



सत्यमेव जयते

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

15  
No. /703/Stat/2RW/29/2016/LCS/JLC

31/01/2022  
Dated: / /

**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.

Though there is a decrease in the average consumer price index for Industrial Workers for Kolkata centre for the period from April 2021 to September 2021, there shall be, as per Labour Department Notification No Labr/79/(LC/IR)/ 25034/3/2021 dated 24.01.2022 no increase in Variable Dearness Allowance for the Period from 01.01.2022 to 30.06.2022 for Zone A.

- a. Now, with reference to the said notifications, the following shall be the minimum rates of wages in the said employment for the period from **1st January, 2022 to 30th June, 2022.**

Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	8,005.00 (Daily - 308.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,803.00 (Daily - 339.00)
Skilled	10,775.00 (Daily - 414.00)	9,685.00 (Daily - 372.00)
Highly Skilled	11,852.00 (Daily - 456.00)	10,655.00 (Daily - 410.00)

- 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 .

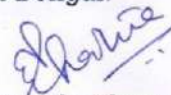
**Highly Skilled Workers:** Head Assistant, Senior Accountant, Computer Operator, Research And Development Staff/Executive, Market Research Staff/Executive, Godown-in- Charge, Office Supervisor, Sales Representative/Sales Promotion Employees .

- 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.



(Sharmila Khatua)

Additional Labour Commissioner  
West Bengal

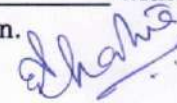
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MEMO. NO. /1(4)/703/Stat/2RW/29/2016/LCS/JLC

31-01-2022

Dated:   /  /  

1. The Principal 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.



(Sharmila Khatua)

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.**

63  
No. / Stat/2RW/76/266/LCS/JLC

Dated: 31/01/2022

**CIRCULAR**

The minimum rates of wages for those in the employment of **SECURITY SERVICES** in the state of West Bengal covered as per notification number 457-MW/2W-14-2010 dated 22.09.2011 are being hereby fixed as under. These rates will be effective for the period from **1st January, 2022 to 30th June, 2022**.

Though there is a decrease in the average consumer price index for Industrial Workers for Kolkata centre for the period from April 2021 to September 2021, there shall be, as per Labour Department Notification No Labr/79/(LC/IR)/ 25034/3/2021 dated 24.01.2022 no increase in Variable Dearness Allowance for the Period from 01.01.2022 to 30.06.2022 for Zone A.

- a. Now, with reference to the said notifications, the following shall be the minimum rates of wages in the said employment for the period from **1st January, 2022 to 30th June, 2022**.

Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	8,005.00 (Daily - 308.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,804.00 (Daily - 339.00)
Skilled	10,775.00 (Daily - 414.00)	9,684.00 (Daily - 372.00)

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

**Unskilled Workers:** Security Guard, Watchman, Darwan.

**Semi-skilled Workers:** Unskilled Supervisor.

**Skilled Workers:** Guard with Fire Arms, Gunman, Field Supervisor, Marketing Personnel, Clerk, Accountant, Cashier.

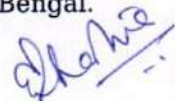
- c. **Implementing areas: Zone 'A'** = (i) Areas Notified under Kolkata Metropolitan Development Authority(KMDA), (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power plant areas 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 the West Bengal.

- 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.



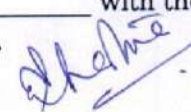
(Sharmila Khatua)

Additional Labour Commissioner  
West Bengal

63  
MEMO. NO. /1(4)/ Stat/2RW/76/266/LCS/JLC

31/01/2022  
Dated: \_\_\_/\_\_\_/\_\_\_

1. The Principal 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.



(Sharmila Khatua)

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.**

52  
No. /Stat/2RW/111/575/2012/LCS/JLC.

Dated: 31/01/2022  
1/1

**CIRCULAR**

The minimum rates of wages for those in the employment of **HOTEL & RESTAURANT** in the state of West Bengal covered as per notification number 107-MW/2W-12/2010 dated 09.04.2012 are being hereby fixed as under. These rates will be effective for the period from **1st January, 2022 to 30th June, 2022**.

Though there is a decrease in the average consumer price index for Industrial Workers for Kolkata centre for the period from April 2021 to September 2021, there shall be, as per Labour Department Notification No Labr/79/(LC/IR)/ 25034/3/2021 dated 24.01.2022 no increase in Variable Dearness Allowance for the Period from 01.01.2022 to 30.06.2022 for Zone A.

- a. Now, with reference to the said notifications, the following shall be the minimum rates of wages in the said employment for the period from **1st January, 2022 to 30th June, 2022**.

Categories of Employees	Monthly Minimum Rates of Wages(Rs.)	
	Zone A (Rs.)	Zone B (Rs.)
Unskilled	8,904.00 (Daily - 342.00)	8,005.00 (Daily - 308.00)
Semi-Skilled	9,795.00 (Daily - 377.00)	8,804.00 (Daily - 339.00)
Skilled	10,775.00 (Daily - 414.00)	9,684.00 (Daily - 372.00)
Highly Skilled	11,852.00 (Daily - 456.00)	10,654.00 (Daily - 410.00)

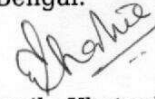
- b. The classification of employees in the above employment is as follows :-  
**Unskilled Workers:** Table boy, Kitchen helper, Sweeper/Cleaner and Housing keeping boy, Waiter, Security Guard.  
**Semi-skilled Workers:** Tea maker, Steward, Cook, Ice-cream maker.  
**Skilled Workers:** Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer operator.  
**Highly Skilled Workers:** Kitchen Master, Head Cook, Cashier, Accountant, Senior Clerk.
- c. **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 the West Bengal.

- 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).

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(Sharmila Khatua)

Additional Labour Commissioner  
West Bengal

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MEMO. NO. /1(4)/Stat/2RW/111/575/2012/LCS/JLC

31/01/2022  
Dated: \_\_\_/\_\_\_/\_\_\_

1. The Principal 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.
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