



Government of West Bengal
Office of the Labour Commissioner, Statistics Section,
6, Church Lane, 3rd floor, Kolkata – 700 001

MEMO. NO.: 119 /RW/61/94/LCS/JLC.

DATED: 29.03.2019

CIRCULAR

Minimum rates of wages in the employment of **Rubber Products** in West Bengal in terms of Labour Department Notification No. **87-LW** dated **12.01.79** effective from **September 2018 to February, 2019.**

| CATEGORY OF EMPLOYMENT | MINIMUM RATES OF WAGES PER MONTH IN RUPEES FOR THE AREAS | | | | | | | | |
|------------------------|--|------------------|---------|---------------------------------------|--|------------------------------|---------|---------------------|--|
| | Calcutta, 24 Pgs (N) & 24 Pgs (S) | Howrah & Hooghly | Burdwan | Darjeeling, except Siliguri Sub-Divn. | Jalpaigur, Coochbehar & Siliguri Sub-Divn. | Bankura, Midnapore & Purulia | Birbhum | Nadia & Murshidabad | Malda, Uttar Dinajpur & Dakshin Dinajpur |
| UNSKILLED/PEON | 6515.00 | 6109.00 | 6389.00 | 5015.00 | 4921.00 | 6474.00 | 6275.00 | 6474.00 | 6034.00 |
| SEMI-SKILLED/DURWAN | 6526.00 | 6120.00 | 6400.00 | 5026.00 | 4932.00 | 6485.00 | 6286.00 | 6485.00 | 6045.00 |
| SKILLED/CLERKS | 6552.00 | 6146.00 | 6426.00 | 5052.00 | 4958.00 | 6511.00 | 6312.00 | 6511.00 | 6071.00 |

- (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).


(Samir Kumar Basu)
Joint Labour Commissioner,
West Bengal.

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MEMO. NO.: 119 /1(70)/RW/61/94/LCS/JLC.

DATED : 29.03.2019

1. The Principal Secretary, Labour Department, W.B., New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata – 700 001.
2. The Labour Commissioner, W.B., N.S. Bldgs., 11th floor, Kol. – 1. This has reference to his kind approval dated 29.03.2019.
3. The Joint/Deputy/Assistant Labour Commissioner..... with the request to circulate this among the Inspectors, M.W. under his jurisdiction.
4. The Secretary (Central Trade Unions/All Chambers of Commerce) ,..... with the request to circulate this among his constituents.



(Samir Kumar Basu)
Joint Labour Commissioner,
West Bengal.