



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

No: 23 /Stat/14/RW/24/2023/LCS/JLC

dated 17 / 06 /2025

**CIRCULAR**

The minimum rates of wages payable to the employees employed in the employment of '*Cinema Industry*' was **last revised** vide Labour Department's Notification No. 121-MW/2W-08/14, dated 10.11.2015 and was published in *The Kolkata Gazette, Extraordinary* dated November 20, 2015.

Now, with reference to the said notification, the following shall be the minimum rates of wages in the said employment for the period from **1<sup>st</sup> July 2025 to 31<sup>st</sup> December 2025**:

Categories of Employees	Minimum Rates of Wages (Rs)			
	Zone A		Zone B	
	Monthly	Daily	Monthly	Daily
Unskilled	10329	397	9760	375
Semi Skilled	11362	437	10733	413
Skilled	12499	481	11807	454
Highly Skilled	13748	529	12990	500

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

**CINEMA HOUSE EXHIBITION (FOR MULTIPLEX ONLY)**

**Unskilled:** Peon, Bearer, Maid Servants, Sweeper, Poster Boys, Durwan, Watchman, Shifter, Dispensers, Bar-attendants, Chocolate Boy, Soda Fountain Hamal, Mali, Traffic Linesman or any other employee engaged in a similar nature of unskilled work by whatever name called.

**Semi-skilled:** Usher, Doorman, Liftman, Gate-keeper, Fireman, Assistant Painter, Assistant Carpenter, Assistant Polishwala, MCDT (Member of Customer Dealing Team), Ticket Seller, Food/Snacks Seller or any other employee engaged in a similar nature of semi skilled work by whatever name called.

**Skilled:** Assistant Engine Driver, Electrician, Operator, Projectionist, Polishwala, Painter, Carpenter, Caretaker, Telephone Operator, Soda Fountain Manager, Bar Manager, Booking & other Clerks, Cashier, Publicity Officer, Engine Driver, 1<sup>st</sup> Assistant/A.C. Operator, 1<sup>st</sup> Assistant Operator or any other employee engaged in a similar nature of skilled work by whatever name called.

**Highly Skilled:** Head Operator, Head A.C. Operator, Head Electrician, Assistant Manager, Supervisor, Accountant or any other employee engaged in a similar nature of highly skilled work by whatever name called.

### **DISTRIBUTION UNITS**

**Unskilled:** Peon, Sweeper, Mali, Bearer, Durwan, Watchman or any other employee engaged in a similar nature of unskilled work by whatever name called.

**Skilled:** Clerks, Accessories Clerks, Shipping, Filing and Mailing Clerks, Representative/Field Inspector, Stenographer, Booker/Salesman, Accountant/Cashier or any other employee engaged in a similar nature of skilled work by whatever name called.

**Highly Skilled:** Manager or any other employee engaged in a similar nature of highly skilled work by whatever name called.

### **PRODUCTION UNITS**

**Unskilled:** Production Boy or any other employee engaged in a similar nature of unskilled work by whatever name called.

**Semi-skilled:** 2<sup>nd</sup> Assistant Director and/or Continuity man, 2<sup>nd</sup> Assistant Cameraman and/or Focus Puller, Assistant Production Manager, Junior Artist C-Grade or any other employee engaged in a similar nature of semi skilled work by whatever name called.

**Skilled:** Clerks, Driver, Junior Artist Special Grade Child/Old, Junior Artist A-Group with costume + dialogue, Junior Artist B-Group (with dialogue), Cat work or any other employee engaged in a similar nature of skilled work by whatever name called.

**Highly Skilled:** Assistant Cameraman (1<sup>st</sup> Asstt.), Assistant Art Director (1<sup>st</sup> Asstt.), Stunt Man/ Fighter, Duplicate/Dummy, Effect Man, Dancer A Grade, Dancer B Grade, Dancer C Grade, Asstt. Fight Master, Hair Styler, Costume man, Still Photographer, Make-up Artist or any other employee engaged in a similar nature of highly skilled work by whatever name called.

### **STUDIOS**

**Unskilled:** Office Boy, Durwan, Sweeper and Mali or any other employee engaged in a similar nature of unskilled work by whatever name called.

**Semi-skilled:** 3<sup>rd</sup> Assistant Cameraman, Camera Mazdoor, Junior Carpenter, Painter, Setting Mazdoor, Studio Lighting, Electrician, Assistant Make-up-Man, Dresser or any other employee engaged in a similar nature of semi skilled work by whatever name called.

**Skilled:** 2<sup>nd</sup> Assistant Cameraman and/or Focus Puller, Sound Boom Man, Senior Carpenter, Charge-hand setting Mazdoor, Setting Outdoor/Indoor, Setting Construction/Art Setting, Studio Maintenance and Shop, Electrician, Clerks, Accountant/Cashier or any other employee engaged in a similar nature of skilled work by whatever name called.

**Highly Skilled:** Assistant Cameraman (1<sup>st</sup> Assistant), Assistant Sound Recordist, Modeller/Designer, Title Card Writer, Setting Deptt.-in Charge, Charge-hand Carpenter, Floor Charge hand Lighting Electrician (Head Electrician), Back-ground Painter, Assistant Manager/Laboratory Officer-in-charge or any other employee engaged in a similar nature of highly skilled work by whatever name called.

### **LABORATORIES**

**Unskilled:** Sweeper, Durwan, Watchman, Office Boy or Laboratory Boy, Mali or any other employee engaged in a similar nature of unskilled work by whatever name called.

**Semi-skilled:** Dark Room Mazdoor, Sound Mazdoor or any other employee engaged in a similar nature of semi skilled work by whatever name called.

**Skilled:** Dark Room Assistant, Grading Assistant, Assistant Projectionist, Assistant Electrician, Film Checking and Clearing-in-charge, 2<sup>nd</sup> Assistant Sound Recordist, Chemical Bath-in-charge, Clerk or any other employee engaged in a similar nature of skilled work by whatever name called.

**Highly Skilled:** Chief Projectionist, Chief Electrician, Maintenance Mechanics, Assistant Sound Recordist, Accountant/Cashier, Assistant Manager/Laboratory Office-in-charge or any other employee engaged in a similar nature of highly skilled work by whatever name called.

(2) The state of West Bengal may be divided into two implementing areas of Zone-A and Zone-B as explained below:

**Zone-A:** Areas under 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;
- (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 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 constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948.

This is issued with due approval of the Labour Commissioner, West Bengal.

  
(Partha Pratim Chakraborty) 7.6.21

Additional Labour Commissioner,  
West Bengal