

Achievement On Becoming Min Wages
for Agri. Workers in W. Bengal

5th July 1974

Government of West Bengal
Labour Department

200

No. 6328-LW

Calcutta,
Dated, the 5th July, 1974.

LW/3C-48/73

NOTIFICATION

WHEREAS by the Government of West Bengal, Labour Department, Notification No. 2350-LW/LW/2W-1/68 dated the 12th December, 1968, the minimum rates of wages payable to the employees employed in the employment in agriculture in the State of West Bengal were revised.

AND WHEREAS the Governor, upon a review under clause (b) of Sub-Section (1) of Section 3 of the Minimum Wages Act, 1948 (XI of 1948), of the said minimum rates of wages, considers it necessary to revise the same ;

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 the following proposals in the matter of such revision under the said Act, for information of persons likely to be affected thereby.

The proposals will be taken into consideration after expiry of two months from the date of publication of this proposal in Calcutta Gazette and any objection or suggestion which may be received with respect thereto before that date will be duly considered.

PROPOSALS

1. The following shall be the minimum rates of wages without meals for the daily-rated employees :-

- | | | | |
|-----|----------|-----|-----------------------------------------|
| (a) | Adult | ... | Rs. 5.60 P |
| (b) | Children | ... | Rs. 4.00 P (Minimum age being 14 years) |

2. For the daily-rated employees :-

The rates of cash wages shall be reduced for each principal meal (mid-day or night) supplied by the employer by Re.1.25

3. The following shall be minimum rates of monthly wages of an employee with at least two principal meals daily and with accommodation provided by the employer :-

- | | | | |
|-----|----------------------------------|-----|-------------|
| (a) | Adult | ... | Rs. 80.00 P |
| (b) | Children (above 14 years of age) | ... | Rs. 39.00 P |

contd.....

4. All other existing amenities, viz., supply of tobacco, shall continue in addition to the minimum rates of wages.
5. Where the practice of payment partly in cash and partly in grains is prevalent, the total value of grains supplied plus the cash wages paid shall not be less than the minimum wages fixed above.
6. The minimum rates of wages so revised above are on the basis of Agricultural CPI (1960-61 = 100) for 1972-73 at 233 point. The minimum rates of wages will be adjusted at the rate of 0.60 Paise per point rise or fall of the CPI Number above 233-point, for the adults and at the rate of 0.45 paise per point for the children. But in any case the minimum rates of wages will not be less than the rates mentioned above.
7. The minimum rates of wages will be adjusted each year with effect from 1st October on the basis of annual average Agricultural CPI Number of the previous year (July to June).
8. The workers engaged on contract basis for a year should be given two meals a day, a pair of dhuti/sari and a pair of gamcha during the year in addition to their wages.
9. An employee when he is employed on a long term basis (but is not given the two principal meals and is not provided with accommodation) shall be paid wages for the actual number of days of work calculated at the daily rates fixed.
10. Payment for part-time employment : Where the employees offer themselves for part-time employment voluntarily, they shall be paid minimum wages pro-rate for the portion of the normal working day for which they are employed.
11. Eight and half hours of work including half an hour's interval of rest shall constitute a normal working day.
12. Day of weekly rest :
Sunday or such other day in any period of seven days as may suit the local convenience shall be the day of weekly rest.
13. Payment for work on the day of weekly rest :-
All employees shall be paid for work on the day of weekly rest at the over-rate.
14. For work beyond normal working hours, the employees shall be paid at double the ordinary rates of wages.

By order of the Governor,

J.V.R. Prosada Rao

Dy. Secy. to the Govt. of West Bengal.

No. 6328/1(45) -LW

Copy forwarded for information to :
Calcutta, 5th July '74.

Sd/ Illegible.
Assistant Secretary

future. A progressive advance towards a social homogeneity being the key feature of all change in the structure of Soviet society, one cannot disregard (nor overestimate) the particular interests of the various social groups. These interests must be unfailingly taken into account in practical matters and in ideological and educational work to ensure the further consolidation of the whole of Soviet society.

The trends of development of the social structure are not uniform; this structure becomes increasingly diversified and complicated as the scientific and technological revolution gains momentum. This is a natural and logical development. The peculiarity of the present moment lies in the fact that the class differences, far from being overcome, still subsist, while the social activity by the Party and the state, as well as scientific and technological progress are fast changing the picture: there is an intensive process of approximation of classes and social groups and that of overcoming the essential differences between the town and the countryside and between physical and mental labour with new professional groups emerging in the process.

Changes in the position and interaction of social groups are reflected in the "individual structure" of society, that is in the composition of the social types of

individuals of a given community. The human person can be considered as an individual existence of a class or of a social group. Soviet researchers have defined the fundamental characteristics of such social types as the worker, the collective farmer, the intellectual. It is fairly safe to maintain that the persistence of the class characteristics of the individual at the present stage of development of socialism is still a reality.

The existence of the still unobliterated class facets (and in certain cases that of related surviving negative features), the new situations in the economic, ideological and political struggle of the two worlds,--require a scientific investigation with a view to greater differentiating and crystallizing ideological and educational work which has likewise to take into account the particular features of social experience and of practical human activity. Man's persuasions, ideological and moral qualities, being the products of education, arise out of man's entire experience of living under the influence of material (social-economic) conditions, of the surrounding social environment and of the educative factors as such. Knowledge often has to tread a tortuous road and overcome a host of contradictions of a psychological nature before it strikes root in men's minds to be translated into convictions and driving motives of their doings.

The interaction between the processes of obliteration of class differences and communist education is manifold and

Wage Cell Created in Labour Ministry - which will deal with problems of farm wages

Wage cell for farm, industry sectors

1944

"The Times of India" News Service

NEW DELHI, December 15.

THE Cabinet has decided to create a cell in the Labour Ministry which will address itself to the problem of fixing wages both in the organised and unorganised sectors in agriculture and industry. Pending the evolution of a na-

tional wage policy, its functioning will be governed by the existing principles to determine wage demands.

Meanwhile, the government is considering an interim report on wage policy prepared by a committee headed by Prof. S. Chakravarty, member of the Planning Commission.

Information about the proposed wage cell was conveyed to the Parliamentary consultative committee for the Labour Ministry, by the Minister, Mr. Raghunatha Reddy, today.

In a related development, the Labour Ministry has appointed an expert committee to study creation of a national gratuity fund in pursuance of the decisions of the recent conference of state Labour Ministers. Apart from the representatives of the concerned ministries, the seven-man committee will include the representatives of the Life Insurance Corporation, Maharashtra, Kerala and West Bengal.

APPEAL TO UNIONS

At today's meeting of the consultative committee, Mr. Reddy is understood to have made a special appeal to trade union centres to devise ways and means to keep up production in all circumstances.

He informed the committee that the details of the proposed comprehensive Bill on industrial relations were still being worked out.

As for the supply of essential commodities to industrial labour, the Minister felt the state governments should arrange supplies to fair-price shops and labour consumer co-operatives. Further steps would be decided at a meeting of state Labour Ministers called on Monday and Tuesday.