



GOVERNMENT OF WEST BENGAL
OFFICE OF THE LABOUR COMMISSIONER
STATISTICS SECTION, 6th CHURCH LANE, 3RD FLOOR, KOLKATA- 700 001

Memo No. 02/Stat/2RW/9/2022/LCS /JLC

Date: 16 /01/2023

CIRCULAR

- (1) The minimum rates of wages for the employees employed in the following 31 (thirty one) Scheduled Employments in the state of West Bengal shall be effective in the period from **1st January 2023 to 30th June 2023**.

The minimum rates of wages have been updated with reference to the Fixation / Revision notifications as mentioned against each scheduled employment.

| Sl. No | Scheduled Employments | Referral Fixation / Revision Notification Nos.& date | Categories of Employees | Minimum Rates of Wages | | | |
|--------|--|--|---|------------------------|---------|-----------|---------|
| | | | | Zone A | | Zone B | |
| | | | | Per Month | Per day | Per Month | Per day |
| 1 | AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES | Labr/640(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Administrator, Accountant and Customer Care Executive. | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 2 | BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS | Labr/641(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Light Inspector. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Operator. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| 3 | BISCUIT MANUFACTURING | Labr/642(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Assistant Mechanic, Market Seller | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Checker, Production Manager | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

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|---|--|--|--|-----------|---------|----------|---------|
| 4 | BOTTLING AND PACKAGING INDUSTRY | Labr/643(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper. | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Assistant operator. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Operator, Assistant Manager. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Chemist, Microbiologist and Production Manager. | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 5 | CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES | Labr/645(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 6 | CONFECTIONERY AND SWEETS MANUFACTURING | Labr/646(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper. | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Manager. | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

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| 7 | CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES | Labr/647(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan. | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Duftry. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Manager, Senior Accountant, Supervisor. | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 8 | COURIER SERVICE | Labr/648(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Senior Executive, Senior Supervisor. | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 9 | EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS | Labr/626/LC-MW Dated. 20.12.2019 | Unskilled | Rs. 9781 | Rs.376 | Rs. 8693 | Rs. 334 |
| 10 | ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963 | Labr/650(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Duftry, Assistant Accountant | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Head Assistant, Senior Accountant, Computer Operator, Research And Development Staff/Executive, Market Research Staff/Executive, Godown-in-Charge, Office Supervisor, Sales Representative/Sales Promotion Employees | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 11 | FLOOR AND WALL TILES MANUFACTURING | Labr/653(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man. | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Assistant of Tile Maker. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Tile Maker. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Chemist, Designer | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

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| 12 | GARMENTS MANUFACTURING INDUSTRY | Labr/654(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker. | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Machine Operator, Computer Operator. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Lock-Stitch Operator. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Checker, Supervisor | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 13 | GLASS INDUSTRY | Labr/627/LC-MW Dated. 20/12/2019 | Unskilled: Annealing Chamber (Coolies), Furnace Coolies, Carrier (Jaliwala) Coolies, General Coolies, Packer, Mason Helper, Batch Coolies (Batch Room Workers), Sweeper, Canteen Boys, Sacha Mazdoor, Chimney Grinder, Lorry Mazdoor | Rs. 9781 | Rs.376 | Rs. 8693 | Rs. 334 |
| | | | Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molders, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker) | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
| | | | Skilled: Lorry Driver, Fireman Flower (Ord), Helper to Blower, Machine man (Cutter), Machine man (Helper), Cutting off fine Polishing, Machine Operator, Fitter Mechanic, Electrician, Turner, Lather man, Welder | Rs. 11836 | Rs. 455 | Rs.10517 | Rs. 405 |
| | | | Highly Skilled: Blower, Foreman, Shift-In-Charge | Rs. 13019 | Rs. 501 | Rs.11570 | Rs. 445 |
| 14 | HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES | Labr/655(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy. | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Manager, Chief Executive | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 15 | ICE CREAM AND CANDY MANUFACTURING | Labr/656(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| 16 | ICE FACTORY | Labr/657(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Sweeper, Security Guard | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Cup-filling Worker, Candy Pouching Worker | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Operator, Machine Operator | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| 17 | INFORMATION TECHNOLOGY INDUSTRY | Labr/658(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |

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| 18 | JEWELLERY MANUFACTURING INDUSTRY | Labr/659/ (Law)-MW/2W- 32/13 Dated 29.12.2016 | Unskilled | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| 19 | LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS | Labr/660/ (Law)MW/2W- 32/13 Dated 29.12.2016 | Unskilled | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| 20 | LEATHER GOODS MANUFACTORY | Labr/661/ (Law)-MW/2W- 32/13 Dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Helper of Karigar, Stitcher, Switcher, Laturer | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Karigar, Flooring Lineman, Store-in-Charge | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Designer, Lead Karigar | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 21 | LOADING AND UNLOADING OPERATIONS | Labr/662/ (Law)MW/2W- 32/13 Dated 29.12.2016 | Unskilled | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| 22 | MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES | Labr/663/ (Law)-MW/2W- 32/13 Dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Lauder, Junior/ Assistant Clerk | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 23 | MANUFACTURE OF RUBBER PRODUCTS | Labr/628/LC- MW Dated. 20/12/2019 | Unskilled | Rs. 9781 | Rs.376 | Rs. 8693 | Rs. 334 |
| | | | Semi Skilled / Durwan | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
| | | | Skilled / Clerk | Rs. 11836 | Rs. 455 | Rs.10517 | Rs. 405 |
| 24 | NON-BANKING PRIVATE FINANCIAL INSTITUTIONS | Labr/652/ (Law)-MW/2W- 32/13 Dated 29.12.2016 | Unskilled: Office Boy, Peon, Cleaner, Sweeper, Security Guard. | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Duftry. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Manager, Senior Executive | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

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| 25 | PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES | Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant, Durwan, Peon, Security Guard, House Keeping Assistant, Office Bearer, Canteen Boy, Sweeper | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook, Pharmacist | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 26 | REFRACTORY INDUSTRY | Labr/629/LC-MW Dated. 20/12/2019 | Unskilled: General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard | Rs. 9781 | Rs.376 | Rs. 8693 | Rs. 334 |
| | | | Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
| | | | Skilled: Turner, Fitter, Electrician, Moulder, Fireman, Lathe man, Pipe-plant Polisher, Kiln Setter, Tindal Press Operator, Mixing man-cum-Operator, Welder, Gas Cutter, Blacksmith, Pattern Maker, Mill Attendant, Poker man, Junior Clerk, Typist, Compounder, Nurse, Driver, Stock Keeper, Laboratory Assistant | Rs. 11836 | Rs. 455 | Rs.10517 | Rs. 405 |
| | | | Highly Skilled: Head Mason, Head Carpenter, Head Fitter, Tindal, Shift Moulder, Head Welder, Head Turner, Moulder Supervisor, Mechanical Fitter, Senior Clerk, Head Clerk, Accountant, Supervisor, Security Officer, Foreman, Chemist | Rs. 13019 | Rs. 501 | Rs.11570 | Rs. 445 |

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|----|---|---|---|-----------|---------|----------|---------|
| 27 | ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS | Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| 28 | SALOONS AND BEAUTY PARLOUR | Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Front Office Employee. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Hair Dresser, Spa Specialist, Dietician | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 29 | SECURITY SERVICES | Labr/630/LC-MW Dated 20/12/2019 | Unskilled: Security Guard, Watchman, Durwan | Rs. 9781 | Rs.376 | Rs. 8693 | Rs. 334 |
| | | | Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
| | | | Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier | Rs. 11836 | Rs. 455 | Rs.10517 | Rs. 405 |
| 30 | SPONGE IRON, FERRO ALLOYS & INDUCTION FURNACES | Labr/667/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| 31 | WOOD WORKS AND FURNITURE INDUSTRY | Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Bearer, Van Puller. | Rs. 9784 | Rs. 376 | Rs. 8695 | Rs. 334 |
| | | | Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry. | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
| | | | Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry. | Rs. 11840 | Rs.455 | Rs.10519 | Rs. 405 |
| | | | Highly Skilled: Designer | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

(2) **Implementing Areas:**

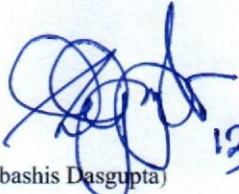
Zone A: Areas under Municipal Corporations, Municipalities, Notified Areas, Development Authorities, Thermal Power Plant areas including Township Areas.

Zone B: Rest of West Bengal.

- (3) To arrive at daily rate, monthly rate shall have to be divided by 26 (to be rounded off to the nearest rupee) and to arrive at weekly rate, daily rate shall have to be multiplied by 6;
- (4) A normal working day shall consist of eight hours of actual work and not less than half hour of recess, subject to 48 hours of actual work in a week;

- (5) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest. The minimum rates of wages include the wages for weekly day of rest. Payment for the work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rates of wages;
- (6) Where the existing rates of wages of any employee based on contractor or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (9) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (10) The minimum rates of wages and variable dearness allowance, if any, both together shall constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

This is issued with due approval of the Labour Commissioner, West Bengal.



13/23

(Debashis Dasgupta)
Joint Labour Commissioner,
West Bengal