



Government of West Bengal
Labour Commissionerate, Statistics Section,
6th Church Lane, 3rd Floor, Kolkata-700 001

No: 41 /Stat/14/RW/24/2023/LCS/JLC

dated 04 / 12 /2024

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 2025 to 30th June 2025**.

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 No. & date	Categories of Employees	Minimum Rates of Wages			
				Zone-A		Zone-B	
				Per month	Per day	Per month	Per day
1	Bakery	129-MW/2W-19/2010, dt.13.08.12	Unskilled Worker	Rs. 10214	Rs.393	Rs.9533	Rs.367
2	Bell Metal and Brass Industry	436- MW/2W-19-2006, dt.21.09.11	Unskilled: Patander, Dharandar, Garandar, Polisher, Ghosandar, Kundardar, Peon, Tanandar	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Assistant Mistry, Moulder Mistry, Durwan	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Clerk, Mistry	Rs.12360	Rs.475	Rs.11532	Rs. 444
3	Bone Meal Industry	103- MW/2W-08-2008, dt.04.04.12	Unskilled: Mazdoor	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Hammerman, Oilman, Fireman	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Fitter, Boilerman or Tindal, Blacksmith, Truner, Carpenter, Machine-man, Welder, Electrician, Motor Mechanic & Grinder, Clerk, Typist, etc.	Rs.12360	Rs.475	Rs.11532	Rs. 444
4	Ceramic Industry	437- MW/2W-08-2009, dt.21.09.11	Unskilled: Placer, Carrier, Cooly, Labour, Helper, Leader, Durwan, Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Glacier, Jointer, Packer, Pressman (Hand Driver), Cup-cutter, Saucer-cutter, Assiastant Moulder Painter, Sagger Maker, Sorter, AssiatantCaster	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Maker, Bender, Finisher, Moulder, Caster, Gas Plant Operator, Machine Operator, Pressing-man, Furnace-man, Turner, Fitter, Clerk	Rs.12360	Rs.475	Rs.11532	Rs. 444
5	Chakki Mills	438- MW/2W-11/2009, dt.21.09.11	Unskilled Worker	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled Worker	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled Worker	Rs.12360	Rs.475	Rs.11532	Rs. 444

6	Clinical Nursing Home	466- MW/ 2W- 10- 2007, dt.22.09.11	Unskilled: Ayah, Ward Boy, Ward Assistant, Attendant, Durwan, Security Personnel, House Keeping Assistant, Sweeper, Cleaner, Office Bearer, Canteen Boy	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Male Nursing Attendant, Male Medical Assistant, Lab Attendant/ Blood Collector, Trained Ayah, Cook, Receptionist	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Nurse, OT Assistant, Technician X-Ray, C.T. Scan Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Clerk Supervisor, Cashier, Accountant,	Rs.12360	Rs.475	Rs.11532	Rs. 444
			Highly-Skilled: Senior Nurse, Pathologist, Matron, Dietician	Rs.13596	Rs. 523	Rs.12688	Rs. 488
7	Dal Mills	440- MW/ 2W- 08- 2010, dt.21.09.11	Unskilled: Shop-cleaners, Lorry Attendants and Mazdoors	Rs. 10214	Rs. 393	Rs. 9533	Rs.367
			Semi-skilled: Mistry No.2 (Helpers)	Rs.11236	Rs. 432	Rs. 10484	Rs. 403
			Skilled: Mistry No.1, Lorry Driver, Clerks and Munshis	Rs.12360	Rs. 475	Rs.11532	Rs. 444
8	Decoration	458- MW/ 2W- 17- 2009, dt.22.09.11	Unskilled: Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers	Rs. 10214	Rs. 393	Rs. 9533	Rs.367
			Semi-skilled: Mistry, Carpenter, Tailor, Supervisor	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Head Mistry	Rs.12360	Rs.475	Rs.11532	Rs. 444
9	Flour Mills	441- MW/ 2W- 55- 2006, dt.21.09.11	Unskilled worker	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled worker	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled worker	Rs.12360	Rs.475	Rs.11532	Rs. 444
			Highly-skilled worker, Clerk, Driver	Rs.13596	Rs.523	Rs.12688	Rs. 488
10	Fountain Pen and Ball-Point Pen Manufacturing Industry	111- MW/ 2W- 25/2010, dt.20.04.12	Unskilled: Refiller, Latheman, General Workers, Durwan, Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Assembler, Polisher, Helper, Pressman, Operator	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Mistry, Truner, Moulder, Fittingman, Machineman, Clerk, Typist, Accountant	Rs.12360	Rs.475	Rs.11532	Rs. 444
11	Godowns	459-MW /2W-58- 2006, dt.22.09.11	Unskilled Worker	Rs. 10214	Rs. 393	Rs.9533	Rs.367
12	Hosiery Industry	152- MW /2W- 19/2009, dt.16.10.12	Unskilled: Packer, Hand Bleacher, Helpers, Durwans	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Cutter, Neck-Labelier, Check Mender, Mender, Finishman, Chainman, Matchcutter, Overlock, Dyer, Pressman, Stitcher Mechanic, Carpenter, Body Machine, Tailors (Hosiery), Machine Bleacher, Machine Dier, Calender (Cold), Firemen, Checkingman	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Production Supervisor, Supervisor, Steam Calender, Boilerman. Clerk, Master	Rs.12360	Rs.475	Rs.11532	Rs. 444
13	Hotels and Restaurants including Boarding Houses and Eating Houses employing not more than 20 persons	107- MW/ 2W- 12/2010, dt.09.04.12	Unskilled: Table Boy, Kitchen Helper, Sweeper/Cleaner & House Keeping Boy, Laundry Boy, Waiter, Security Guard	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Tea-maker, Steward, Cook, Ice cream-maker	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer Operator	Rs.12360	Rs.475	Rs.11532	Rs. 444
			Highly Skilled: Kitchen Master, Head Cook, Cashier, Accountant, Senior Clerk	Rs.13596	Rs.523	Rs.12688	Rs. 488

14	Oil Mills	442- MW/ 2W- 20/2009, dt.21.09.11	Unskilled Worker	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled Worker	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled Worker / Clerk	Rs.12360	Rs.475	Rs.11532	Rs. 444
15	Paints and Chemicals Factories	443- MW/ 2W- 18/2009, dt.21.09.11	Unskilled Worker	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled Worker	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled Worker	Rs.12360	Rs.475	Rs.11532	Rs. 444
			Highly Skilled Worker	Rs.13596	Rs.523	Rs.12688	Rs. 488
16	Paper Board & Straw Board Manufacturing Industry	444- MW/ 2W- 05/2009, dt.21.09.11	Unskilled: Machine Boy, Beater Boy, Maintenance Cooly, Drying Cooly, Packing Man, Field Labour, Calender Boy, Scale Boy, Strainer, Jabra Helper, Finishing Helper, Puller Helper, Transport Cooly, Sweeper, Carrier, Digester Boy, Boiler Cooly, Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Machine Helper, Beater Helper, Calender Helper, Cutting Helper, Finishing Helper, Dryingman, Finisher, Digester Helper, Fitter Helper, Machineman Helper, Driver Helper, Boiler Helper, Jabra, Puller, Electrician, Durwan	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Machineman, Beaterman, Scaleman, Maintenance Mistry, Calenderman, Duttingman, Driver, Finishing Cutter, Mistry, Boilerman, Digester, Refiner, Fitter, Clerk, Typist	Rs.12360	Rs.475	Rs.11532	Rs. 444
17	Plastic Industry	445- MW/ 2W- 09/2009, dt.21.09.11	Unskilled: Cooly, Helper, Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Assistant Moulder, Assistant Fitter, Assistant Machineman, Assistant Punchingman, Assistant Cuttingman, Assistant Mistry, Durwan	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry, Clerk, Typist	Rs.12360	Rs.475	Rs.11532	Rs. 444
18	Plywood Industry	446-MW /2W- 07/2010, dt.21.09.11	Unskilled Worker / Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled Worker/ Durwan	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled Worker / Clerk/ Typist	Rs.12360	Rs.475	Rs.11532	Rs. 444
19	Power looms employing less than 10 persons	447- MW/ 2W- 06/2009, dt.21.09.11	Unskilled Worker	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled Worker	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled Worker	Rs.12360	Rs.475	Rs.11532	Rs. 444
20	Power looms employing ten or more persons	448-MW /2W-07- 2009, dt.21.09.11	Unskilled Worker	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled Worker	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled Worker	Rs.12360	Rs.475	Rs.11532	Rs. 444
21	Printing Press Industry	85- MW /2W- 01/2007, dt.15.02.12	Unskilled: Machineman Helper/ Washer, Peon, Durwan, Bearer, Cooly	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Junior Machineman, Compositor, Imposer, Bill Collector, Plate making boy	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Senior Machineman, DTP/ Computer Operator, Graphic Designer, Plate maker, Proof reader, Clerk / Accountant, Typist	Rs.12360	Rs.475	Rs.11532	Rs. 444
22	Rope Industry	465-MW/ 2W-24- 2006, dt.22.09.11	Unskilled: Mazdoor, Cooly, Packer, Durwan, Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Assistant Machineman, Assistant Mistry, Helper	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Clerk, Machineman, Mistry	Rs.12360	Rs.475	Rs.11532	Rs. 444

23	Shoe Making Industry	454- MW/ 2W- 06/2010, dt.22.09.11	Unskilled: Helper, General Workers, Boy, Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Shoe-maker, Heelman, Upperman, Stitcher, Durwan	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Fitter, Machineman, Clerks	Rs.12360	Rs.475	Rs.11532	Rs. 444
24	Saw Mill	449- MW/ 2W- 10/2009, dt.21.09.11	Unskilled: Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Trolleyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman	Rs.12360	Rs.475	Rs.11532	Rs. 444
25	Silk Mills	75- MW/ 2W- 39-2006, dt. 05.02.12	Unskilled workers	Rs. 10214	Rs. 393	Rs.9533	Rs.367
26	Silk Printing Industry	450- MW /2W- 16- 2009, dt.21.09.11	Unskilled: Steaming Coolies, General Coolies, Peons, Durwans	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Employees engaged in washers and steamers	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Clerks and employees engaged in printing, Block making, Dyeing and finishing	Rs.12360	Rs.475	Rs.11532	Rs. 444
27	Stone Breaking and Stone Crushing	451- MW/ 2W- 01- 2008, dt.22.09.11	Unskilled: Breaker, Loader, Earth-cutter, Mate, Crusher-Mazdoor, Trolleyman and others	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Miner, Checker, Helper to Shet-firer, Crusher, Feeder and Engine Khalashi	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Blacksmith, Engine Driver, Shet-Firer, Mechanic, Fireman	Rs.12360	Rs.475	Rs.11532	Rs. 444
28	Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993.	460- MW/ 2W- 03/2005, dt.22.09.11	Unskilled: Sweeper, Sweeping Labour, Helper, Work Assistant, Door-to-door cleaner, Drain Mazdoor, Tractor Labour, Garbage Cleaner/ Mazdoor, Conservancy Labour, Scavengers, Latrine cleaner, Drain / Garbage Coolie, Safai Karmachari etc whose work involves Sweeping, Cleaning and carrying operation	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled: Auto Van Driver, Night Soil Cleaner-Mechanical, Cesspool Labour, Lorry Sardar, Conservancy Supervisor, Ward Sardar	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled: Garbage Tractor Driver, Conservancy-in-charge, Drainage / Sewerage / Engineering Mazdoor, etc. whose work involves skill or competence and who is capable of handling machines and/or chemicals in a modern cleaning process	Rs.12360	Rs.475	Rs.11532	Rs. 444
29	Tailoring Industry	452- MW/ 2W- 05- 2006, dt.22.09.11	Unskilled Worker / Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled Worker / Darwan	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled Worker / Clerk	Rs.12360	Rs.475	Rs.11532	Rs. 444
30	Tanneries and Leather Manufactories	453- MW/ 2W- 04/2006, dt.22.09.11	Unskilled Worker / Peon	Rs. 10214	Rs. 393	Rs.9533	Rs.367
			Semi-skilled Worker / Darwan	Rs.11236	Rs.432	Rs. 10484	Rs. 403
			Skilled Worker / Clerk	Rs.12360	Rs.475	Rs.11532	Rs. 444

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(2) Implementing zones:

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, Hooghly, Burdwan and 24- Parganas (North) [excluding Barasat and Basirhat], (ix) Alipore Sub-Division and Baruipur Sub-Division in the district of 24-Parganas (South), (x) Midnapore Sadar Sub-Division and Kharagpur Sub Division in the district of West Medinipur, (xi) Siliguri Sub- Division in the district of Darjeeling district, (xii) Bankura Sub-Division and Bishnupur Sub-Division in the district of Bankura and (xiii) Raghunathpur Sub-Division in the district of Purulia;

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 and half hours of work including interval for half-an-hour for rest;
- (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 and treated as minimum rates of wages applicable for the purpose of this notification to all such employees;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) Piece-rates of work, if there be any, shall in no case be less than the daily minimum time rates of wages;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (10) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (11) 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.


(Partha Pratim Chakraborty) 3.12.24

Additional Labour Commissioner,
West Bengal