



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

No. 891/Stat/2RW/19/94/LCS/JLC.

Dated 05.07.2016

CIRCULAR

The following shall be the minimum rates of wages in the employment of **Rice Mills** in the State of West Bengal after due adjustment as per Labour Department Notification number 455-MW/2W-02-2007 Dated 22.09.2011. These rate will be effective for the period from **01st July, 2016 to 31st December, 2016.**

Category of Employees	Monthly Minimum Rate of Wage
Unskilled	5839.00
Semi-skilled	6423.00
Skilled	7067.00
Highly Skilled	7774.00

The classification of employees is as follows:-

Unskilled Workers : Coolie of all types such as, Coolie for loading, unloading, stacking, marking, boiling, bagging, unpacking, weighing, drying paddy, sewing, Haller-Coolie, Chatal Coolie, Peon, Bearer, Durwan and similar other workers;

Semi-skilled workers: Hushman, Khalasi and similar other workers;

Skilled Workers: Mistry, Mechanic, Fitter, Tindal or Engine Driver, Machineman or Hallerman, Fireman, Boiler Attendant and similar other workers;

Highly Skilled workers: Sardars, Sardarnies, Supervisors, Accountant, Cashier and similar other workers;

- (a) There will be only one rate of minimum wage for the whole of West Bengal.
- (b) 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;
- (c) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (d) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (e) 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;

Contd.....P/2.

- (f) 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;
- (g) The minimum rates of wages are applicable to employees employed by contractors also;
- (h) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (i) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (j) 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).
- (k) Where the practice of payment partly in cash and partly in produce is prevalent, the total value of produce supplied plus the cash wages paid shall not be less than the minimum wages;



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

MEMO. NO. 891/1(4) /Stat/2RW/19/94/LCS/JLC

Dated 05.07.2016

1. The Additional Chief Secretary, Labour Department, 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 - with reference to his kind approval dated 05.07.2016.
3. The Secretary (Central Trade Unions/All Chambers of Commerce),
.....with request to circulate this among his constituents.
4. The 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.