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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.461-MW/2W-02/2008.— dated: 22.09.2011.— WHEREAS the proposal to revise the minimum rates of wages payable to the employees employed in the scheduled employment of *Agriculture*, was published in the *Kolkata Gazette, Extraordinary*, Part I, dated 22.09.2010 vide this Department Notification No.112-MW/2W-02/2008, dated 10.09.2010, for information of persons likely to be affected thereby;

NOW, THEREFORE, in exercise of the power conferred by Section 3 read with sub-section (2) of section 5 of the Minimum Wages Act, 1948, the Governor, after considering all representations received in respect of the said proposal and in consultation with the State Minimum Wages Advisory Board, is pleased hereby to revise the minimum rates of wages payable to the employees employed in *Agriculture* in the State of West Bengal, as specified in the Schedule below:—

*The Schedule*

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

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

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

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

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

**Skilled workers :** Workers involved in power tilling, 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 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. Such half yearly adjustments shall be calculated and circulated by the Labour Commissioner, Government of West Bengal;

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

Categories of Employees	Rates of Neutralization CPI-AL, WB Base 1986-87=100
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;



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- (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.
2. It shall come into force on the date of the publication in the Official Gazette.

By order of the Governor,

BAIDYANATH CHAKRABORTY,  
*Dy. Secy. to the Govt. of West Bengal.*