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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. 455-MW/2W-02/2007.— dated : 22.09.2011.— WHEREAS the proposal to revise the minimum rates of wages payable to the employees employed in the scheduled employment of *Rice Mills*, was published in the *Kolkata Gazette, Extraordinary*, Part I, dated 26.10.2010 vide this Department Notification No.158-MW/2W-02/2007 - dated : 20.10.2010, 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 respect of *Rice Mills* in the State of West Bengal, as specified in the Schedule below :—

The Schedule

- (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	Monthly Minimum Rates of Wages
(a) Unskilled	Rs. 3312.00
(b) Semi-Skilled	Rs. 3643.00
(c) Skilled	Rs. 4007.00
(d) Highly Skilled	Rs. 4408.00

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

Unskilled Workers : Coolie of all types 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 : Sardars, 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, 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
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 serial no. (4). 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 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.

(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);
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.