



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

No: 21 /Stat/14/RW/24/2023/LCS/JLC

dated 17 / 06 /2025

**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 **1<sup>st</sup> July 2025 to 31<sup>st</sup> December 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	Related 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	<b>Unskilled Worker</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
2	Bell Metal and Brass Industry	436- MW/2W-19-2006, dt.21.09.11	<b>Unskilled:</b> Patander, Dharandar, Garandar, Polisher, Ghosandar, Kundardar, Peon, Tanandar	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Assistant Mistry, Moulder Mistry, Durwan	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Clerk, Mistry	Rs.12499	Rs.481	Rs.11807	Rs. 454
3	Bone Meal Industry	103- MW/2W-08-2008, dt.04.04.12	<b>Unskilled:</b> Mazdoor	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Hammerman, Oilman, Fireman	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Fitter, Boilerman or Tindal, Blacksmith, Truner, Carpenter, Machine-man, Welder, Electrician, Motor Mechanic & Grinder, Clerk, Typist, etc.	Rs.12499	Rs.481	Rs.11807	Rs. 454
4	Ceramic Industry	437- MW/2W-08-2009, dt.21.09.11	<b>Unskilled:</b> Placer, Carrier, Cooly, Labour, Helper, Leader, Durwan, Peon	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Glacer, Jointer, Packer, Pressman (Hand Driver), Cup-cutter, Saucer-cutter, Assiastant Moulder Painter, Sagger Maker, Sorter, AssiatantCaster	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Maker, Bender, Finisher, Moulder, Caster, Gas Plant Operator, Machine Operator, Pressing-man, Furnace-man, Turner, Fitter, Clerk	Rs.12499	Rs.481	Rs.11807	Rs. 454
5	Chakki Mills	438- MW/2W-11/2009, dt.21.09.11	<b>Unskilled Worker</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled Worker</b>	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled Worker</b>	Rs.12499	Rs.481	Rs.11807	Rs. 454



6	Clinical Nursing Home	466- MW/ 2W- 10-2007, dt.22.09.11	<b>Unskilled:</b> Ayah, Ward Boy, Ward Assistant, Attendant, Durwan, Security Personnel, House Keeping Assistant, Sweeper, Cleaner, Office Bearer, Canteen Boy	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Male Nursing Attendant, Male Medical Assistant, Lab Attendant/ Blood Collector, Trained Ayah, Cook, Receptionist	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Nurse, OT Assistant, Technician X-Ray, C.T. Scan Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Clerk Supervisor, Cashier, Accountant,	Rs.12499	Rs.481	Rs.11807	Rs. 454
			<b>Highly-Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician	Rs.13748	Rs. 529	Rs.12990	Rs. 500
7	Dal Mills	440- MW/ 2W- 08-2010, dt.21.09.11	<b>Unskilled:</b> Shop-cleaners, Lorry Attendants and Mazdoors	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Mistry No.2 (Helpers)	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Mistry No.1, Lorry Driver, Clerks and Munshis	Rs.12499	Rs.481	Rs.11807	Rs. 454
8	Decoration	458- MW/ 2W- 17-2009, dt.22.09.11	<b>Unskilled:</b> Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Mistry, Carpenter, Tailor, Supervisor	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Head Mistry	Rs.12499	Rs.481	Rs.11807	Rs. 454
9	Flour Mills	441- MW/ 2W- 55-2006, dt.21.09.11	<b>Unskilled worker</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled worker</b>	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled worker</b>	Rs.12499	Rs.481	Rs.11807	Rs. 454
			<b>Highly-skilled worker,</b> Clerk, Driver	Rs.13748	Rs. 529	Rs.12990	Rs. 500
10	Fountain Pen and Ball-Point Pen Manufacturing Industry	111- MW/ 2W- 25/2010, dt.20.04.12	<b>Unskilled:</b> Refiller, Latheman, General Workers, Durwan, Peon	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Assembler, Polisher, Helper, Pressman, Operator	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Mistry, Truner, Moulder, Fittingman, Machineman, Clerk, Typist, Accountant	Rs.12499	Rs.481	Rs.11807	Rs. 454
11	Godowns	459-MW /2W-58-2006, dt.22.09.11	<b>Unskilled Worker</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
12	Hosiery Industry	152- MW /2W- 19/2009, dt.16.10.12	<b>Unskilled:</b> Packer, Hand Bleacher, Helpers, Durwans	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> 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.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Production Supervisor, Supervisor, Steam Calender, Boilerman. Clerk, Master	Rs.12499	Rs.481	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	<b>Unskilled:</b> Table Boy, Kitchen Helper, Sweeper/Cleaner & House Keeping Boy, Laundry Boy, Waiter, Security Guard	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Tea-maker, Steward, Cook, Ice cream-maker	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer Operator	Rs.12499	Rs.481	Rs.11807	Rs. 454
			<b>Highly Skilled:</b> Kitchen Master, Head Cook, Cashier, Accountant, Senior Clerk	Rs.13748	Rs. 529	Rs.12990	Rs. 500



14	Oil Mills	442- MW/ 2W- 20/2009, dt.21.09.11	<b>Unskilled Worker</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled Worker</b>	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled Worker / Clerk</b>	Rs.12499	Rs.481	Rs.11807	Rs. 454
15	Paints and Chemicals Factories	443- MW/ 2W- 18/2009, dt.21.09.11	<b>Unskilled Worker</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled Worker</b>	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled Worker</b>	Rs.12499	Rs.481	Rs.11807	Rs. 454
			<b>Highly Skilled Worker</b>	Rs.13748	Rs. 529	Rs.12990	Rs. 500
16	Paper Board & Straw Board Manufacturing Industry	444- MW/ 2W- 05/2009, dt.21.09.11	<b>Unskilled:</b> 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. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> 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.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Machineman, Beaterman, Scaleman, Maintenance Mistry, Calenderman, Duttingman, Driver, Finishing Cutter, Mistry, Boilerman, Digester, Refiner, Fitter, Clerk, Typist	Rs.12499	Rs.481	Rs.11807	Rs. 454
17	Plastic Industry	445- MW/ 2W- 09/2009, dt.21.09.11	<b>Unskilled:</b> Cooly, Helper, Peon	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Assistant Moulder, Assistant Fitter, Assistant Machineman, Assistant Punchingman, Assistant Cuttingman, Assistant Mistry, Durwan	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry, Clerk, Typist	Rs.12499	Rs.481	Rs.11807	Rs. 454
18	Plywood Industry	446-MW /2W- 07/2010, dt.21.09.11	<b>Unskilled Worker / Peon</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled Worker/ Durwan</b>	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled Worker / Clerk/ Typist</b>	Rs.12499	Rs.481	Rs.11807	Rs. 454
19	Power looms employing less than 10 persons	447- MW/ 2W- 06/2009, dt.21.09.11	<b>Unskilled Worker</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled Worker</b>	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled Worker</b>	Rs.12499	Rs.481	Rs.11807	Rs. 454
20	Power looms employing ten or more persons	448-MW /2W-07- 2009, dt.21.09.11	<b>Unskilled Worker</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled Worker</b>	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled Worker</b>	Rs.12499	Rs.481	Rs.11807	Rs. 454
21	Printing Press Industry	85- MW /2W- 01/2007, dt.15.02.12	<b>Unskilled:</b> Machineman Helper/ Washer, Peon, Durwan, Bearer, Cooly	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Junior Machineman, Compositor, Imposer, Bill Collector, Plate making boy	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Senior Machineman, DTP/ Computer Operator, Graphic Designer, Plate maker, Proof reader, Clerk / Accountant, Typist	Rs.12499	Rs.481	Rs.11807	Rs. 454
22	Rope Industry	465-MW/ 2W-24- 2006, dt.22.09.11	<b>Unskilled:</b> Mazdoor, Cooly, Packer, Durwan, Peon	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Assistant Machineman, Assistant Mistry, Helper	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Clerk, Machineman, Mistry	Rs.12499	Rs.481	Rs.11807	Rs. 454



23	Shoe Making Industry	454- MW/ 2W- 06/2010, dt.22.09.11	<b>Unskilled:</b> Helper, General Workers, Boy, Peon	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Shoe-maker, Heelman, Upperman, Stitcher, Durwan	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Fitter, Machineman, Clerks	Rs.12499	Rs.481	Rs.11807	Rs. 454
24	Saw Mill	449- MW/ 2W- 10/2009, dt.21.09.11	<b>Unskilled:</b> Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, Peon	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Trolleyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman	Rs.12499	Rs.481	Rs.11807	Rs. 454
25	Silk Mills	75- MW/ 2W- 39-2006, dt. 05.02.12	<b>Unskilled workers</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
26	Silk Printing Industry	450- MW /2W- 16- 2009, dt.21.09.11	<b>Unskilled:</b> Steaming Coolies, General Coolies, Peons, Durwans	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Employees engaged in washers and steamers	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Clerks and employees engaged in printing, Block making, Dyeing and finishing	Rs.12499	Rs.481	Rs.11807	Rs. 454
27	Stone Breaking and Stone Crushing	451- MW/ 2W- 01- 2008, dt.22.09.11	<b>Unskilled:</b> Breaker, Loader, Earth-cutter, Mate, Crusher-Mazdoor, Trolleyman and others	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Miner, Checker, Helper to Shet-firer, Crusher, Feeder and Engine Khalashi	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> Blacksmith, Engine Driver, Shet-Firer, Mechanic, Fireman	Rs.12499	Rs.481	Rs.11807	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	<b>Unskilled:</b> 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. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled:</b> Auto Van Driver, Night Soil Cleaner-Mechanical, Cesspool Labour, Lorry Sardar, Conservancy Supervisor, Ward Sardar	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled:</b> 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.12499	Rs.481	Rs.11807	Rs. 454
29	Tailoring Industry	452- MW/ 2W- 05- 2006, dt.22.09.11	<b>Unskilled Worker / Peon</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled Worker / Darwan</b>	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled Worker / Clerk</b>	Rs.12499	Rs.481	Rs.11807	Rs. 454
30	Tanneries and Leather Manufactories	453- MW/ 2W- 04/2006, dt.22.09.11	<b>Unskilled Worker / Peon</b>	Rs. 10329	Rs.397	Rs.9760	Rs.375
			<b>Semi-skilled Worker / Darwan</b>	Rs.11362	Rs.437	Rs. 10733	Rs. 413
			<b>Skilled Worker / Clerk</b>	Rs.12499	Rs.481	Rs.11807	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