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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  
L. W. Branch  
New Secretariat Buildings, 12th Floor,  
1, K. S. Roy Road, Kolkata-700 001

**NOTIFICATION**

**No. 22-MW/2W-32/13 Dated 29.02.16.**— 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 '**Fishing Activities including River & Deep Sea Fishing**' vide this Department Notification No. 12-MW/MW/2W-32/13 dated 09.02.2015 published in Part-I of the Kolkata Gazette Extraordinary, on 17.02.2015;

AND WHEREAS the Government is of opinion that minimum rates of wages should be fixed in the above named 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 in respect of the employment of '**Fishing Activities including River & Deep Sea Fishing**' 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 a period of 2 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 unskilled employees employed in respect of the employment in the '**Fishing Activities including River & Deep Sea Fishing**' in the State of West Bengal for the period from 01.07.2015 to 31.12.2015:—

**Categories of Employees****Monthly Minimum Rate of Wage**

Unskilled

Rs. 6547.00

2. The proposed Minimum Rate of Wage corresponds to the half yearly average of Consumer Price Index Number for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87=100 for the State of West Bengal for the period from October, 2014 to March, 2015 which is 750. This point will be considered as the fixation point;
3. The Minimum Rate of Wage 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 from October to March respectively. Consumer Price Index Number for Agricultural Labourers, West Bengal, Base 1986-87=100 should be taken;
4. Adjustment of Minimum Rate of Wage for the purpose of neutralization per point per month is shown below:

Category of Employees	Rate of Neutralization (CPI-AL, W.B.) (Base 1986-87=100)
Unskilled	Rs. 8.73

The rate of neutralization has been arrived at by dividing the Minimum Rate of Wage proposed by the fixation point as noted in serial 2 above. The final calculation of wage has been done after rounding off to the nearest rupee;

5. There will be no adjustment of Minimum Rate of Wage 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 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 Rate of Wage include the wage 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 rate of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By order of the Governor,

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