

I/75098/2019



**Government of West Bengal**  
**Office of the Labour Commissioner, Statistics Section,**  
**6, Church Lane, 3rd floor, Kolkata -700 001.**

No. 320/703/Stat/2RW/29/2016/LCS/JLC

Dated: 27/12/2019

**CIRCULAR**

The Government of West Bengal in the Labour Department has fixed minimum rates of wages in the employment of **Establishment as defined under the Shops & Establishments, Act, 1963** in the state of West Bengal as per notification number Labr/650/(Law)/MW/2W-32/13 Dated 29.12.2016, as published in the Kolkata Gazette Extraordinary dated 30.12.2016.

- a. 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, 2020 to 30th June, 2020**.

Categories of Employees	Monthly Minimum Rates of Wages (Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,349.00 (Daily - 321.00)	7,307.00 (Daily - 281.00)
Semi-Skilled	9,185.00 (Daily - 353.00)	8,035.00 (Daily - 309.00)
Skilled	10,104.00 (Daily - 389.00)	8,840.00 (Daily - 340.00)
Highly Skilled	11,113.00 (Daily - 427.00)	9,725.00 (Daily - 374.00)

- b. **Implementing areas: Zone 'A'** = (i) Areas under Municipal Corporations, Municipalities, notified Areas/ Authorities, Development Authorities, Thermal Power Plants Areas including Industrial Township Areas.

**Zone 'B'** = Rest of the West Bengal.

- c. The classification of employees in the above employment is as follows :-

**Unskilled Workers:** Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger.

**Semi-skilled Workers:** Duftry, Assistant Accountant.

**Skilled Workers:** Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant .

**Highly Skilled Workers:** 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 .

- d. To arrive at daily rates, monthly rates shall have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rates, daily rates shall have to be multiplied by 6.
- e. A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest.
- f. 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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- g. 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.
- h. 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.
- i. The minimum rates of wages are applicable to employees employed by contractors also.
- j. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- k. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- l. 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.



(Heera Lal Roy)

Joint Labour Commissioner (P),  
West Bengal

MEMO. NO. 320/1(4)/703/Stat/2RW/29/2016/LCS/JLC

Dated: 27/12/2019

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.
3. The Secretary (Central Trade Unions/All Chambers of Commerce) \_\_\_\_\_ with the 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.



(Heera Lal Roy)

Joint Labour Commissioner (P),  
West Bengal