



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

Memo No. 28 /Stat/2RW/9/2022/LCS /JLC

Date: 28/07/2023

**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 2023 to 31<sup>st</sup> December 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	<b>Unskilled:</b> Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Administrator, Accountant and Customer Care Executive.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
2	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Light Inspector.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Operator.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
3	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Assistant Mechanic, Market Seller	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Checker, Production Manager	Rs. 13023	Rs. 501	Rs.11886	Rs. 457

4	BOTTLING AND PACKAGING INDUSTRY	Labr/643(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Assistant operator.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Operator, Assistant Manager.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Chemist, Microbiologist and Production Manager.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
5	CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES	Labr/645(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> 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.10804	Rs. 416
			<b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
6	CONFECTIONERY AND SWEETS MANUFACTURING	Labr/646(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Manager.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457

7	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Duftry.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Manager, Senior Accountant, Supervisor.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
8	COURIER SERVICE	Labr/648(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Senior Executive, Senior Supervisor.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
9	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	<b>Unskilled</b>	Rs. 9781	Rs.376	Rs. 8928	Rs. 343
10	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Duftry, Assistant Accountant	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> 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.11886	Rs. 457
11	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Assistant of Tile Maker.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Tile Maker.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Chemist, Designer	Rs. 13023	Rs. 501	Rs.11886	Rs. 457

12	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Machine Operator, Computer Operator.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Lock-Stitch Operator.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Checker, Supervisor	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
13	GLASS INDUSTRY	Labr/627/LC-MW Dated. 20/12/2019	<b>Unskilled:</b> 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. 8928	Rs. 343
			<b>Semi-skilled:</b> Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molders, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 10759	Rs. 414	Rs. 9820	Rs. 378
			<b>Skilled:</b> 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.10802	Rs. 415
			<b>Highly Skilled:</b> Blower, Foreman, Shift-In-Charge	Rs. 13019	Rs. 501	Rs.11884	Rs. 457
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	<b>Unskilled:</b> Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Manager, Chief Executive	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
15	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled</b>	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
16	ICE FACTORY	Labr/657(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Sweeper, Security Guard	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Cup-filling Worker, Candy Pouching Worker	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Operator, Machine Operator	Rs. 11840	Rs.455	Rs.10804	Rs. 416
17	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled</b>	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343

18	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
19	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ ( Law)MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
20	LEATHER GOODS MANUFACTORY	Labr/661/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Helper of Karigar, Stitcher, Switcher, Laturer	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Karigar, Flooring Lineman, Store-in-Charge	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Designer, Lead Karigar	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
21	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law )MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
22	MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES	Labr/663/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
23	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	<b>Unskilled</b>	Rs. 9781	Rs.376	Rs. 8928	Rs. 343
			<b>Semi Skilled /</b> Durwan	Rs. 10759	Rs. 414	Rs. 9820	Rs. 378
			<b>Skilled /</b> Clerk	Rs. 11836	Rs. 455	Rs.10802	Rs. 415
24	NON-BANKING PRIVATE FINANCIAL INSTITUTIONS	Labr/652/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Office Boy, Peon, Cleaner, Sweeper, Security Guard.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Duftry.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Manager, Senior Executive	Rs. 13023	Rs. 501	Rs.11886	Rs. 457

25	PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES	Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> 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. 8930	Rs. 343
			<b>Semi-skilled:</b> Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> 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.10804	Rs. 416
			<b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
26	REFRACTORY INDUSTRY	Labr/629/LC-MW Dated. 20/12/2019	<b>Unskilled:</b> General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard	Rs. 9781	Rs.376	Rs. 8928	Rs. 343
			<b>Semi-skilled:</b> 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. 9820	Rs. 378
			<b>Skilled:</b> 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.10802	Rs. 415
			<b>Highly Skilled:</b> 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.11884	Rs. 457

27	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
28	SALOONS AND BEAUTY PARLOUR	Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Front Office Employee.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Hair Dresser, Spa Specialist, Dietician	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
29	SECURITY SERVICES	Labr/630/LC-MW Dated 20/12/2019	<b>Unskilled:</b> Security Guard, Watchman, Durwan	Rs. 9781	Rs.376	Rs. 8928	Rs. 343
			<b>Semi-skilled:</b> Ex-Service man Security Guard, Unskilled Supervisor	Rs. 10759	Rs. 414	Rs. 9820	Rs. 378
			<b>Skilled:</b> Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 11836	Rs. 455	Rs.10802	Rs. 415
30	WOOD WORKS AND FURNITURE INDUSTRY	Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Bearer, Van Puller.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			<b>Semi-skilled:</b> Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			<b>Skilled:</b> Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			<b>Highly Skilled:</b> Designer	Rs. 13023	Rs. 501	Rs.11886	Rs. 457

**(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.

*P. Chakraborty*  
29/7/23

(P S Chakraborty)

Additional Labour Commissioner,  
West Bengal



