

GOVERNMENT OF WEST BENGAL OFFICE OF THE LABOUR COMMISSIONER STATISTICS SECTION: 6, CHURCH LANE, 3RD FLOOR, KOLKATA-700001

Memo No. 27/Stat/5/RW/12/2022/LCS/JLC

CIRCULAR

Date: 28/07/2023

1) The minimum rates of wages for the employees employed in the following 30 (thirty) Scheduled Employments in the state of West Bengal shall be effective in the period from 1st July 2023 to 31st December 2023.

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

| Sl. | Scheduled | Referral | Categories | Minimum Rates of Wages | | | | |
|-----|------------------|----------------------------|---|------------------------|--------|----------|---------|--|
| No. | Employments | Fixation / | of Employees | Zone-A Zor | | | ne-B | |
| | | Revision | | Per | Per | Per | Per | |
| | | Notification | | month | day | month | day | |
| | | No. & date | | | | | | |
| 1 | Bakery | 129- | Unskilled Worker | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 | |
| | | MW/2W- | | | | | | |
| | | 19/2010, | | | | | | |
| 2 | Bell Metal and | dt.13.08.12 436- MW/2W- | Unglillade Datas des Dhanas des | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 | |
| 2 | Brass Industry | 19-2006, | Unskilled: Patander, Dharandar, Garandar, Polisher, | Ks. 9764 | KS.570 | KS.0930 | NS.343 | |
| | Drass muusu y | dt.21.09.11 | Ghosandar, Kundardar, | | | | | |
| | | dt.21.07.11 | Peon, Tanandar | | | | | |
| | | | Semi-skilled: Assistant Mistry, | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 | |
| | | | Moulder | | | | | |
| | | | Mistry, Durwan | | | | | |
| | | | Skilled: Clerk, Mistry | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 | |
| | | | | | | | | |
| 3 | Bone Meal | 103- MW/2W- | Unskilled: Mazdoor | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 | |
| | Industry | 08-2008, | Semi-skilled: Hammerman, Oilman, | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 | |
| | | dt.04.04.12 | Fireman | 7 11010 | | 7 10001 | | |
| | | | Skilled: Fitter, Boilerman or Tindal, | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 | |
| | | | Blacksmith, Truner, Carpenter, | | | | | |
| | | | Machine-man, Welder, Electrician, | | | | | |
| | | | Motor Mechanic & Grinder, Clerk, Typist, etc. | | | | | |
| 4 | Ceramic Industry | 437- MW/2W- | Unskilled: Placer, Carrier, Cooly, | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 | |
| - | Ceranne muusu y | 08-2009, | Labour, Helper, Leader, Durwan, | Ks. 9764 | Ks.570 | Ks.6930 | 13.545 | |
| | | dt.21.09.11 | Peon | | | | | |
| | | 00.21109111 | Semi-skilled: Glacer, Jointer, | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 | |
| | | | Packer, Pressman (Hand Driver), | | | | | |
| | | | Cup-cutter, Saucer-cutter, | | | | | |
| | | | Assiastant Mounder | | | | | |
| | | | Painter, Sagger Maker, Sorter, | | | | | |
| | | | AssiatantCaster | | | | | |
| | | | Skilled: Maker, Bender, | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 | |
| | | | Finisher, Moulder, Caster, Gas | | | | | |
| | | | Plant Operator, Machine | | | | | |
| | | | Operator, Pressing-man, Furnace-man, Turner, Fitter, | | | | | |
| | | | Clerk | | | | | |
| 5 | Chakki Mills | 438- MW/2W- | Unskilled Worker | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 | |
| | CHARLE WILLS | 11/2009, | Semi-skilled Worker | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 | |
| | | dt.21.09.11 | Skilled Worker | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 | |
| | | | | 1 | 1 | 1 | 1 | |
| L | <u> </u> | 1 | 1 | 1 | 1 | I | 1 | |

| 6 | Clinical Nursing Home | 466- MW/2W- 10-2007, dt.22.09.11 | Unskilled: Ayah, Ward Boy, Ward Assistant, Attendant, Durwan, Security Personnel, House Keeping Assistant, Sweeper, Cleaner, Office Bearer, Canteen Boy | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
|----|--|---|---|----------------------|--------|--------------------|---------|
| | | | Semi-skilled: Male Nursing Attendant, Male Medical Assistant, Lab Attendant/ Blood Collector, Trained Ayah, Cook, Receptionist | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled: Nurse, OT Assistant, Technician X-Ray, C.T. Scan Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Clerk Supervisor, Cashier, Accountant, | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| | | | Highly-Skilled: Senior Nurse, Pathologist, Matron, Dietician | Rs.13023 | Rs.501 | Rs.11886 | Rs. 457 |
| 7 | Dal Mills | 440- MW/2W- | Unskilled: Shop-cleaners, Lorry Attendants and Mazdoors | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | 08-2010, | Semi-skilled: Mistry No.2 (Helpers) | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | dt.21.09.11 | Skilled: Mistry No.1, Lorry Driver, Clerks and Munshis | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 8 | Decoration | 458- MW/2W- 17-2009, dt.22.09.11 | Unskilled: Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled: Mistry, Carpenter, Tailor, Supervisor | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled: Head Mistry | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 9 | Flour Mills | 441- | Unskilled worker | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | MW/2W- 55-2006, | Semi-skilled worker | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled worker | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 10 | E (D 1 | dt.21.09.11 | Highly-skilled worker, Clerk, Driver | Rs.13023 | Rs.501 | Rs.11886 | Rs. 457 |
| 10 | Fountain Pen and Ball-Point Pen Manufacturing Industry | 111- MW/2W- 25/2010, dt.20.04.12 | Unskilled: Refiller, Latheman, General Workers, Durwan, Peon | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled: Assembler, Polisher, Helper, Pressman, Operator Skilled: Mistry, Truner, Moulder, | Rs.10763 Rs.11840 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Fittingman, Machineman, Clerk, Typist, Accountant | KS.11040 | Rs.455 | Rs.10804 | Rs. 416 |
| 11 | Godowns | 459- MW/2W- 58-2006, dt.22.09.11 | Unskilled Worker | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| 12 | Hosiery Industry | iery Industry 152- MW/2W- 19/2009, dt.16.10.12 | Unskilled: Packer, Hand Bleacher, Helpers, Durwans | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled: Cutter, Neck-Labelier, Check Mender, Mender, Finishman, Chainman, Matchcutter, Overlock, Dyer, Pressman, Stitcher Mechanic, Carpenter, Body Machine, Tailors (Hosiery), Machine Bleacher, Machine Dier, Calender (Cold), Firemen, Checkingman Skilled: Production Supervisor, Supervisor, Steam Calender, Boilerman. Clerk, Master | Rs.10763 Rs.11840 | Rs.414 | Rs. 9821 Rs.10804 | Rs. 378 |
| 13 | Hotels and Restaurants including Boarding Houses and Eating Houses employing not more than 20 | 107- MW/2W- 12/2010, dt.09.04.12 | Unskilled: Table Boy, Kitchen Helper, Sweeper/Cleaner & House Keeping Boy, Laundry Boy, Waiter, Security Guard | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled: Tea-maker, Steward, Cook, Ice cream-maker | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled: Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer Operator | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| | persons | | Highly Skilled: Kitchen Master, Head Cook, Cashier, Accountant, Senior Clerk | Rs.13023 | Rs.501 | Rs.11886 | Rs. 457 |

| 14 | Oil Mills | 442- MW/2W- | Unskilled Worker | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
|----|---|---|--|----------|--------|----------------------|---------|
| | | 20/2009, dt.21.09.11 | Semi-skilled Worker | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled Worker / Clerk | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 15 | Paints and | 443- | Unskilled Worker | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | Chemicals Factories | MW/2W- 18/2009, | Semi-skilled Worker | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled Worker | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| | | dt.21.09.11 | Highly Skilled Worker | Rs.13023 | Rs.501 | Rs.11886 | Rs. 457 |
| 16 | Paper Board & Straw Board Manufacturing Industry | 444- MW/2W- 05/2009, dt.21.09.11 | Unskilled: Machine Boy, Beater Boy, Maintenance Cooly, Drying Cooly, Packing Man, Field Labour, Calender Boy, Scale Boy, Strainer, Jabra Helper, Finshing Helper, Puller Helper, Transport Cooly, Sweeper, Carrier, Digester Boy, Boiler Cooly, Peon | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled: Machine Helper, Beater Helper, Calender Helper, Cutting Helper, Finishing Helper, Dryingman, Finisher, Digester Helper, Fitter Helper, Machineman Helpler, Driver Helper, Boiler Helper, Jabra, Puller, Electrician, Durwan | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled: Machineman, Beaterman, Scaleman, Maintenance Mistry, Calenderman, Duttingman, Driver, Finishing Cutter, Mistry, Boilerman, Digester, Refiner, Fitter, Clerk, Typist | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 17 | Plastic Industry | 445- MW/2W- 09/2009, dt.21.09.11 | Unskilled: Cooly, Helper, Peon | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled: Assistant Moulder, Assistant Fitter, Assistant Machineman, Assistant Punchingman, Assistant Cuttingman, Assistant Mistry, Durwan Skilled: Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry, | Rs.10763 | Rs.414 | Rs. 9821 Rs.10804 | Rs. 378 |
| | | | Clerk, Typist | | | | |
| 18 | Plywood Industry | 446- MW/2W- 07/2010, dt.21.09.11 | Unskilled Worker / Peon | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled Worker/ Durwan | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled Worker / Clerk/ Typist | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 19 | Power looms | 447- | Unskilled Worker | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | employing less | MW/2W- | Semi-skilled Worker | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | than 10 persons | 06/2009, dt.21.09.11 | Skilled Worker | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 20 | Power looms | 448- | Unskilled Worker | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | employing ten or | MW/2W- | Semi-skilled Worker | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | more persons | 07-2009, dt.21.09.11 | Skilled Worker | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 21 | Printing Press Industry | 85- MW/2W- 01/2007, dt.15.02.12 | Unskilled: Machineman Helper/ Washer, Peon, Durwan, Bearer, Cooly | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled: Junior Machineman, Compositor, Imposeman, Bill Collector, Plate making boy | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled: Senior Machineman, DTP/ Computer Operator, Graphic Designer, Plate maker, Proof reader, Clerk / Accountant, Typist | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 22 | Rope Industry | 465-MW/ 2W-24- | Unskilled: Mazdoor, Cooly, Packer, Durwan, Peon | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | 2006, dt.22.09.11 | Semi-skilled: Assistant Machineman, Assistant Mistry, Helper | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled: Clerk, Machineman, Mistry | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |

| 24 25 26 | Shoe Making Industry Saw Mill Silk Mills Silk Printing | 454- MW/2W- 06/2010, dt.22.09.11 449- MW/2W- 10/2009, dt.21.09.11 75- W/2W- 39-2006, dt. 05.02.12 | Unskilled: Helper, General Workers, Boy, Peon Semi-skilled: Shoe-maker, Heelman, Upperman, Stitcher, Durwan Skilled: Fitter, Machineman, Clerks Unskilled: Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, Peon Semi-skilled: Trollyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman Unskilled workers | Rs. 9784 Rs.10763 Rs.11840 Rs. 9784 Rs.10763 | Rs.376 Rs.414 Rs.455 Rs.376 Rs.414 Rs.455 | Rs. 8930 Rs. 9821 Rs. 10804 Rs. 8930 Rs. 9821 Rs. 10804 | Rs. 343 Rs. 416 Rs. 378 Rs. 378 |
|----------------|---|---|--|--|---|---|---------------------------------|
| 25 | Silk Mills Silk Printing | dt.22.09.11 449- MW/2W- 10/2009, dt.21.09.11 75- W/2W- 39-2006, | Unskilled: Fitter, Machineman, Clerks Unskilled: Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, Peon Semi-skilled: Trollyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman | Rs.11840 Rs. 9784 Rs.10763 | Rs.455 Rs.376 Rs.414 | Rs.10804 Rs.8930 Rs. 9821 | Rs. 416 Rs.343 Rs. 378 |
| 25 | Silk Mills Silk Printing | MW/2W- 10/2009, dt.21.09.11 75- W/2W- 39-2006, | Skilled: Fitter, Machineman, Clerks Unskilled: Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, Peon Semi-skilled: Trollyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman | Rs. 9784 Rs.10763 | Rs.376 Rs.414 | Rs. 8930 Rs. 9821 | Rs. 343 Rs. 378 |
| 25 | Silk Mills Silk Printing | MW/2W- 10/2009, dt.21.09.11 75- W/2W- 39-2006, | Pankhawala Helper, Chowkidar, Peon Semi-skilled: Trollyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| 26 | Silk Printing | 10/2009, dt.21.09.11 75- W/2W- 39-2006, | Semi-skilled: Trollyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman | | | | |
| 26 | Silk Printing | 39-2006, | Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman | Rs.11840 | Rs.455 | Rs.10804 | D 41.1 |
| 26 | Silk Printing | 39-2006, | Unskilled workers | | | | Rs. 416 |
| | | J. JJ. JZ. JZ. 12 | | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | Industry | 450- MW/2W- | Unskilled: Steaming Coolies, General Coolies, Peons, Durwans | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | 16-2009, dt.21.09.11 | Semi-skilled: Employees engaged in washers and steamers | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled: Clerks and employees engaged in printing, Block making, Dyeing and finishing | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| | Stone Breaking and Stone Crushing | 451- MW/2W- 01-2008, dt.22.09.11 | Unskilled: Breaker, Loader, Earth- cutter, Mate, Crusher-Mazdoor, Trollyman and others | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled: Miner, Checker, Helper to Shet-firer, Crusher, Feeder and Engine Khalashi | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled: Blacksmith, Engine Driver, Shet-Firer, Mechanic, Fireman | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| | excluding 03/200s | 460- MW/2W- 03/2005, dt.22.09.11 | Unskilled: Sweeper, Sweeping Labour, Helper, Work Assistant, Door-to-door cleaner, Drain Mazdoor, Tructor Labour, Garbage Cleaner/ Mazdoor, Conservancy Labour, Scavengers, Latrine cleaner, Drain / Garbage Coolie, Safai Karmachari etc whose work involves Sweeping, Cleaning and carrying operation | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled: Auto Van Driver, Night Soil Cleaner-Mechanical, Cesspool Labour, Lorry Sardar, Conservancy Supervisor, Ward Sardar | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled: Garbage Tractor Driver, Conservancy-in-charge, Drainage / Sewerage / Engineering Mazdoor, etc. whose work involves skill or competence and who is capable of handling machines and/or chemicals in a modern cleaning process | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| | Industry | 452- MW/2W- 05-2006, dt.22.09.11 | Unskilled Worker / Peon | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| | | | Semi-skilled Worker / Darwan | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled Worker / Clerk | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |
| 1 | Tanneries and Leather | 453- MW/2W- | Unskilled Worker / Peon | Rs. 9784 | Rs.376 | Rs.8930 | Rs.343 |
| 1 | Manufactories | 04/2006, dt.22.09.11 | Semi-skilled Worker / Darwan | Rs.10763 | Rs.414 | Rs. 9821 | Rs. 378 |
| | | | Skilled Worker / Clerk | Rs.11840 | Rs.455 | Rs.10804 | Rs. 416 |

(2) Implementing zones:

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, Hooghly, Burdwan and 24- Parganas (North) [excluding Barasat and Basirhat], (ix) Alipore Sub-Division and Baruipur Sub-Division in the district of 24-Parganas (South), (x) Midnapore Sadar Sub-Division and Kharagpur Sub Division in the district of West Medinipur, (xi) Siliguri Sub-Division in the district of Darjeeling district, (xii) Bankura Sub-Division and Bishnupur Sub-Division in the district of Bankura and (xiii) Raghunathpur Sub-Division in the district of Purulia;

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 interval for 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. 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 and treated as minimum rates of wages applicable for the purpose of this notification to all such employees;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) Piece-rates of work, if there be any, shall in no case be less than the daily minimum time rates of wages;
- (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 (11of 1948).

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

P. Chalman 1/23
(PS Chakraborty)

Additional Labour Commissioner,

West Bengal