



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

No. 865/2RW/28/94/LCS/JLC

Dated 05.07.2016

**CIRCULAR**

The following shall be the minimum rates of wages in the employment of **Tanneries and Leather Manufactories** in the State of West Bengal as per notification number 453-MW/2W-04-2006 Dated 21.09.2011. These rates are effective for the period from **01<sup>st</sup> July, 2016 to 31<sup>st</sup> December, 2016**.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	<b>Rs.7345.00</b>	<b>Rs.6634.00</b>
(b) Semi-Skilled	<b>Rs.8080.00</b>	<b>Rs.7296.00</b>
(c) Skilled	<b>Rs.8888.00</b>	<b>Rs.8026.00</b>

**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.

- (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;

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- (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. 865/1(4)/Stat/2RW/28/94/LCS/JLC

Dated 05.07.2016

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12<sup>th</sup> floor, 1, K.S. Roy Road, Kolkata – 700 001.
2. The Labour Commissioner, W.B., N.S. Bldgs., 11<sup>th</sup> 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.