



**GOVERNMENT OF WEST BENGAL OFFICE
OF THE LABOUR COMMISSIONER
STATISTICS SECTION: 6, CHURCH LANE, 3RD FLOOR, KOLKATA- 700001**

Memo No. 122 /Stat/5/RW/12/2022/LCS/JLC

Date: 27/12/2022

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 2023 to 30th June 2023**.

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. 9784	Rs.376	Rs.8694	Rs.334
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. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Assistant Mistry, Moulder Mistry, Durwan	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Clerk, Mistry	Rs.11840	Rs.455	Rs.10518	Rs. 405
3	Bone Meal Industry	103- MW/2W- 08-2008, dt.04.04.12	Unskilled: Mazdoor	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Hammerman, Oilman, Fireman	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Fitter, Boilerman or Tindal, Blacksmith, Truner, Carpenter, Machine-man, Welder, Electrician, Motor Mechanic & Grinder, Clerk, Typist, etc.	Rs.11840	Rs.455	Rs.10518	Rs. 405
4	Ceramic Industry	437- MW/2W- 08-2009, dt.21.09.11	Unskilled: Placer, Carrier, Cooly, Labour, Helper, Leader, Durwan, Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Glacier, Jointer, Packer, Pressman (Hand Driver), Cup-cutter, Saucer-cutter, Assiastant Moulder Painter, Sagger Maker, Sorter, AssiatantCaster	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Maker, Bender, Finisher, Moulder, Caster, Gas Plant Operator, Machine Operator, Pressing-man, Furnace-man, Turner, Fitter, Clerk	Rs.11840	Rs.455	Rs.10518	Rs. 405
5	Chakki Mills	438- MW/2W- 11/2009, dt.21.09.11	Unskilled Worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled Worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled Worker	Rs.11840	Rs.455	Rs.10518	Rs. 405

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. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Male Nursing Attendant, Male Medical Assistant, Lab Attendant/ Blood Collector, Trained Ayah, Cook, Receptionist	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Nurse, OT Assistant, Technician X-Ray, C.T. Scan Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Clerk Supervisor, Cashier, Accountant,	Rs.11840	Rs.455	Rs.10518	Rs. 405
			Highly-Skilled: Senior Nurse, Pathologist, Matron, Dietician	Rs.13023	Rs.501	Rs.11572	Rs. 445
7	Dal Mills	440-MW/2W-08-2010, dt.21.09.11	Unskilled: Shop-cleaners, Lorry Attendants and Mazdoors	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Mistry No.2 (Helpers)	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Mistry No.1, Lorry Driver, Clerks and Munshis	Rs.11840	Rs.455	Rs.10518	Rs. 405
8	Decoration	458-MW/2W-17-2009, dt.22.09.11	Unskilled: Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Mistry, Carpenter, Tailor, Supervisor	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Head Mistry	Rs.11840	Rs.455	Rs.10518	Rs. 405
9	Flour Mills	441-MW/2W-55-2006, dt.21.09.11	Unskilled worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled worker	Rs.11840	Rs.455	Rs.10518	Rs. 405
			Highly-skilled worker , Clerk, Driver	Rs.13023	Rs.501	Rs.11572	Rs. 445
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. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Assembler, Polisher, Helper, Pressman, Operator	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Mistry, Truner, Moulder, Fittingman, Machineman, Clerk, Typist, Accountant	Rs.11840	Rs.455	Rs.10518	Rs. 405
11	Godowns	459-MW/2W-58-2006, dt.22.09.11	Unskilled Worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
12	Hosiery Industry	152-MW/2W-19/2009, dt.16.10.12	Unskilled: Packer, Hand Bleacher, Helpers, Durwans	Rs. 9784	Rs.376	Rs.8694	Rs.334
			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.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Production Supervisor, Supervisor, Steam Calender, Boilerman. Clerk, Master	Rs.11840	Rs.455	Rs.10518	Rs. 405
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. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Tea-maker, Steward, Cook, Ice cream-maker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer Operator	Rs.11840	Rs.455	Rs.10518	Rs. 405
			Highly Skilled: Kitchen Master, Head Cook, Cashier, Accountant, Senior Clerk	Rs.13023	Rs.501	Rs.11572	Rs. 445

14	Oil Mills	442-MW/2W-20/2009, dt.21.09.11	Unskilled Worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled Worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled Worker / Clerk	Rs.11840	Rs.455	Rs.10518	Rs. 405
15	Paints and Chemicals Factories	443-MW/2W-18/2009, dt.21.09.11	Unskilled Worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled Worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled Worker	Rs.11840	Rs.455	Rs.10518	Rs. 405
			Highly Skilled Worker	Rs.13023	Rs.501	Rs.11572	Rs. 445
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. 9784	Rs.376	Rs.8694	Rs.334
			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.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Machineman, Beaterman, Scaleman, Maintenance Mistry, Calenderman, Duttingman, Driver, Finishing Cutter, Mistry, Boilerman, Digester, Refiner, Fitter, Clerk, Typist	Rs.11840	Rs.455	Rs.10518	Rs. 405
17	Plastic Industry	445-MW/2W-09/2009, dt.21.09.11	Unskilled: Cooly, Helper, Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Assistant Moulder, Assistant Fitter, Assistant Machineman, Assistant Punchingman, Assistant Cuttingman, Assistant Mistry, Durwan	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry, Clerk, Typist	Rs.11840	Rs.455	Rs.10518	Rs. 405
18	Plywood Industry	446-MW/2W-07/2010, dt.21.09.11	Unskilled Worker / Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled Worker/ Durwan	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled Worker / Clerk/ Typist	Rs.11840	Rs.455	Rs.10518	Rs. 405
19	Power looms employing less than 10 persons	447-MW/2W-06/2009, dt.21.09.11	Unskilled Worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled Worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled Worker	Rs.11840	Rs.455	Rs.10518	Rs. 405
20	Power looms employing ten or more persons	448-MW/2W-07-2009, dt.21.09.11	Unskilled Worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled Worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled Worker	Rs.11840	Rs.455	Rs.10518	Rs. 405
21	Printing Press Industry	85-MW/2W-01/2007, dt.15.02.12	Unskilled: Machineman Helper/ Washer, Peon, Durwan, Bearer, Cooly	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Junior Machineman, Compositor, Imposer, Bill Collector, Plate making boy	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Senior Machineman, DTP/ Computer Operator, Graphic Designer, Plate maker, Proof reader, Clerk / Accountant, Typist	Rs.11840	Rs.455	Rs.10518	Rs. 405
22	Rope Industry	465-MW/2W-24-2006, dt.22.09.11	Unskilled: Mazdoor, Cooly, Packer, Durwan, Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Assistant Machineman, Assistant Mistry, Helper	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Clerk, Machineman, Mistry	Rs.11840	Rs.455	Rs.10518	Rs. 405

23	Shoe Making Industry	454-MW/2W-06/2010, dt.22.09.11	Unskilled: Helper, General Workers, Boy, Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Shoe-maker, Heelman, Upperman, Stitcher, Durwan	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Fitter, Machineman, Clerks	Rs.11840	Rs.455	Rs.10518	Rs. 405
24	Saw Mill	449-MW/2W-10/2009, dt.21.09.11	Unskilled: Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Trollyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman	Rs.11840	Rs.455	Rs.10518	Rs. 405
25	Silk Mills	75- W/2W-39-2006, dt. 05.02.12	Unskilled workers	Rs. 9784	Rs.376	Rs.8694	Rs.334
26	Silk Printing Industry	450-MW/2W-16-2009, dt.21.09.11	Unskilled: Steaming Coolies, General Coolies, Peons, Durwans	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Employees engaged in washers and steamers	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Clerks and employees engaged in printing, Block making, Dyeing and finishing	Rs.11840	Rs.455	Rs.10518	Rs. 405
27	Stone Breaking and Stone Crushing	451-MW/2W-01-2008, dt.22.09.11	Unskilled: Breaker, Loader, Earth-cutter, Mate, Crusher-Mazdoor, Trollyman and others	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Miner, Checker, Helper to Shet-firer, Crusher, Feeder and Engine Khalashi	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled: Blacksmith, Engine Driver, Shet-Firer, Mechanic, Fireman	Rs.11840	Rs.455	Rs.10518	Rs. 405
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	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled: Auto Van Driver, Night Soil Cleaner-Mechanical, Cesspool Labour, Lorry Sardar, Conservancy Supervisor, Ward Sardar	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			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.11840	Rs.455	Rs.10518	Rs. 405
29	Tailoring Industry	452-MW/2W-05-2006, dt.22.09.11	Unskilled Worker / Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled Worker / Darwan	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled Worker / Clerk	Rs.11840	Rs.455	Rs.10518	Rs. 405
30	Tanneries and Leather Manufactories	453-MW/2W-04/2006, dt.22.09.11	Unskilled Worker / Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Semi-skilled Worker / Darwan	Rs.10763	Rs.414	Rs. 9562	Rs. 368
			Skilled Worker / Clerk	Rs.11840	Rs.455	Rs.10518	Rs. 405

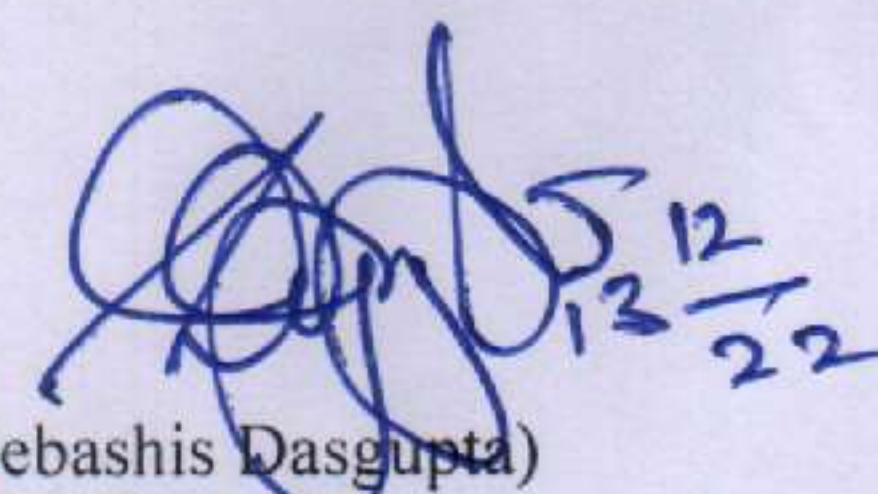
(2) Implementing zones:

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.


(Debashis Dasgupta)

Joint Labour Commissioner,
West Bengal



GOVERNMENT OF WEST BENGAL
OFFICE OF THE LABOUR COMMISSIONER
STATISTICS SECTION, 6th CHURCH LANE, 3RD FLOOR, KOLKATA- 700 001

Memo No. 02/Stat/2RW/9/2022/LCS /JLC

Date: 16 /01/2023

CIRCULAR

- (1) The minimum rates of wages for the employees employed in the following 33 (thirty three) Scheduled Employments in the state of West Bengal shall be effective in the period from **1st January 2023 to 30th June 2023**.

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 Nos.& date	Categories of Employees	Minimum Rates of Wages			
				Zone A		Zone B	
				Per Month	Per day	Per Month	Per day
1	AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES	Labr/640(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Administrator, Accountant and Customer Care Executive.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
2	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Light Inspector.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Operator.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
3	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant Mechanic, Market Seller	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Checker, Production Manager	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

4	BOTTLING AND PACKAGING INDUSTRY	Labr/643(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant operator.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Operator, Assistant Manager.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Chemist, Microbiologist and Production Manager.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
5	CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES	Labr/645(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
6	CONFECTIONERY AND SWEETS MANUFACTURING	Labr/646(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Manager.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

7	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Duftry.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Manager, Senior Accountant, Supervisor.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
8	COURIER SERVICE	Labr/648(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Senior Executive, Senior Supervisor.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
9	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	Unskilled	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
10	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Duftry, Assistant Accountant	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Head Assistant, Senior Accountant, Computer Operator, Research And Development Staff/Executive, Market Research Staff/Executive, Godown-in-Charge, Office Supervisor, Sales Representative/Sales Promotion Employees	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
11	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant of Tile Maker.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Tile Maker.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Chemist, Designer	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

12	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Machine Operator, Computer Operator.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Lock-Stitch Operator.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Checker, Supervisor	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
13	GLASS INDUSTRY	Labr/627/LC-MW Dated. 20/12/2019	Unskilled: Annealing Chamber (Coolies), Furnace Coolies, Carrier (Jaliwala) Coolies, General Coolies, Packer, Mason Helper, Batch Coolies (Batch Room Workers), Sweeper, Canteen Boys, Sacha Mazdoor, Chimney Grinder, Lorry Mazdoor	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
			Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 10759	Rs. 414	Rs. 9561	Rs. 368
			Skilled: Lorry Driver, Fireman Flower (Ord), Helper to Blower, Machine man (Cutter), Machine man (Helper), Cutting off fine Polishing, Machine Operator, Fitter Mechanic, Electrician, Turner, Lather man, Welder	Rs. 11836	Rs. 455	Rs.10517	Rs. 405
			Highly Skilled: Blower, Foreman, Shift-In-Charge	Rs. 13019	Rs. 501	Rs.11570	Rs. 445
14	HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES	Labr/655(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Manager, Chief Executive	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
15	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
16	ICE FACTORY	Labr/657(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Security Guard	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Cup-filling Worker, Candy Pouching Worker	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Operator, Machine Operator	Rs. 11840	Rs.455	Rs.10519	Rs. 405
17	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334

18	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
19	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
20	LEATHER GOODS MANUFACTORY	Labr/661/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Helper of Karigar, Stitcher, Switcher, Laturer	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Karigar, Flooring Lineman, Store-in-Charge	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Designer, Lead Karigar	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
21	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
22	MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES	Labr/663/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
23	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	Unskilled	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
			Semi Skilled / Durwan	Rs. 10759	Rs. 414	Rs. 9561	Rs. 368
			Skilled / Clerk	Rs. 11836	Rs. 455	Rs.10517	Rs. 405
24	NON-BANKING PRIVATE FINANCIAL INSTITUTIONS	Labr/652/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Office Boy, Peon, Cleaner, Sweeper, Security Guard.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Duftry.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Manager, Senior Executive	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

25	PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES	Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant, Durwan, Peon, Security Guard, House Keeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook, Pharmacist	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
26	REFRACTORY INDUSTRY	Labr/629/LC-MW Dated. 20/12/2019	Unskilled: General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
			Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi	Rs. 10759	Rs. 414	Rs. 9561	Rs. 368
			Skilled: Turner, Fitter, Electrician, Moulder, Fireman, Lathe man, Pipe-plant Polisher, Kiln Setter, Tindal Press Operator, Mixing man-cum-Operator, Welder, Gas Cutter, Blacksmith, Pattern Maker, Mill Attendant, Poker man, Junior Clerk, Typist, Compounder, Nurse, Driver, Stock Keeper, Laboratory Assistant	Rs. 11836	Rs. 455	Rs.10517	Rs. 405
			Highly Skilled: Head Mason, Head Carpenter, Head Fitter, Tindal, Shift Moulder, Head Welder, Head Turner, Moulder Supervisor, Mechanical Fitter, Senior Clerk, Head Clerk, Accountant, Supervisor, Security Officer, Foreman, Chemist	Rs. 13019	Rs. 501	Rs.11570	Rs. 445

27	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / (Law)- MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
28	SALOONS AND BEAUTY PARLOUR	Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Front Office Employee.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Hair Dresser, Spa Specialist, Dietician	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
29	SECURITY SERVICES	Labr/630/LC- MW Dated 20/12/2019	Unskilled: Security Guard, Watchman, Durwan	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
			Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor	Rs. 10759	Rs. 414	Rs. 9561	Rs. 368
			Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 11836	Rs. 455	Rs.10517	Rs. 405
30	SPONGE IRON, FERRO ALLOYS & INDUCTION FURNACES	Labr/667/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
31	WOOD WORKS AND FURNITURE INDUSTRY	Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Bearer, Van Puller.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Designer	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

(2) Implementing Areas:

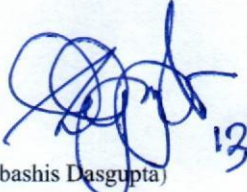
Zone A: Areas under Municipal Corporations, Municipalities, Notified Areas, Development Authorities, Thermal Power Plant areas including Township Areas.

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 hours of actual work and not less than half 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. 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;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (9) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (10) 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.


(Debashis Dasgupta) 13/23

Joint Labour Commissioner,
West Bengal



GOVERNMENT OF WEST BENGAL
OFFICE OF THE LABOUR COMMISSIONER
STATISTICS SECTION, 6th CHURCH LANE, 3RD FLOOR, KOLKATA- 700 001

Memo No. 02/Stat/2RW/9/2022/LCS /JLC

Date: 16 /01/2023

CIRCULAR

- (1) The minimum rates of wages for the employees employed in the following 33 (thirty three) Scheduled Employments in the state of West Bengal shall be effective in the period from **1st January 2023 to 30th June 2023**.

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 Nos.& date	Categories of Employees	Minimum Rates of Wages			
				Zone A		Zone B	
				Per Month	Per day	Per Month	Per day
1	AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES	Labr/640(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Administrator, Accountant and Customer Care Executive.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
2	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Light Inspector.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Operator.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
3	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant Mechanic, Market Seller	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Checker, Production Manager	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

4	BOTTLING AND PACKAGING INDUSTRY	Labr/643(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant operator.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Operator, Assistant Manager.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Chemist, Microbiologist and Production Manager.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
5	CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES	Labr/645(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
6	CONFECTIONERY AND SWEETS MANUFACTURING	Labr/646(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Manager.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

7	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Duftry.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Manager, Senior Accountant, Supervisor.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
8	COURIER SERVICE	Labr/648(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Senior Executive, Senior Supervisor.	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
9	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	Unskilled	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
10	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Duftry, Assistant Accountant	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Head Assistant, Senior Accountant, Computer Operator, Research And Development Staff/Executive, Market Research Staff/Executive, Godown-in-Charge, Office Supervisor, Sales Representative/Sales Promotion Employees	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
11	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant of Tile Maker.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Tile Maker.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Chemist, Designer	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

12	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Machine Operator, Computer Operator.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Lock-Stitch Operator.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Checker, Supervisor	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
13	GLASS INDUSTRY	Labr/627/LC-MW Dated. 20/12/2019	Unskilled: Annealing Chamber (Coolies), Furnace Coolies, Carrier (Jaliwala) Coolies, General Coolies, Packer, Mason Helper, Batch Coolies (Batch Room Workers), Sweeper, Canteen Boys, Sacha Mazdoor, Chimney Grinder, Lorry Mazdoor	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
			Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 10759	Rs. 414	Rs. 9561	Rs. 368
			Skilled: Lorry Driver, Fireman Flower (Ord), Helper to Blower, Machine man (Cutter), Machine man (Helper), Cutting off fine Polishing, Machine Operator, Fitter Mechanic, Electrician, Turner, Lather man, Welder	Rs. 11836	Rs. 455	Rs.10517	Rs. 405
			Highly Skilled: Blower, Foreman, Shift-In-Charge	Rs. 13019	Rs. 501	Rs.11570	Rs. 445
14	HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES	Labr/655(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Manager, Chief Executive	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
15	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
16	ICE FACTORY	Labr/657(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Security Guard	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Cup-filling Worker, Candy Pouching Worker	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Operator, Machine Operator	Rs. 11840	Rs.455	Rs.10519	Rs. 405
17	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334

18	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
19	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
20	LEATHER GOODS MANUFACTORY	Labr/661/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Helper of Karigar, Stitcher, Switcher, Laturer	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Karigar, Flooring Lineman, Store-in-Charge	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Designer, Lead Karigar	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
21	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
22	MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES	Labr/663/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
23	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	Unskilled	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
			Semi Skilled / Durwan	Rs. 10759	Rs. 414	Rs. 9561	Rs. 368
			Skilled / Clerk	Rs. 11836	Rs. 455	Rs.10517	Rs. 405
24	NON-BANKING PRIVATE FINANCIAL INSTITUTIONS	Labr/652/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Office Boy, Peon, Cleaner, Sweeper, Security Guard.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Duftry.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Manager, Senior Executive	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

25	PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES	Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant, Durwan, Peon, Security Guard, House Keeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook, Pharmacist	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
26	REFRACTORY INDUSTRY	Labr/629/LC-MW Dated. 20/12/2019	Unskilled: General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
			Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi	Rs. 10759	Rs. 414	Rs. 9561	Rs. 368
			Skilled: Turner, Fitter, Electrician, Moulder, Fireman, Lathe man, Pipe-plant Polisher, Kiln Setter, Tindal Press Operator, Mixing man-cum-Operator, Welder, Gas Cutter, Blacksmith, Pattern Maker, Mill Attendant, Poker man, Junior Clerk, Typist, Compounder, Nurse, Driver, Stock Keeper, Laboratory Assistant	Rs. 11836	Rs. 455	Rs.10517	Rs. 405
			Highly Skilled: Head Mason, Head Carpenter, Head Fitter, Tindal, Shift Moulder, Head Welder, Head Turner, Moulder Supervisor, Mechanical Fitter, Senior Clerk, Head Clerk, Accountant, Supervisor, Security Officer, Foreman, Chemist	Rs. 13019	Rs. 501	Rs.11570	Rs. 445

27	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / (Law)- MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
28	SALOONS AND BEAUTY PARLOUR	Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Front Office Employee.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Hair Dresser, Spa Specialist, Dietician	Rs. 13023	Rs. 501	Rs.11573	Rs. 445
29	SECURITY SERVICES	Labr/630/LC- MW Dated 20/12/2019	Unskilled: Security Guard, Watchman, Durwan	Rs. 9781	Rs.376	Rs. 8693	Rs. 334
			Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor	Rs. 10759	Rs. 414	Rs. 9561	Rs. 368
			Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 11836	Rs. 455	Rs.10517	Rs. 405
30	SPONGE IRON, FERRO ALLOYS & INDUCTION FURNACES	Labr/667/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
31	WOOD WORKS AND FURNITURE INDUSTRY	Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Bearer, Van Puller.	Rs. 9784	Rs. 376	Rs. 8695	Rs. 334
			Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 10763	Rs. 414	Rs. 9562	Rs. 368
			Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 11840	Rs.455	Rs.10519	Rs. 405
			Highly Skilled: Designer	Rs. 13023	Rs. 501	Rs.11573	Rs. 445

(2) Implementing Areas:

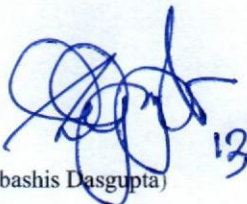
Zone A: Areas under Municipal Corporations, Municipalities, Notified Areas, Development Authorities, Thermal Power Plant areas including Township Areas.

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 hours of actual work and not less than half 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. 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;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (9) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (10) 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.



(Debashis Dasgupta) 13/23

Joint Labour Commissioner,
West Bengal