultation with the Minimum Wages Advisory Board for the State of West Bengal, is pleased hereby to revise the minimum rates of wages payable to the employees employed in respect of the employment in "Cinema Industry" in the State of West Bengal, as specified in the Schedule below:—

The Schedule

1.
(a) The following shall be monthly minimum rates of wages for different categories of employees employed in different zones in respect of employment in "Cinema Industry" in the State of West Bengal:-

<u>Categories of Employees</u>	<u>Monthly Minimum Rates of 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: Areas under all Municipal Corporations, Municipalities, Notified Area Authorities, Development Authorities, Thermal Power Plants including Township areas.

Zone - B: Rest of West Bengal.

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

CINEMA HOUSE EXHIBITION

Unskilled : Peon, Bearer, Maid-servants, Sweeper, Poster Boys, Durwans, Watchman, Shifter, Dispensers, Bar-attendants, Chocolate Boy, Soda Fountain Hamal, Mali, Traffic Linesman or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled : Usher, Doorman, Liftman, Gate-keeper, Fireman, Assistant Painter, Assistant Carpenter, Assistant Polishwala, MCOT (Member of Customer Dealing Team), Ticket Seller, Food/Snacks Seller or any other employee engaged in a similar nature of semi-skilled work by whatever name called.

Skilled : Assistant Engine Driver, Electrician, Operator, Projectionist, Polishwala, Painter, Carpenter, Caretaker, Telephone Operator, Soda Fountain Manager, Bar Manager, Booking & other Clerks, Cashier, Publicity Officer, Engine Driver, 1st Assistant/A.C. Operator, 1st Assistant Operator or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled : Head Operator, Head A.C. Operator, Head Electrician, Assistant Manager, Supervisor, Accountant or any other employee engaged in a similar nature of highly skilled work by whatever name called.

DISTRIBUTION UNITS

Unskilled : Peon, Sweeper, Mali, Bearer, Durwan, Watchman or any other employee engaged in a similar nature of unskilled work by whatever name called.

Skilled : Clerks, Accessories Clerks, Shipping, Filing and Mailing Clerks, Representative/Field Inspector, Stenographer, Booker/Salesman, Accountant/Cashier or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled : Manager or any other employee engaged in a similar nature of highly skilled work by whatever name called.

PRODUCTION UNITS

Unskilled : Production Boy or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled : 2nd Assistant Director and/or Continuity man, 2nd Assistant Cameraman and/or Focus Puller, Assistant Production Manager, Junior Artist C-Grade or any other employee engaged in a similar nature of semi-skilled work by whatever name called.

Skilled : Clerks, Driver, Junior Artist Special Grade Child/Old, Junior Artist A-Group with costume + dialogue, Junior Artist B-Group (with dialogue), Cat work or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled : Assistant Cameraman (1st Asstt.), Assistant Art Director (1st Asstt.), Stunt Man/Fighter, Duplicate/Dummy, Effect Man, Dancer A Grade, Dancer B Grade, Dancer C Grade, Asstt. Fight Master, Hair Styler, Costume man, Still Photographer, Make-up Artist or any other employee engaged in a similar nature of highly skilled work by whatever name called.

STUDIOS

Unskilled : Office Boy, Durwan, Sweeper and Mali or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled : 3rd Assistant Cameraman, Camera Mazdoor, Junior Carpenter, Painter, Setting Mazdoor, Studio Lighting, Electrician, Assistant Make-up-Man, Dresser or any other employee engaged in a similar nature of semi-skilled work by whatever name called.

Skilled : 2nd Assistant Cameraman and/or Focus Puller, Sound Boom Man, Senior Carpenter, Charge-hand setting Mazdoor, Setting Outdoor Indoor, Setting Construction/Art Setting, Studio Maintenance and Shop, Electrician, Clerks, Accountant/Cashier or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled : Assistant Cameraman (1st Assistant), Assistant Sound Recordist, Modeller/Designer, Title Card Writer, Setting Deptt.-in Charge, Charge-hand Carpenter, Floor Charge hand Lighting Electrician (Head Electrician), Back-ground Painter, Assistant Manager/Laboratory Officer-in-charge or any other employee engaged in a similar nature of highly skilled work by whatever name called.

LABORATORIES

Unskilled : Sweeper, Durwan, Watchman, Office Boy or Laboratory Boy, Mali or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled : Dark room Mazdoor, Sound Mazdoor or any other employee engaged in a similar nature of semi-skilled work by whatever name called.

Skilled : Dark room Assistant, Grading Assistant, Assistant Projectionist, Assistant Electrician, Film Checking and Clearing-in-charge, 2nd Assistant Sound Recordist, Chemical Bath-in-charge, Clerk or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled : Chief Projectionist, Chief Electrician, Maintenance Mechanics, Assistant Sound Recordist, Accountant/Cashier, Assistant Manager/Laboratory Office-in-charge or any other employee engaged in a similar nature of highly skilled work by whatever name called.

- (c) 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;
- (d) 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;
- (e) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be shown below:-

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

- (f) There will be no adjustment of minimum wages below the fixation point;
- (g) 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;
- (h) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (i) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

- (j) 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;
 - (k) 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;
 - (l) The minimum rates of wages are applicable to employees employed by contractors also;
 - (m) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
 - (n) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
 - (o) 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).
- 2 It shall come into force on the date of the publication of the NOTIFICATION in the Official Gazette.

By order of the Governor,

SITAL CHANDRA MONDAL
Joint Secretary to the Government of West Bengal.