



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

Memo No. 17 / STAT / 13 / RW / 16 / 2023 / LCS / JLC

Date: 31 / 05 / 2023

**CIRCULAR**

(1) The minimum rates of wages for the employees employed in the employment of 'Any Establishment in which manufacturing activity as defined under Section 2(K) of The Factories Act is carried out and is not covered under any of the scheduled employments' in the state of West Bengal was fixed vide Labour Department's Notification No. Labr. /639 / (Law) /MW /2W-32 / 13, dated 29.12.2016 and was published in The Kolkata Gazette Extraordinary, dated December 30, 2016.

Now, with reference to the said notification, the following shall be the minimum rates of wages in the said employment for the period from **1st January 2023** to **30th June 2023**.

Categories of Employees	Minimum Rates of Wages			
	Zone A		Zone B	
	Per Month	Per Day	Per Month	Per Day
Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334 ✓

**(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 and half hours of work including an interval of half-an-hour for rest;

(5) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;

(6) 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;

(7) 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 and treated as minimum rates of wages applicable for the purpose of this notification to such employees;

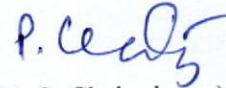
(8) The minimum rates of wages are applicable to the employees employed by contractors also;

(9) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;

(10) The men and women employees shall get the same rates of wages for the same work or work of similar nature;

(11) 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.



(P. S. Chakraborty)

Additional Labour Commissioner,  
West Bengal