



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

No: 45/Stat/14/RW/24/2023/LCS/JLC

dated 12/12/2023

CIRCULAR

- (1) The minimum rates of wages for the employees employed in the following 30 (thirty) Scheduled Employments in the state of West Bengal shall be effective in the period from **1st January 2024 to 30th June 2024**.

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, dt. 29.12.2016	Unskilled	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
2	AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES	Labr/640(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Administrator, Accountant and Customer Care Executive.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
3	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Light Inspector.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Operator.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429

4	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Assistant Mechanic, Market Seller	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Checker, Production Manager	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
5	BOTTLING AND PACKAGING INDUSTRY	Labr/643(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Assistant operator.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Operator, Assistant Manager.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Chemist, Microbiologist and Production Manager.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
6	CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES	Labr/645(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: 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. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
7	CONFECTIONERY AND SWEETS MANUFACTURING	Labr/646(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Manager.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471

8	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Duftry.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Manager, Senior Accountant, Supervisor.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
9	COURIER SERVICE	Labr/648(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Senior Executive, Senior Supervisor.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
10	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	Unskilled	Rs. 9839	Rs.378	Rs. 9208	Rs. 354
11	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Duftry, Assistant Accountant	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: 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. 13099	Rs. 504	Rs. 12258	Rs. 471
12	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Assistant of Tile Maker.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Tile Maker.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Chemist, Designer	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471

13	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Machine Operator, Computer Operator.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Lock-Stitch Operator.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Checker, Supervisor	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
14	GLASS INDUSTRY	Labr/627/LC-MW Dated. 20/12/2019	Unskilled: 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. 9839	Rs.378	Rs. 9208	Rs. 354
			Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Melters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 10822	Rs. 416	Rs. 10127	Rs. 390
			Skilled: 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. 11905	Rs. 458	Rs. 11140	Rs. 428
			Highly Skilled: Blower, Foreman, Shift-In-Charge	Rs. 13096	Rs. 504	Rs. 12256	Rs. 471
			Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
15	HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES	Labr/655(Law)/M W/2W/32/13 dated 29.12.2016	Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Manager, Chief Executive	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
			Unskilled	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
16	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Security Guard	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Cup-filling Worker, Candy Pouching Worker	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Operator, Machine Operator	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
17	ICE FACTORY	Labr/657(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
18	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354

19	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
20	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
21	LEATHER GOODS MANUFACTORY	Labr/661/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Helper of Karigar, Stitcher, Switcher, Laturer	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Karigar, Flooring Lineman, Store-in-Charge	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Designer, Lead Karigar	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
22	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
23	MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES	Labr/663/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
24	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	Unskilled	Rs. 9839	Rs.378	Rs. 9208	Rs. 354
			Semi Skilled / Durwan	Rs. 10822	Rs. 416	Rs. 10127	Rs. 390
			Skilled / Clerk	Rs. 11905	Rs. 458	Rs. 11140	Rs. 428
25	NON-BANKING PRIVATE FINANCIAL INSTITUTIONS	Labr/652/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Office Boy, Peon, Cleaner, Sweeper, Security Guard.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Duftry.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Manager, Senior Executive	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471

26	PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES	Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant, Durwan, Peon, Security Guard, House Keeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: 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. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
27	REFRACTORY INDUSTRY	Labr/629/LC-MW Dated. 20/12/2019	Unskilled: General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard	Rs. 9839	Rs.378	Rs. 9208	Rs. 354
			Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi	Rs. 10822	Rs. 416	Rs. 10127	Rs. 390
			Skilled: 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. 11905	Rs. 458	Rs. 11140	Rs. 428
			Highly Skilled: 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. 13096	Rs. 504	Rs. 12256	Rs. 471

28	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
29	SALOONS AND BEAUTY PARLOUR	Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Front Office Employee.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Hair Dresser, Spa Specialist, Dietician	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
30	SECURITY SERVICES	Labr/630/LC-MW Dated 20/12/2019	Unskilled: Security Guard, Watchman, Durwan	Rs. 9839	Rs.378	Rs. 9208	Rs. 354
			Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor	Rs. 10822	Rs. 416	Rs. 10127	Rs. 390
			Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 11905	Rs. 458	Rs. 11140	Rs. 428
31	WOOD WORKS AND FURNITURE INDUSTRY	Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Bearer, Van Puller.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			Highly Skilled: Designer	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471

(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.



(P S Chakraborty)

Additional Labour Commissioner,
West Bengal