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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. 456-MW/2W-60/2006.— dated.-22.09.2011.— WHEREAS the proposal to revise the minimum rates of wages payable to the employees employed in the scheduled employment of *Salt Manufacturing Industry*, was published in the *Kolkata Gazette, Extraordinary*, Part I, dated 26.10.2010 vide this Department Notification No.159-MW/2W-60/2006, 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 said Act, 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 *Salt Manufacturing Industry* 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 employees employed in *Salt Manufacturing Industry* 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 may be proposed as follows:—

Unskilled Workers : Persons engaged in earth-cutting, bundh and boundary making, field preparation, bed preparation, earth drain making or repairing, salt lifting from the bed and stocking, filling in bags, loading and unloading including carrying, packing and weighing and office peons, general mazdoors, sweepers, tea boys;

Semi-skilled workers : Machineman helper, electrician helper, salt washing mazdoor, measurement man for water evaporation, watchman, night-guard manson helper, carpenter helper, and cook;

Skilled Workers : Machineman both water lifting and salt crushing, electrician, carpenter, manson, weighman (if not clerk), leader in field and water lifting, Time-office clerk, office clerk, tally clerk and godown keeper/clerk;

Highly Skilled : Field supervisor, factory supervisor (not the leader) and supervisor-cum-field manager;

- (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 rate 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 point no. (4) above. 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 half hours of work including interval for half-an-hour for 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 will 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.