



**GOVERNMENT OF WEST BENGAL**  
**OFFICE OF THE LABOUR COMMISSIONER**  
**STATISTICS SECTION, 6<sup>th</sup> CHURCH LANE, 3<sup>RD</sup> FLOOR, KOLKATA- 700 001**

Memo No. 108/Stat /2RW /9/2022 /LCS /JLC

Date: 06 /07/2022

**CIRCULAR**

(1) The minimum rates of wages for the employees employed in the following 33 (thirty three) Scheduled Employments in the state of West Bengal shall be effective in the period from **1st July 2022 to 31st December 2022**.

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

Sl. No	Scheduled Employments	Referral Fixation / Revision Notification Nos.& date	Categories of Employees	Minimum Rates of Wages			
				Zone A		Zone B	
				Per Month	Per day	Per Month	Per day
1	ANY ESTABLISHMENT IN WHICH MANUFACTURING ACTIVITY AS DEFINED UNDER SECTION 2(K) OF THE FACTORIES ACT IS CARRIED OUT AND IS NOT COVERED UNDER ANY OF THE OTHER SCHEDULED EMPLOYMENTS	Labr/639(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled</b>	Rs. 9239	Rs. 355	Rs. 8380	Rs. 322
2	AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES	Labr/640(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man	Rs.9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Administrator, Accountant and Customer Care Executive.	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
3	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Light Inspector.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Operator.	Rs. 11180	Rs.430	Rs.10139	Rs. 390

4	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Assistant Mechanic, Market Seller	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Checker, Production Manager	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
5	BOTTLING AND PACKAGING INDUSTRY	Labr/643(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Assistant operator.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Operator, Assistant Manager.	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Chemist, Microbiologist and Production Manager.	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
6	BOUGHT TEA LEAF FACTORY	Labr/644(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled</b>	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
7	CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES	Labr/645(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> 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	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs.12297	Rs. 473	Rs.11154	Rs. 429
8	CONFECTIONERY AND SWEETS MANUFACTURING	Labr/646(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Manager.	Rs. 12297	Rs. 473	Rs.11154	Rs. 429

9	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Duftry.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Manager, Senior Accountant, Supervisor.	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
10	COURIER SERVICE	Labr/648(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Senior Executive, Senior Supervisor.	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
11	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	<b>Unskilled</b>	Rs. 9236	Rs.355	Rs. 8378	Rs. 322
12	<b>ESTABLISHMENTS AS DEFINED UNDER THE SHOPS &amp; ESTABLISHMENTS ACT, 1963</b>	Labr/650(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Duftry, Assistant Accountant	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> 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	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
13	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Assistant of Tile Maker.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Tile Maker.	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Chemist, Designer	Rs. 12297	Rs. 473	Rs.11154	Rs. 429

14	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Machine Operator, Computer Operator.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Lock-Stitch Operator.	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Checker, Supervisor	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
15	GLASS INDUSTRY	Labr/627/LC-MW Dated. 20/12/2019	<b>Unskilled:</b> Annealing Chamber (Coolies), Furnace Coolies, Carrier (Jaliwala) Coolies, General Coolies, Packer, Mason Helper, Batch Coolies (Batch Room Workers), Sweeper, Canteen Boys, Sacha Mazdoor, Chimney Grinder, Lorry Mazdoor	Rs. 9236	Rs. 355	Rs. 8378	Rs. 322
			<b>Semi-skilled:</b> Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molders, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 10160	Rs. 391	Rs. 9215	Rs. 354
			<b>Skilled:</b> Lorry Driver, Fireman Flower (Ord), Helper to Blower, Machine man (Cutter), Machine man (Helper), Cutting off fine Polishing, Machine Operator, Fitter Mechanic, Electrician, Turner, Lather man, Welder	Rs. 11176	Rs. 430	Rs.10137	Rs. 390
			<b>Highly Skilled:</b> Blower, Foreman, Shift-In-Charge	Rs. 12294	Rs. 473	Rs.11152	Rs. 429
16	HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES	Labr/655(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Manager, Chief Executive	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
17	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled</b>	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
18	ICE FACTORY	Labr/657(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Sweeper, Security Guard	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Cup-filling Worker, Candy Pouching Worker	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Operator, Machine Operator	Rs. 11180	Rs.430	Rs.10139	Rs. 390
19	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled</b>	Rs. 9239	Rs.355	Rs. 8380	Rs. 322

20	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
21	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ ( Law)MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
22	LEATHER GOODS MANUFACTORY	Labr/661/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Helper of Karigar, Stitcher, Switcher, Laturer	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Karigar, Flooring Lineman, Store-in-Charge	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Designer, Lead Karigar	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
23	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law )MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
24	MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES	Labr/663/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
25	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	<b>Unskilled</b>	Rs. 9236	Rs. 355	Rs. 8378	Rs. 322
			<b>Semi Skilled /</b> Durwan	Rs. 10160	Rs. 391	Rs. 9215	Rs. 354
			<b>Skilled /</b> Clerk	Rs. 11176	Rs. 430	Rs.10137	Rs. 390
26	NON-BANKING PRIVATE FINANCIAL INSTITUTIONS	Labr/652/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Office Boy, Peon, Cleaner, Sweeper, Security Guard.	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Duftry.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Manager, Senior Executive	Rs. 12297	Rs. 473	Rs.11154	Rs. 429

27	PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES	Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant, Durwan, Peon, Security Guard, House Keeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> 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, Pharmacist	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
28	REFRACTORY INDUSTRY	Labr/629/LC-MW Dated. 20/12/2019	<b>Unskilled:</b> General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard	Rs. 9236	Rs. 355	Rs. 8378	Rs. 322
			<b>Semi-skilled:</b> Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi	Rs. 10160	Rs. 391	Rs. 9215	Rs. 354
			<b>Skilled:</b> Turner, Fitter, Electrician, Moulder, Fireman, Lathe man, Pipe-plant Polisher, Kiln Setter, Tindal Press Operator, Mixing man-cum-Operator, Welder, Gas Cutter, Blacksmith, Pattern Maker, Mill Attendant, Poker man, Junior Clerk, Typist, Compounder, Nurse, Driver, Stock Keeper, Laboratory Assistant	Rs. 11176	Rs. 430	Rs.10137	Rs. 390
			<b>Highly Skilled:</b> Head Mason, Head Carpenter, Head Fitter, Tindal, Shift Moulder, Head Welder, Head Turner, Moulder Supervisor, Mechanical Fitter, Senior Clerk, Head Clerk, Accountant, Supervisor, Security Officer, Foreman, Chemist	Rs. 12294	Rs. 473	Rs.11152	Rs. 429

29	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
30	SALOONS AND BEAUTY PARLOUR	Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Front Office Employee.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Hair Dresser, Spa Specialist, Dietician	Rs. 12297	Rs. 473	Rs.11154	Rs. 429
31	SECURITY SERVICES	Labr/630/LC-MW Dated 20/12/2019	<b>Unskilled:</b> Security Guard, Watchman, Durwan	Rs. 9236	Rs. 355	Rs. 8378	Rs. 322
			<b>Semi-skilled:</b> Ex-Service man Security Guard, Unskilled Supervisor	Rs. 10160	Rs. 391	Rs. 9215	Rs. 354
			<b>Skilled:</b> Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 11176	Rs. 430	Rs.10137	Rs. 390
32	SPONGE IRON, FERRO ALLOYS & INDUCTION FURNACES	Labr/667/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
33	WOOD WORKS AND FURNITURE INDUSTRY	Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Bearer, Van Puller.	Rs. 9239	Rs.355	Rs. 8380	Rs. 322
			<b>Semi-skilled:</b> Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 10163	Rs. 391	Rs. 9216	Rs. 354
			<b>Skilled:</b> Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 11180	Rs.430	Rs.10139	Rs. 390
			<b>Highly Skilled:</b> Designer	Rs. 12297	Rs. 473	Rs.11154	Rs. 429

**(2) Implementing Areas:**

**Zone A:** Areas under Municipal Corporations, Municipalities, Notified Areas, Development Authorities, Thermal Power Plant areas including Township Areas.

**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 hours of actual work and not less than half hour of recess, subject to 48 hours of actual work in a week;
- (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;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (9) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (10) 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.



(Sharmila Khatua)  
Additional Labour Commissioner,  
West Bengal