



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

No: 06 /Stat/14/RW/24/2023/LCS/JLC

dated 09 /01/2026

CIRCULAR

1) The following are the minimum rates of wages for the employees employed in Scheduled Employments in the State of West Bengal effective for **1st January 2026 to 30th June 2026**. The minimum rates of wages have been updated vide Fixation / Revision notifications mentioned against each scheduled employment as well as Labour Department Notification No. I/723462/2025/LABR-25099/31/2025-LWMW dated 15/12/2025:

| 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. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| 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. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled: Assistant Mistry, Moulder Mistry, Durwan | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Clerk, Mistry | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| 3 | Bone Meal Industry | 103- MW/2W-08-2008, dt.04.04.12 | Unskilled: Mazdoor | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled: Hammerman, Oilman, Fireman | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Fitter, Boilerman or Tindal, Blacksmith, Truner, Carpenter, Machine-man, Welder, Electrician, Motor Mechanic & Grinder, Clerk, Typist, etc. | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| 4 | Ceramic Industry | 437- MW/2W-08-2009, dt.21.09.11 | Unskilled: Placer, Carrier, Cooly, Labour, Helper, Leader, Durwan, Peon | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled: Glacer, Jointer, Packer, Pressman (Hand Driver), Cup-cutter, Saucer-cutter, Assistant Mounder Painter, Sagger Maker, Sorter, AssiatantCaster | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Maker, Bender, Finisher, Moulder, Caster, Gas Plant Operator, Machine Operator, Pressing-man, Furnace-man, Turner, Fitter, Clerk | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| 5 | Chakki Mills | 438- MW/2W-11/2009, dt.21.09.11 | Unskilled Worker | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled Worker | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled Worker | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |

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|----|---|---|--|-----------|---------|-----------|---------|
| 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. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled: Male Nursing Attendant, Male Medical Assistant, Lab Attendant/ Blood Collector, Trained Ayah, Cook, Receptionist | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Nurse, OT Assistant, Technician X-Ray, C.T. Scan Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Clerk Supervisor, Cashier, Accountant, | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Highly-Skilled: Senior Nurse, Pathologist, Matron, Dietician | Rs.13825 | Rs. 532 | Rs.12990 | Rs. 500 |
| 7 | Dal Mills | 440- MW/ 2W- 08- 2010, dt.21.09.11 | Unskilled: Shop-cleaners, Lorry Attendants and Mazdoors | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled: Mistry No.2 (Helpers) | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Mistry No.1, Lorry Driver, Clerks and Munshis | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| 8 | Decoration | 458- MW/ 2W- 17- 2009, dt.22.09.11 | Unskilled: Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled: Mistry, Carpenter, Tailor, Supervisor | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Head Mistry | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| 9 | Flour Mills | 441- MW/ 2W- 55- 2006, dt.21.09.11 | Unskilled worker | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled worker | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled worker | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Highly-skilled worker , Clerk, Driver | Rs.13825 | Rs. 532 | Rs.12990 | Rs. 500 |
| 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. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled: Assembler, Polisher, Helper, Pressman, Operator | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Mistry, Truner, Moulder, Fittingman, Machineman, Clerk, Typist, Accountant | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| 11 | Godowns | 459-MW /2W-58- 2006, dt.22.09.11 | Unskilled Worker | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| 12 | Hosiery Industry | 152- MW /2W- 19/2009, dt.16.10.12 | Unskilled: Packer, Hand Bleacher, Helpers, Durwans | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | 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.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Production Supervisor, Supervisor, Steam Calender, Boilerman. Clerk, Master | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| 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. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled: Tea-maker, Steward, Cook, Ice cream-maker | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer Operator | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Highly Skilled: Kitchen Master, Head Cook, Cashier, Accountant, Senior Clerk | Rs.13825 | Rs. 532 | Rs.12990 | Rs. 500 |

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|----|--|--|---|-----------|---------|-----------|---------|
| 14 | Oil Mills | 442- MW/ 2W- 20/2009, dt.21.09.11 | Unskilled Worker | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled Worker | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled Worker / Clerk | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| 15 | Paints and Chemicals Factories | 443- MW/ 2W- 18/2009, dt.21.09.11 | Unskilled Worker | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | Semi-skilled Worker | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled Worker | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Highly Skilled Worker | Rs.13825 | Rs. 532 | Rs.12990 | Rs. 500 |
| 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, Finshing Helper, Puller Helper, Transport Cooly, Sweeper, Carrier, Digester Boy, Boiler Cooly, Peon | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| | | | 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.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Machineman, Beaterman, Scaleman, Maintenance Mistry, Calenderman, Duttingman, Driver, Finishing Cutter, Mistry, Boilerman, Digester, Refiner, Fitter, Clerk, Typist | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Unskilled: Cooly, Helper, Peon | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| 17 | Plastic Industry | 445- MW/ 2W- 09/2009, dt.21.09.11 | Semi-skilled: Assistant Moulder, Assistant Fitter, Assistant Machineman, Assistant Punchingman, Assistant Cuttingman, Assistant Mistry, Durwan | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry, Clerk, Typist | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Unskilled Worker / Peon | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| 18 | Plywood Industry | 446-MW /2W- 07/2010, dt.21.09.11 | Semi-skilled Worker/ Durwan | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled Worker / Clerk/ Typist | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Unskilled Worker | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| 19 | Power looms employing less than 10 persons | 447- MW/ 2W- 06/2009, dt.21.09.11 | Semi-skilled Worker | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled Worker | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Unskilled Worker | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| 20 | Power looms employing ten or more persons | 448-MW /2W-07- 2009, dt.21.09.11 | Semi-skilled Worker | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled Worker | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Unskilled Worker | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| 21 | Printing Press Industry | 85- MW /2W- 01/2007, dt.15.02.12 | Semi-skilled: Junior Machineman, Compositor, Imposeman, Bill Collector, Plate making boy | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Senior Machineman, DTP/ Computer Operator, Graphic Designer, Plate maker, Proof reader, Clerk / Accountant, Typist | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Unskilled: Machineman Helper/ Washer, Peon, Durwan, Bearer, Cooly | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| 22 | Rope Industry | 465-MW/ 2W-24- 2006, dt.22.09.11 | Semi-skilled: Assistant Machineman, Assistant Mistry, Helper | Rs.11425 | Rs.439 | Rs. 10733 | Rs. 413 |
| | | | Skilled: Clerk, Machineman, Mistry | Rs.12569 | Rs.483 | Rs.11807 | Rs. 454 |
| | | | Unskilled: Mazdoor, Cooly, Packer, Durwan, Peon | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |

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|----|---|------------------------------------|---|-----------------------------------|----------------------------|----------------------------------|-------------------------------|
| 23 | Shoe Making Industry | 454- MW/ 2W- 06/2010, dt.22.09.11 | Unskilled: Helper, General Workers, Boy, Peon Semi-skilled: Shoe-maker, Heelman, Upperman, Stitcher, Durwan Skilled: Fitter, Machineman, Clerks | Rs. 10386 Rs.11425 Rs.12569 | Rs.399 Rs.439 Rs.483 | Rs.9760 Rs. 10733 Rs.11807 | Rs. 375 Rs. 413 Rs. 454 |
| 24 | Saw Mill | 449- MW/ 2W- 10/2009, dt.21.09.11 | Unskilled: Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, Peon Semi-skilled: Trolleyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman | Rs. 10386 Rs.11425 Rs.12569 | Rs.399 Rs.439 Rs.483 | Rs.9760 Rs. 10733 Rs.11807 | Rs. 375 Rs. 413 Rs. 454 |
| 25 | Silk Mills | 75- MW/ 2W- 39-2006, dt. 05.02.12 | Unskilled workers | Rs. 10386 | Rs.399 | Rs.9760 | Rs. 375 |
| 26 | Silk Printing Industry | 450- MW /2W- 16- 2009, dt.21.09.11 | Unskilled: Steaming Coolies, General Coolies, Peons, Durwans Semi-skilled: Employees engaged in washers and steamers Skilled: Clerks and employees engaged in printing, Block making, Dyeing and finishing | Rs. 10386 Rs.11425 Rs.12569 | Rs.399 Rs.439 Rs.483 | Rs.9760 Rs. 10733 Rs.11807 | Rs. 375 Rs. 413 Rs. 454 |
| 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 Semi-skilled: Miner, Checker, Helper to Shet-firer, Crusher, Feeder and Engine Khalashi Skilled: Blacksmith, Engine Driver, Shet-Firer, Mechanic, Fireman | Rs. 10386 Rs.11425 Rs.12569 | Rs.399 Rs.439 Rs.483 | Rs.9760 Rs. 10733 Rs.11807 | Rs. 375 Rs. 413 Rs. 454 |
| 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, Tructor Labour, Garbage Cleaner/ Mazdoor, Conservancy Labour, Scavengers, Latrine cleaner, Drain / Garbage Coolie, Safai Karmachari etc whose work involves Sweeping, Cleaning and carrying operation Semi-skilled: Auto Van Driver, Night Soil Cleaner-Mechanical, Cesspool Labour, Lorry Sardar, Conservancy Supervisor, Ward Sardar 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. 10386 Rs.11425 Rs.12569 | Rs.399 Rs.439 Rs.483 | Rs.9760 Rs. 10733 Rs.11807 | Rs. 375 Rs. 413 Rs. 454 |
| 29 | Tailoring Industry | 452- MW/ 2W- 05- 2006, dt.22.09.11 | Unskilled Worker / Peon Semi-skilled Worker / Darwan Skilled Worker / Clerk | Rs. 10386 Rs.11425 Rs.12569 | Rs.399 Rs.439 Rs.483 | Rs.9760 Rs. 10733 Rs.11807 | Rs. 375 Rs. 413 Rs. 454 |
| 30 | Tanneries and Leather Manufactories | 453- MW/ 2W- 04/2006, dt.22.09.11 | Unskilled Worker / Peon Semi-skilled Worker / Darwan Skilled Worker / Clerk | Rs. 10386 Rs.11425 Rs.12569 | Rs.399 Rs.439 Rs.483 | Rs.9760 Rs. 10733 Rs.11807 | Rs. 375 Rs. 413 Rs. 454 |

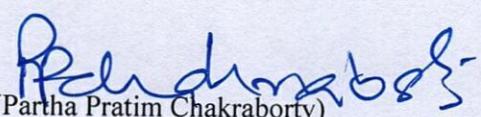
(2) Implementing zones:

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)

Additional Labour Commissioner

West Bengal