



Government of West Bengal

Office of the Labour Commissioner
6, Church Lane, 4th floor, Kolkata – 700 001.

No. 20/Stat/2RW/69/94/96/LCS/JLC

Dated 05.01.2016

CIRCULAR

The following shall be the minimum rates of wages in the employment **Shoe Making Industry** in the state of West Bengal as per notification number 456-MW/2W-06-2010 Dated 22.09.2011. These rates are effective for the period from **1st January, 2016 to 30th June, 2016**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.7230.00	Rs.6634.00
(b) Semi-Skilled	Rs.7954.00	Rs.7296.00
(c) Skilled	Rs.8750.00	Rs.8026.00

The classification of employees is as follows:-

Unskilled Workers: Helper, General Workers, Boy and Peon;

Semi-Skilled Workers: Shoe-Maker, Heelman, Upperman, Stitcher and Darwans;

Skilled Workers: Fitter, Machine man, and Clerks.

Implementing areas:

Zone 'A'=(i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas including Township areas, (vii) All the Municipal areas in different Districts, (viii) All the Sub-Divisions in the districts of Howrah, Hoogly, Burdwan and 24- Parganas (N)[excluding Barasat and Basirhat], (ix) Alipur Sub-Division and Baruipur Sub-Division in the district of 24-Parganas(S), (x) Midnapore Sadar Sub-Division and Kharagpur Sub-Division in the district of West Midnapore, (xi) Siliguri sub-division in the district of Darjeeling, (xii) Bankura Sub-Division and Bisnupur Sub-division in the district of Bankura, and (xiii) Raghunathpur Sub-Division in the district of Purulia;

Zone B=Rest of West Bengal.

Contd.: P/2

- (a) To arrive at daily rates, monthly rates will have to be divided by 26 and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (b) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (c) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (d) 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;
- (e) 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;
- (f) The minimum rates of wages are applicable to employees employed by contractors also;
- (g) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (h) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (i) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948 (11 of 1948).



(Md. A.Haque)
Joint Labour Commissioner,
West Bengal

MEMO. NO.20/1(4)/Stat/2RW/69/94/96/LCS/JLC

Dated. 05.01.2016

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd Floor, Kolkata – 700 069.
2. The Labour Commissioner, W.B., N.S. Bldgs, 11th floor, with reference to his kind approval dated 04.01.2016.
3. Secretary (Central Trade Unions/All Chambers of commerce),
.....with request to circulate this among his constituents.
4. Joint/Deputy/Assistant Labour Commissioner.....with the request to circulate this among the Inspectors, M.W. under his jurisdiction.



(Md. A.Haque)
Joint Labour Commissioner,
West Bengal.