



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

No: 01 /Stat/14/RW/24/2023/LCS/JLC

dated 09 /01/2026

**CIRCULAR**

The minimum rates of wages payable to the employees employed in the employment of **Drugs and Pharmaceuticals Industry** was fixed vide Labour Department's Notification No. Labr-I/675474/2025(LC-LW/MW), dated 06.08.2025 and was published in The Kolkata Gazette, *Extraordinary* dated August 06, 2025.

Now, with reference to the said Notification and followed by Labour Department Notification No. I/723462/2025/LABR-25099/31/2025-LWMW dated 15/12/2025, the following shall be the minimum rates of wages in the said employment for the period from **1<sup>st</sup> January 2026 to 30<sup>th</sup> June 2026**:

| Categories of Employees | Minimum Rates of Wages (Rs) |       |         |       |
|-------------------------|-----------------------------|-------|---------|-------|
|                         | Zone A                      |       | Zone B  |       |
|                         | Monthly                     | Daily | Monthly | Daily |
| Unskilled               | 11366                       | 437   | 11352   | 437   |
| Semi Skilled            | 12503                       | 481   | 12488   | 480   |
| Skilled                 | 13753                       | 529   | 13738   | 528   |
| Highly Skilled          | 15129                       | 582   | 15112   | 581   |

(1) The classification of employees in the above employment is as follows:

- (1) **Unskilled Workers:** Helper, Porter, Cleaner, Packer, Laboratory / Office Boy, Bearer, Peons, Durwan, Sweeper, Goods Carrier, Labourer, Vial / Ampoule / Bottle Washer, Machine Attendant, Despatch Packer, Manufacturing Helper, Trolley man, Bottle Carrier.
- (2) **Semi-skilled workers:** Store Keeper, Distribution Staff, Staff Engaged in Bottling, Capping/Tablet Machine/Cap Sealing/Filling and Sealing/Labelling and Boxing etc., Checking (Ampoule/Bottle Vial, Tablets Strips etc.), Marking and Slip man, Boiler man, Carpenter, Distilled Water Plant Attendant, Junior Electrician.
- (3) **Skilled Workers:** Sales Promotion Employees / Medical Representatives, Machine Operator, Store Manager, Factory Assistant, Office Assistant, Clerk, Typist, Accountant, Billing Assistant, Cashier.
- (4) **Highly Skilled Workers:** Pharmacist, Chemist, Supervisory Staff, Administrative Staff, Auditing and Checking Personnel, Senior Machine Operator.

(2) Implementing Areas:

**Zone-A:** Areas under Kolkata Metropolitan Development Authority, Municipal Corporations, Municipalities, Notified Areas, various development Authorities, Thermal Power Plant Areas including Township areas.

**Zone-B:** Rest of West Bengal.



- (3) 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;
- (4) A normal working day shall consist of eight hours of actual work and not less than half an 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;
- (6) 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.
- (7) 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;
- (8) The minimum rates of wages are applicable to employees employed by contractors also.
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- (10) The male and female 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 constitute the minimum rates of wages and shall 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