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PART I-Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

GOVERNMENT OF WEST BENGAL

Labour Department LW/MW Branch N.S. Buildings, 12th Floor, 1, K.S. Roy Road, Kolkata-700001

NOTIFICATION

No. I/423307/2023/LABR-25024/4/2022-LW/MW

Dated: 04-08-2023

WHEREAS the Governor, in exercise of the power conferred by clause (a) of sub-section (1) of section (3) of the Minimum Wages Act, 1948 (11 of 1948) (hereinafter referred to as the said Act), proposes hereby to fix the minimum rates of wages in respect of the employees, employed in the state of West Bengal in the employment in **Drugs and Pharmaceuticals Industry**, added in Part-I of the scheduled employment to the Minimum Wages Act, 1948 (hereinafter referred to as the said schedule), vide this Department Notification No. Labr./649/(Law)/MW/2W-32/13, dated 29.12.2016, published in part-I of the *Kolkata Gazette*, *Extraordinary*, dated the 30th December, 2016;

Now, THEREFORE, in exercise of the power conferred by Clause (b) of sub-section (1) of section (5) of the said Act, the Governor is pleased hereby to publish in the Official Gazette, the following proposals in the matter of such fixation, for the information of persons likely to be affected thereby;

The proposals will be taken into consideration on or after expiry of a period of two months from the date of publication of this notification in the *Official Gazette* and any objection or suggestion with respect thereto which may be received by the undersigned before the expiry of the said period will be duly considered.—

Proposals

 The following shall be the proposed minimum rates of wages for the employees employed in the employment of Drugs and Pharmaceuticals Industry in the state of West Bengal:

Categories of Employees	Minimum rates of wages per month		Minimum rates of wages per day	
	Zone - A	Zone - B	Zone - A	Zone - B
(a) Unskilled	Rs. 9,608.00	Rs. 8,946.00	Rs. 370.00	Rs. 344.00

Categories of Employees	Minimum rates of wages per month		Minimum rates of wages per day	
	Zone - A	Zone - B	Zone - A	Zone - B
(b) Semi-Skilled	Rs.10,569.00	Rs. 9,841.00	Rs. 407.00	Rs. 379.00
(c) Skilled	Rs.11,626.00	Rs.10,825.00	Rs. 447,00	Rs. 416.00
(d) Highly Skilled	Rs.12,789.00	Rs.11,908.00	Rs. 492.00	Rs. 458.00

Implementing Areas. **Zone** – **A:** Areas under Kolkata Metropolitan Development Authority, Municipal Corporations, Municipalities, Notified Areas, various development Authorities, Thermal Power Plant Areas including Township Areas;

Zone - B: Rest of West Bengal;

2. The classifications of employees are proposed as follows:

Unskilled Workers: Helper, Porter, Cleaner, Packer, Laboratory/ Office Boy, Bearer, Peons, Durwan, Sweeper, Goods Carrier, Labourer, Vial/ Ampoule/ Bottle Washer, Machine Attendant, Despatch Packer, Manufacturing Helper, Trolley-man, Bottle Carrier;

Semi-skilled Workers: Store Keeper, Distribution Staff, Staff engaged in Bottling, Capping/ Tablet Machine/ Cap Sealing/ Filling and Sealing/ Labelling and Boxing etc., Checking (Ampoule/ Bottle Vial, Tablet Strips etc.), Marking, Slipman, Boilerman, Carpenter, Distilled Water Plant Attendant, Junior Electrician;

Skilled Workers: Sales Promotion Employee/ Medical Representative, Machine Operator, Store Manager, Factory Assistant, Office Assistant, Clerk, Typist, Accountant, Billing Assistant, Cashier;

Highly Skilled Workers: Pharmacist, Chemist, Supervisory Staff, Administrative Staff, Auditing and Checking Personnel, Senior Machine Operator;

- 3. The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Worker for Kolkata Centre (CPI-IW), Base 2001=100 for Zone A and Consumer Price Index Number for Agricultural Labourers, West Bengal (CPI-AL, WB), Base 1986-87=100 for Zone B from April, 2020 to September, 2020, are 306 and 881 respectively. These points will be considered as respective fixation points;
- 4. The proposed minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Number for the period from April to September and October to March respectively. For Zone-A, Consumer Price Index Number for Industrial Worker for Kolkata Centre, Base 2001=100 and for Zone-B, Consumer Price Index Number for Agricultural, Labourers, West Bengal, Base 1986-87=100 should be taken;
- Adjustment of minimum rates of wages for the purpose of neutralisation per point per month will be as shown below:

Categories of Employees	Rates of Neutralisation		
	Zone-A (CPI-IW) (Base 2001 = 100)	Zone-B (CPI-AL, W.B.) (Base 1986-87=100)	
(a) Unskilled	Rs. 31.40	Rs. 10.15	
(b) Semi-skilled	Rs. 34.54	Rs. 11.17	
(c) Skilled	Rs. 37.99	Rs. 12.29	
(d) Highly Skilled	Rs. 41.79	Rs. 13.52	

The rates of neutralisation have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in point no. 3 above. The final calculation of wages will be done after rounding off to the nearest rupee;

There will be no adjustment of minimum wages below the fixation point;

- To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rate, daily rate will have to be multiplied by 6;
- A normal working day shall consist of eight and half hours of work including an interval of half-an-hour for recess, subject to 48 hours of actual work in a week;
- 9. One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- 10. 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;
- 11. 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 employee;
- The minimum rates of wages are applicable to employees employed by contractors also;
- The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- 14. The male and female employees shall get the same rates of wages for the same work or work of similar nature;
- The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

By order of the Governor,

BARUN KUMAR RAY, IAS Additional Chief Secretary to the Government of West Bengal