



सत्यमेव जयते

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

No. 21/703/Stat/2RW/29/2016/LCS/JLC

Dated: 30/06/2021

CIRCULAR

The minimum rates of wages for those in the employment of **Establishment as defined under the Shops Establishments, Act, 1963** in the state of West Bengal covered as per notification number Labr/650/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, 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 July, 2021 to 31st Dec, 2021**.

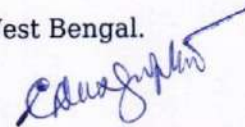
Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,720.00 (Daily - 335.00)
Skilled	10,775.00 (Daily - 414.00)	9,593.00 (Daily - 369.00)
Highly Skilled	11,851.00 (Daily - 456.00)	10,554.00 (Daily - 406.00)

- 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 (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. The minimum rates of wages include the wages for weekly day of rest. For 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.
- g. 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 all such employees.
- h. These minimum rates of wages are applicable to employees employed by contractors also.
- i. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- j. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- k. 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.

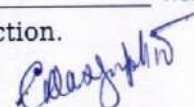


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. ²¹/1(4)/703/Stat/2RW/29/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.



(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



सत्यमेव जयते

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

No. 12/720/Stat/2RW/46/2016/LCS/JLC

Dated: 30/06/2021

CIRCULAR

The minimum rates of wages for those in the employment of **Automobile Engineering Repairing Workshop and Garages** in the state of West Bengal covered as per notification number Labr/640/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, 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 July, 2021 to 31st Dec, 2021**.

Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,720.00 (Daily - 335.00)
Skilled	10,775.00 (Daily - 414.00)	9,593.00 (Daily - 369.00)
Highly Skilled	11,851.00 (Daily - 456.00)	10,554.00 (Daily - 406.00)

- 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: Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man.

Semi-skilled Workers: Electrical Semi-Technician, Tele-caller, Receptionist.

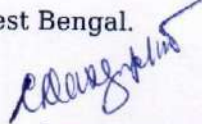
Skilled Workers: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk .

Highly Skilled Workers: Administrator, Accountant and Customer Care Executive.

- d. To arrive at daily rates, monthly rates shall have to be divided by 26 (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. The minimum rates of wages include the wages for weekly day of rest. For 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.
- g. 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 all such employees.
- h. These minimum rates of wages are applicable to employees employed by contractors also.
- i. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- j. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- k. 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).

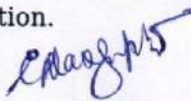
This is issued with due approval of the Labour Commissioner, West Bengal.


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO: ¹²71(4)/720/Stat/2RW/46/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



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

No.13/717/Stat/2RW/43/2016/LCS/JLC

Dated: 30/06/2021

CIRCULAR

The minimum rates of wages for those in the employment of **Beverage Manufacturing and Vending Establishments** in the state of West Bengal covered as per notification number Labr/641/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, 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 July, 2021 to 31st Dec, 2021**.

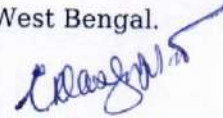
Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,720.00 (Daily - 335.00)
Skilled	10,775.00 (Daily - 414.00)	9,593.00 (Daily - 369.00)

- 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: Store Keeper, Peon, Cleaner, Security Guard, Sweeper.
Semi-skilled Workers: Light Inspector.
Skilled Workers: Operator.
- d. To arrive at daily rates, monthly rates shall have to be divided by 26 (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. The minimum rates of wages include the wages for weekly day of rest. For 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.
- g. 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 all such employees.

- h. These minimum rates of wages are applicable to employees employed by contractors also.
- i. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- j. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- k. 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.

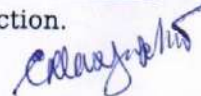


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. ¹³71(4)/717/Stat/2RW/43/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.



(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



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

No. 17/725/Stat/2RW/51/2016/LCS/JLC

Dated: 30/06/2021

CIRCULAR

The minimum rates of wages for those in the employment of **Clinical Establishments Including Pathological Laboratories and Diagnostic Centres** in the state of West Bengal covered as per notification number Labr/645/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, 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 July, 2021 to 31st Dec, 2021**.

Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,720.00 (Daily - 335.00)
Skilled	10,775.00 (Daily - 414.00)	9,593.00 (Daily - 369.00)
Highly Skilled	11,851.00 (Daily - 456.00)	10,554.00 (Daily - 406.00)

- 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: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper.

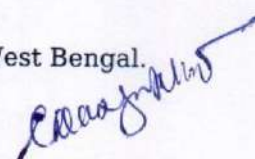
Semi-skilled Workers: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist.

Skilled Workers: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook .

Highly Skilled Workers: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist.

- d. To arrive at daily rates, monthly rates shall have to be divided by 26 (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. The minimum rates of wages include the wages for weekly day of rest. For 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.
- g. 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 all such employees.
- h. These minimum rates of wages are applicable to employees employed by contractors also.
- i. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- j. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- k. 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).

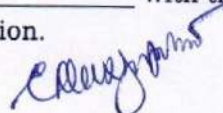
This is issued with due approval of the Labour Commissioner, West Bengal.


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. ¹⁷71(4)/725/Stat/2RW/51/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



सत्यमेव जयते

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

No. 23/713/Stat/2RW/39/2016/LCS/JLC

Dated: 30/06/2021

CIRCULAR

The minimum rates of wages for those in the employment of **Floor and Wall Tiles Manufacturing** in the state of West Bengal covered as per notification number Labr/653/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, 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 July, 2021 to 31st Dec, 2021**.

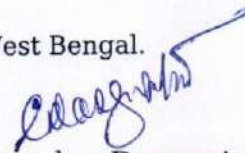
Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,720.00 (Daily - 335.00)
Skilled	10,775.00 (Daily - 414.00)	9,593.00 (Daily - 369.00)
Highly Skilled	11,851.00 (Daily - 456.00)	10,554.00 (Daily - 406.00)

- 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: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.
Semi-skilled Workers: Assistant of Tile Maker.
Skilled Workers: Tile Maker.
Highly Skilled Workers: Chemist, Designer.
- d. To arrive at daily rates, monthly rates shall have to be divided by 26 (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. The minimum rates of wages include the wages for weekly day of rest. For 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.

- g. 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 all such employees.
- h. These minimum rates of wages are applicable to employees employed by contractors also.
- i. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- j. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- k. 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.

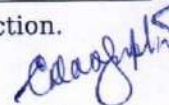


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. ²³/1(4)/713/Stat/2RW/39/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.



(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



सत्यमेव जयते

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

No. 24/724/Stat/2RW/50/2016/LCS/JLC

Dated: 30/06/2021

CIRCULAR

The minimum rates of wages for those in the employment of **Garments Manufacturing Industry** in the state of West Bengal covered as per notification number Labr/654/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, 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 July, 2021 to 31st Dec, 2021**.

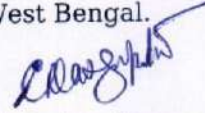
Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,720.00 (Daily - 335.00)
Skilled	10,775.00 (Daily - 414.00)	9,593.00 (Daily - 369.00)
Highly Skilled	11,851.00 (Daily - 456.00)	10,554.00 (Daily - 406.00)

- 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: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.
Semi-skilled Workers: Machine Operator, Computer Operator.
Skilled Workers: Lock-Stich Operator.
Highly Skilled Workers: Checker, Supervisor.
- d. To arrive at daily rates, monthly rates shall have to be divided by 26 (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. The minimum rates of wages include the wages for weekly day of rest. For 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.

- g. 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 all such employees.
- h. These minimum rates of wages are applicable to employees employed by contractors also.
- i. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- j. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- k. 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.

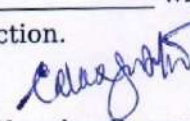


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. ²⁴/1(4)/724/Stat/2RW/50/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.



(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



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

No. 25/700/Stat/2RW/26/2016/LCS/JLC

Dated: 30/06/2021**CIRCULAR**

The minimum rates of wages for those in the employment of **Hotels and Restaurants including Boarding Houses, Eating Houses, Canteens, Clubs and Guest Houses** in the state of West Bengal covered as per notification number Labr/655/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, as published in the Kolkata Gazette Extraordinary dated 30.12.2016.

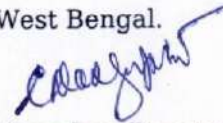
- a. Now, with reference to the said notification, the following shall be the minimum rates of wages in the said employment for the period from **1st July, 2021 to 31st Dec, 2021**.

Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,720.00 (Daily - 335.00)
Skilled	10,775.00 (Daily - 414.00)	9,593.00 (Daily - 369.00)
Highly Skilled	11,851.00 (Daily - 456.00)	10,554.00 (Daily - 406.00)

- 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: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy .
Semi-skilled Workers: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor .
Skilled Workers: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager.
Highly Skilled Workers: Manager, Chief Executive.
- d. To arrive at daily rates, monthly rates shall have to be divided by 26 (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. The minimum rates of wages include the wages for weekly day of rest. For 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.
- g. 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 all such employees.
- h. These minimum rates of wages are applicable to employees employed by contractors also.
- i. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- j. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- k. 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.

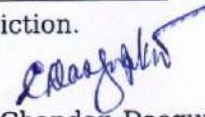


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. ²⁵/1(4)/700/Stat/2RW/26/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.



(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



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

No. 28/706/Stat/2RW/32/2016/LCS/JLC

Dated: 30/06/2021

CIRCULAR

The minimum rates of wages for those in the employment of **Information Technology Industry** in the state of West Bengal covered as per notification number Labr/658/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, 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 July, 2021 to 31st Dec, 2021**.

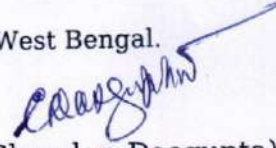
Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)

- 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. To arrive at daily rates, monthly rates shall have to be divided by 26 (to be rounded off to the nearest rupee) and to arrive at weekly rates, daily rates shall have to be multiplied by 6.
- d. A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest.
- e. 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. For 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.
- 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 all such employees.
- g. These 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 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.

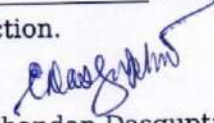


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. /1(4)/706/Stat/2RW/32/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.



(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



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

No.32/709/Stat/2RW/35/2016/LCS/JLC

Dated: 30/06/2021

CIRCULAR

The minimum rates of wages for those in the employment of **Loading Unloading Operations** in the state of West Bengal covered as per notification number Labr/662/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, 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 July, 2021 to 31st Dec, 2021**.

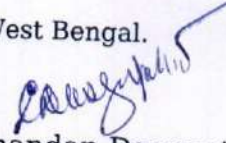
Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)

- 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. To arrive at daily rates, monthly rates shall have to be divided by 26 (to be rounded off to the nearest rupee) and to arrive at weekly rates, daily rates shall have to be multiplied by 6.
- d. A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest.
- e. 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. For 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.
- 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 all such employees.
- g. These 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 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.

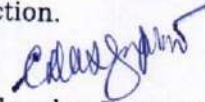


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. ³²/1(4)/ 709/Stat/2RW/35/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.



(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



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

No.33/ 705/Stat/2RW/31/2016/LCS/JLC

Dated: 30/09/2021**CIRCULAR**

The minimum rates of wages for those in the employment of **Malls, Multiplexes, Departmental Stores and Mega Stores** in the state of West Bengal covered as per notification number Labr/663/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, as published in the Kolkata Gazette Extraordinary dated 30.12.2016.

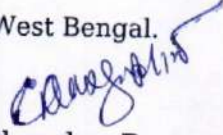
- a. Now, with reference to the said notification, the following shall be the minimum rates of wages in the said employment for the period from **1st July, 2021 to 31st Dec, 2021**.

Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,720.00 (Daily - 335.00)
Skilled	10,775.00 (Daily - 414.00)	9,593.00 (Daily - 369.00)
Highly Skilled	11,851.00 (Daily - 456.00)	10,554.00 (Daily - 406.00)

- 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, House Keeping Staff, Washer Man .
Semi-skilled Workers: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk .
Skilled Workers: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier.
Highly Skilled Workers: Office Supervisor/ Administrator, Senior Clerk, Checker, Production Manager .
- d. To arrive at daily rates, monthly rates shall have to be divided by 26 (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. The minimum rates of wages include the wages for weekly day of rest. For 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.
- g. 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 all such employees.
- h. These minimum rates of wages are applicable to employees employed by contractors also.
- i. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- j. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- k. 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).

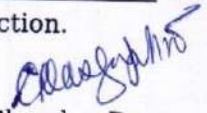
This is issued with due approval of the Labour Commissioner, West Bengal.


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. ³³ /1(4)/ 705/Stat/2RW/31/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal



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

No.34/715/Stat/2RW/41/2016/LCS/JLC

Dated: 30/06/2021

CIRCULAR

The minimum rates of wages for those in the employment of **Non-Banking Private Financial Institutions** in the state of West Bengal covered as per notification number Labr/652/(Law)/MW/2W-32/13 dated 29.12.2016 are being hereby fixed as under, as published in the Kolkata Gazette Extraordinary dated 30.12.2016.

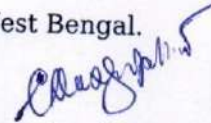
- a. Now, with reference to the said notification, the following shall be the minimum rates of wages in the said employment for the period from **1st July, 2021 to 31st Dec, 2021**.

Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	7,929.00 (Daily - 305.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,720.00 (Daily - 335.00)
Skilled	10,775.00 (Daily - 414.00)	9,593.00 (Daily - 369.00)
Highly Skilled	11,851.00 (Daily - 456.00)	10,554.00 (Daily - 406.00)

- 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: Office Boy, Peon, Cleaner, Sweeper, Security Guard.
Semi-skilled Workers: Duftry.
Skilled Workers: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.
Highly Skilled Workers: Manager, Senior Executive.
- d. To arrive at daily rates, monthly rates shall have to be divided by 26 (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. The minimum rates of wages include the wages for weekly day of rest. For 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.
- g. 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 all such employees.
 - h. These minimum rates of wages are applicable to employees employed by contractors also.
 - i. The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
 - j. The men and women employees shall get the same rates of wages for the same work or work of similar nature.
 - k. 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.

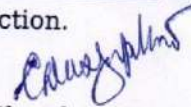


(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal

MEMO. NO. ³⁴/1(4)/715/Stat/2RW/41/2016/LCS/JLC

Dated: 30/06/2021

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12th floor, 1, K.S. Roy Road, Kolkata -700 001.
2. The Labour Commissioner, New Secretariat Building, 11th floor, 1, K.S. Roy Road, Kolkata -700 001.
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.



(Chandan Dasgupta)
Additional Labour Commissioner,
West Bengal