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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
M.W. Branch
New Secretariat Building, 12th Floor,
1, Kiron Sankar Roy Road, Kolkata-700001

No. Labr-I/487492/2024/(LC-LW/MW)

Dated: 21-02-2024

NOTIFICATION

WHEREAS the Governor, in exercise of the power conferred by the provision to clause (a) of sub-section (1) of section 3 of the Minimum Wages Act, 1948 (Act 11 of 1948) (hereinafter referred to as the 'said Act') **proposes hereby to fix** the minimum rates of wages payable to the employees employed in the state of West Bengal in the scheduled employment of "ELECTRICAL LABOURERS ENGAGED IN POWER GENERATION, DISTRIBUTION, TRANSMISSION AND ALLIED WORKS" added to Part-I of the Scheduled Employment to the Minimum Wages Act, 1948 (hereinafter referred to as 'said schedule'), vide this Department Notification No. I/385530/2023/LABR-25024/2/2022-LWMW, dated: 11.04.2023 and was published in *The Kolkata Gazette, Extraordinary*, Part-I dated the April 12, 2023.

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 the 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

1. The following shall be the proposed minimum rates of wages for the employees employed in the employment of 'ELECTRICAL LABOURERS ENGAGED IN POWER GENERATION, DISTRIBUTION, TRANSMISSION AND ALLIED WORKS' in the State of West Bengal:—

Categories of Employees	Minimum rates of wages per month	Minimum rates of wages per day
(a) Unskilled	Rs. 9080.00	Rs. 349.00
(b) Semi-skilled	Rs. 9988.00	Rs. 384.00
(c) Skilled	Rs. 10987.00	Rs. 423.00
(d) Highly Skilled	Rs. 12086.00	Rs. 465.00

There will be one minimum rate of wages for the whole State of West Bengal;

2. The classification of employees as proposed are as follows:

POWER GENERATION

Unskilled Workers: Helper (low Risk), Labourer-cleaning, Helper, Peon, Bearer, House Keeping Staff, Cleaner, Grass Cutter, Khalasi, Mali, Errand Boy, Mistry, Unarmed Guard, Durwan, Watchman, Rigger, Sweeper, Mazdoor, Canteen Boy.

Semi-skilled Workers: Electrical Worker, Mali-Gardening, Helper-Electrical Maintenance, Helper-Electrical Substation, Unskilled Supervisor, Carpenter, Mason, Fireman, Rigger Gr-III, Hammerman, Grinder, Grinder Gr-III, Surveyor, Khalasi, Khalasi Gr-III, Boiler Technician Gr-I, Fitter, Lift Operator, Pump Attendant, Boiler-man, Cook, Helper-Loco, Laboratory Attendant, Gangman, Mate, Chemist Gr-III, Technician Gr-III, Operator Gr-III, Stone Picker Gr-II, Paddle Feeder Assistant Gr-III, Persons engaged in Surveillance of ash slurry pipelines, Maintenance of C & I System, Junior Technician, supervisor, Safety Assistant, Helper.

Skilled Workers: Supervisor / Technician, Operator / Technician, Jr. Operator / Technician, Helper (Medium Risk), Instrument Engineer, Gardening Supervisor, Sweeping and Cleaning Supervisor, Plumber, Technician-Electrical Maintenance, Operator-Electrical Sub-Station, Armed Guard, Field Supervisor, Guard with fire arms, Gunman, Rigger Gr-II, Grass Cutter, Grass Cutter Gr-II, Grinder Gr-II, Welder / Gas Cutter / Cutter, Stone Miller Gr-II, Fitter, Loco Operator, Fireman, Vulcanizer Gr-II, Boiler-man Gr-II, Brick Layer, Computer Operator, Concrete Mixer Operator, Driver- Heavy Truck / Road Roller / Engine / JCB, Electrician Gr-II, Lineman-HT / LT, AC Operator, Instrumentation Technician Gr-II, Mechanist Gr-II, Operator Gr-II, Safety Supervisor, System Operator, Data Entry Operator, Store Keeper, DCPO Technician, Office Assistant, Chemist Gr-I, Chemist Gr-II, Telephone Operator, Typist, Account Clerk, Assistant Technician, Belt Fitter, Company Representative, Crain Operator, HP Welder-II, Engineer-Ex Railway, General Fitter, Low Pressure Welder, Mechanical Engineer, Mechanical Fitter and Skilled Wireman, Mill Wright Fitter Gr-II, Hili Operator, Paddle Feeder Assistant Gr-II, Plant Operation, Points man-cum-Operation Helper, Sampler, Senior Executive Maintenance, Site-in-charge Gr-II, Sift Fire Supervisor, Station Master, Supervisor Gr-II, Supervisor-cum-Account Supervisor (Operation)Gr-II, Technician (AC), Wireman, Mistry Gr-II, Electrician Gr-II, Sift Executive Maintenance, Electrician, TE / CHP, EL & PLC, Senior Technician, Junior Technician, Cutter and Grind Mistry, Hydraulic Fitter, Plant Operator, Belt Cutter, Mechanic, Plumber Mistry, AC Plant Mechanic, Supervisor (Non Technical).

Highly Skilled Workers: Site-in-Charge, Technician (Electrical / Mechanical), Electrician (High Risk), Supervisor-Electrical Maintenance, Driver-Vehicle, Supervisor, Mill Wright Fitter, Mill Wright Fitter Gr-I, Grinder, Grinder Gr-I, ERC Welder, Fabricator, Stone Picker, Stone Picker Gr-I, Blaster, Foreman, Electrician Gr-I, Electrician Gr-II, AC Operator, Assistant Engineer / Supervisor Gr-I, Vulcanizer, Mechinist, Operator Grill, Site-in-Charge, Site-in-Charge Gr-I, Sarang, HP Welder, HP Welder Gr-I, Technician Gr-III, Bobcat Operator, Dozar Operator / Heavy Mobile Equipment Operator, Hydra Operator, Supervisor (Highly skilled), Special Fitter, Instrument Technician.

DISTRIBUTION

Unskilled Workers: Unskilled Labour / Helper, Security Guard (Unarmed), Mazdoor, Watchman, Bearer peon.

Semi-skilled Workers: Meter Reader, Any Time Payment KIOSK Operator, Head Mazdoor, Helper, Mason, Drum-man, Mate, Malwala.

Skilled Workers: Driver of Mobile Van (Line Maintenance), Call Facilitating Operator, Security Guard (Armed), Sardar, Fitter, Electrician, Mistry, Jointer, Meter Reading Supervisor.

Highly Skilled Workers: Supervisor.

TRANSMISSION

Unskilled Workers: Mistry.

Semi-skilled Workers: Unskilled Labourers

Skilled Workers: Fitter, Welder, Electrician, Supervisor.

ALLIED WORKS

Unskilled Workers: Helper, Module Cleaner, Site Labourer

Semi-skilled Workers: Site Engineer, Technical Assistant, Junior Electrician, Fitter.

Skilled Workers: Technician, Electrician.

Highly Skilled Workers: Diploma Supervisor.

- 3. The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Agricultural Labourers, West Bengal (CPI-AL), Base 1986-87= 100 from April, 2022 to September, 2022 is 341. This point will be considered as Fixation Point;
- 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. Consumer Price Index number for Industrial Labourers, for Kolkata Centre, Base 2001=100 should be taken for adjustment of wages.
- 5. Adjustment of minimum rates of wages for the purpose of neutralization per point per month will be as shown below:

Categories of employees		Rates of neutralization (CPI -IW) (Base: 2001 = 100)	
a.	Unskilled	₹26.63	
b.	Semi-skilled	₹29.29	
c.	Skilled	₹32.22	
d.	Highly Skilled	₹35.44	

The rate of neutralization has been arrived at by dividing the proposed minimum rates of wages for different categories of employees by the respective fixation point as noted in point no. 3 above. This has been done as per practice followed by Central Government. The final calculation of wages will be done after rounding off to nearest rupee;

- (6) There will be no adjustment of minimum wages below the fixation point;
- (7) 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;
- (8) A normal working day may consist of eight and half hours of work including interval for half an hour rest;
- (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 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 wage.
- (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 employees;

- (12) The minimum rates of wages are applicable to employees employed by contractors also.
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- (14) The men and women employees shall get the same rates of wages for the same work or work of similar nature.
- (15) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall 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