



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

No: 20 /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 **1st July 2025 to 31st 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 Nos.& date	Categories of Employees	Minimum Rates of Wages			
				Zone A		Zone B	
				Per Month	Per Day	Per Month	Per Day
1	ANY ESTABLISHMENT IN WHICH MANUFACTURING ACTIVITY AS DEFINED UNDER SECTION 2(K) OF THE FACTORIES ACT IS CARRIED OUT AND IS NOT COVERED UNDER ANY OF THE OTHER SCHEDULED EMPLOYMENTS	Labr/639/(LAW)-MW/2W- 32/13, dt. 29.12.2016	Unskilled	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
2	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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Administrator, Accountant and Customer Care Executive.	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
3	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Light Inspector.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Operator.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454

4	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Assistant Mechanic, Market Seller	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Checker, Production Manager	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
5	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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Assistant operator.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Operator, Assistant Manager.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Chemist, Microbiologist and Production Manager.	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
6	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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			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. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
7	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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Manager.	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500

8	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Duftry.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Manager, Senior Accountant, Supervisor.	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
9	COURIER SERVICE	Labr/648(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Senior Executive, Senior Supervisor.	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
10	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	Unskilled	Rs. 10326	Rs. 397	Rs. 9758	Rs. 375
11	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Duftry, Assistant Accountant	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			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. 13748	Rs. 529	Rs. 12990	Rs. 500
12	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Assistant of Tile Maker.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Tile Maker.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Chemist, Designer	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500

13	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Machine Operator, Computer Operator.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Lock-Stitch Operator.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Checker, Supervisor	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
14	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. 10326	Rs. 397	Rs. 9758	Rs. 375
			Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 11358	Rs. 437	Rs. 10732	Rs. 413
			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. 12495	Rs. 481	Rs. 11806	Rs. 454
			Highly Skilled: Blower, Foreman, Shift-In-Charge	Rs. 13745	Rs. 529	Rs. 12988	Rs. 500
15	HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES	Labr/655(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Manager, Chief Executive	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
16	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
17	ICE FACTORY	Labr/657(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Security Guard	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Cup-filling Worker, Candy Pouching Worker	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Operator, Machine Operator	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454

18	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
19	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
20	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
21	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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Helper of Karigar, Sticher, Switcher, Latuer	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Karigar, Flooring Lineman, Store-in-Charge	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Designer, Lead Karigar	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
22	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
23	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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
24	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	Unskilled	Rs. 10326	Rs. 397	Rs. 9758	Rs. 375
			Semi Skilled / Darwan	Rs. 11358	Rs. 437	Rs. 10732	Rs. 413
			Skilled / Clerk	Rs. 12495	Rs. 481	Rs. 11806	Rs. 454
25	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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Duftry.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Manager, Senior Executive	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500

26	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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			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. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
27	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. 10326	Rs. 397	Rs. 9758	Rs. 375
			Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi	Rs. 11358	Rs. 437	Rs. 10732	Rs. 413
			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. 12495	Rs. 481	Rs. 11806	Rs. 454
			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. 13745	Rs. 529	Rs. 12988	Rs. 500

28	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10329	Rs. 397	Rs. 9760	Rs. 375
29	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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Front Office Employee.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Hair Dresser, Spa Specialist, Dietician	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500
30	SECURITY SERVICES	Labr/630/LC-MW Dated 20/12/2019	Unskilled: Security Guard, Watchman, Durwan	Rs. 10326	Rs. 397	Rs. 9758	Rs. 375
			Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor	Rs. 11358	Rs. 437	Rs. 10732	Rs. 413
			Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 12495	Rs. 481	Rs. 11806	Rs. 454
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. 10329	Rs. 397	Rs. 9760	Rs. 375
			Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 11363	Rs. 437	Rs. 10733	Rs. 413
			Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 12499	Rs. 481	Rs. 11807	Rs. 454
			Highly Skilled: Designer	Rs. 13748	Rs. 529	Rs. 12990	Rs. 500

(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.


(Partha Pratim Chakraborty) 17.0.25

Additional Labour Commissioner,
West Bengal



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

No: 22/Stat/14/RW/24/2023/LCS/JLC

dated 16/07/2024

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 July 2024 to 31st December 2024**.

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	ANY ESTABLISHMENT IN WHICH MANUFACTURING ACTIVITY AS DEFINED UNDER SECTION 2(K) OF THE FACTORIES ACT IS CARRIED OUT AND IS NOT COVERED UNDER ANY OF THE OTHER SCHEDULED EMPLOYMENTS	Labr/639/(LAW)-MW/2W- 32/13, dt. 29.12.2016	Unskilled	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
2	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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Administrator, Accountant and Customer Care Executive.	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
3	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Light Inspector.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Operator.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440

4	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Assistant Mechanic, Market Seller	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Checker, Production Manager	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
5	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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Assistant operator.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Operator, Assistant Manager.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Chemist, Microbiologist and Production Manager.	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
6	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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			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. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
7	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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Manager.	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484

8	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Duftry.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Manager, Senior Accountant, Supervisor.	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
9	COURIER SERVICE	Labr/648(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Senior Executive, Senior Supervisor.	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
10	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	Unskilled	Rs. 9953	Rs.383	Rs. 9443	Rs. 363
11	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Duftry, Assistant Accountant	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			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. 13252	Rs. 510	Rs. 12572	Rs. 484
12	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Assistant of Tile Maker.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Tile Maker.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Chemist, Designer	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484

13	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Machine Operator, Computer Operator.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Lock-Stitch Operator.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Checker, Supervisor	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
14	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. 9953	Rs. 383	Rs. 9443	Rs. 363
			Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 10948	Rs. 421	Rs. 10387	Rs. 400
			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. 12044	Rs.463	Rs. 11425	Rs. 439
			Highly Skilled: Blower, Foreman, Shift-In-Charge	Rs. 13248	Rs. 510	Rs. 12570	Rs. 483
15	HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES	Labr/655(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Manager, Chief Executive	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
16	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
17	ICE FACTORY	Labr/657(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Security Guard	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Cup-filling Worker, Candy Pouching Worker	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Operator, Machine Operator	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
18	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363

19	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
20	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
21	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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Helper of Karigar, Stitcher, Switcher, Laturer	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Karigar, Flooring Lineman, Store-in-Charge	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Designer, Lead Karigar	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
22	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
23	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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
24	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	Unskilled	Rs. 9953	Rs. 383	Rs. 9443	Rs. 363
			Semi Skilled / Durwan	Rs. 10948	Rs. 421	Rs. 10387	Rs. 400
			Skilled / Clerk	Rs. 12044	Rs.463	Rs. 11425	Rs. 439
25	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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Duftry.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Manager, Senior Executive	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484

26	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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			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. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
27	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. 9953	Rs. 383	Rs. 9443	Rs. 363
			Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi	Rs. 10948	Rs. 421	Rs. 10387	Rs. 400
			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. 12044	Rs.463	Rs. 11425	Rs. 439
			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. 13248	Rs. 510	Rs. 12570	Rs. 483

28	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 9956	Rs. 383	Rs. 9445	Rs. 363
29	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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Front Office Employee.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Hair Dresser, Spa Specialist, Dietician	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484
30	SECURITY SERVICES	Labr/630/LC-MW Dated 20/12/2019	Unskilled: Security Guard, Watchman, Durwan	Rs. 9953	Rs. 383	Rs. 9443	Rs. 363
			Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor	Rs. 10948	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 12044	Rs.463	Rs. 11425	Rs. 439
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. 9956	Rs. 383	Rs. 9445	Rs. 363
			Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 10952	Rs. 421	Rs. 10387	Rs. 400
			Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 12048	Rs.463	Rs. 11427	Rs. 440
			Highly Skilled: Designer	Rs. 13252	Rs. 510	Rs. 12572	Rs. 484

(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 S Chakraborty)

Senior Additional Labour Commissioner,
West Bengal

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निकोबार राजपत्र
Nicobar Gazette

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Published by Authority

सं. 134 पोर्ट ब्लेयर, बुधवार, 27 दिसम्बर, 2023
No. 134, Port Blair, Wednesday, December 27, 2023

ANDAMAN AND NICOBAR ADMINISTRATION
OFFICE OF THE LABOUR COMMISSIONER
DIRECTORATE OF EMPLOYMENT & TRAINING

NOTIFICATION

Port Blair, dated the 27th December, 2023.

No.133/2023/F.No.16/1/MW/2019-20/LC&DET.— WHEREAS, the draft proposal to revise the minimum rates of Wages per day payable to the Schedule categories of employment was published in the Gazette No. 85/2023/F.No.16/1/MW/2019-20/LC&DET dated 25th August, 2023 as required under Section 3 of the Minimum Wages Act, 1948 for information and inviting objections and suggestions from all persons likely to be affected thereby, till the expiry of the period of two months from the above said date.

AND, WHEREAS, objections and suggestions received on the said proposal have been considered by the Lt. Governor (Administrator), Andaman and Nicobar Islands.

NOW, THEREFORE, in exercise of the powers conferred under Section 3 of Minimum Wages Act, 1948 read with Notification No. LP-24(1) dated 16th March, 1949 of the GoI, Ministry of Labour and Section 4 & Sub-Section (2) of Section 5 of the Minimum Wages Act, 1948 and in supersession of Notification No. 300/2017/F.No.16/1/MW/2013-14/LC&DET dated 11.12.2017 and subsequent modification therein, the Lt. Governor (Administrator), Andaman and Nicobar Islands hereby revises the Minimum Wages across six schedules of employments as well as DRM's engaged by A&N Administration in the Territory of Andaman & Nicobar Islands w.e.f. 1st January, 2024.

1. The Minimum Wages shall be uniform across all three Districts namely South Andaman, North & Middle Andaman and Nicobar District.
2. The rates of Minimum Wages shall be as under:

<u>Category of Employees</u>	<u>Minimum Wage Per Day</u>
Unskilled	628
Semi-Skilled / Un-skilled Supervisory	709
Skilled / Clerical	832
Highly Skilled	915

3. The Minimum Wages shall also be uniform across six schedules of employment namely :
- Shops, Commercial Establishments, Residential Hotels, Lodging Houses, Restaurants, Eating Houses, Theaters and places of Public Amusements or Entertainment.
 - Wood-based Industries.
 - Educational Institutes / Schools / Nurseries / Kinder Gartens / Tutorials / Coaching Institutes in the Private Sector other than the CBSE Affiliated Institutions.
 - Agriculture
 - Construction or maintenance of Roads or in the Building Operations or Stone Breaking or Stone Crushing
 - Loading and Unloading
 - And shall be applicable to DRMs engaged by various Govt. Departments under A & N Administration.
4. The Minimum Wages shall include the wages for a weekly day of rest, in order to arrive at the monthly wages, the daily wages shall be multiplied by 26 days.
5. Where work of a similar nature is performed by women, no distinction in the payment of wages shall be made between men & women workers.
6. Wherever the existing wages of an employee are higher than the minimum wages fixed therein, the same shall be continued to be paid.
7. The Minimum Wages shall be revised taking into account Variable Dearness Allowance twice in year in the months of January and July.
8. Variable Dearness Allowance will be payable or deductible @ Rs. 1.00 per point rise or fall in the Average All India Consumer Price Index for a period of six months i.e. October to March under Order to be issued in July every year and for the period April to September under Order to be issued in January.
9. The VDA shall be calculated as per the All India Consumer Price Index (Base Year 2016=100).

Admiral D. K. Joshi
PVSM, AVSM, YSM, NM, VSM (Retd.)
Lieutenant Governor,
Andaman and Nicobar Islands.

By Order and in the name of the Lieutenant Governor,

Sd/-
Additional Secretary (Labour)



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

No: 40 /Stat/14/RW/24/2023/LCS/JLC

dated 04 / 12 /2024

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 2025 to 30th June 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	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	ANY ESTABLISHMENT IN WHICH MANUFACTURING ACTIVITY AS DEFINED UNDER SECTION 2(K) OF THE FACTORIES ACT IS CARRIED OUT AND IS NOT COVERED UNDER ANY OF THE OTHER SCHEDULED EMPLOYMENTS	Labr/639/(LAW)-MW/2W-32/13, dt. 29.12.2016	Unskilled	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
2	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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Administrator, Accountant and Customer Care Executive.	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
3	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Light Inspector.	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Operator.	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444

4	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Assistant Mechanic, Market Seller	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Checker, Production Manager	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
5	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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Assistant operator.	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Operator, Assistant Manager.	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Chemist, Microbiologist and Production Manager.	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
6	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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			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. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
7	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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Manager.	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488

8	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Duffry.	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Manager, Senior Accountant, Supervisor.	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
9	COURIER SERVICE	Labr/648(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Senior Executive, Senior Supervisor.	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
10	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	Unskilled	Rs. 10212	Rs. 393	Rs. 9531	Rs. 367
11	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Duffry, Assistant Accountant	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			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. 13595	Rs. 523	Rs. 12688	Rs. 488
12	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Assistant of Tile Maker.	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Tile Maker.	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Chemist, Designer	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488

13	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Machine Operator, Computer Operator.	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Lock-Stitch Operator.	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Checker, Supervisor	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
14	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. 10212	Rs. 393	Rs. 9531	Rs. 367
			Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Melters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 11232	Rs. 432	Rs. 10483	Rs. 403
			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. 12356	Rs. 475	Rs. 11531	Rs. 444
			Highly Skilled: Blower, Foreman, Shift-In-Charge	Rs. 13592	Rs. 523	Rs. 12686	Rs. 488
15	HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES	Labr/655(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Manager, Chief Executive	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
16	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
17	ICE FACTORY	Labr/657(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Security Guard	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Cup-filling Worker, Candy Pouching Worker	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Operator, Machine Operator	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444

18	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
19	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
20	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
21	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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Helper of Karigar, Stitcher, Switcher, Laturer	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Karigar, Flooring Lineman, Store-in-Charge	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Designer, Lead Karigar	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
22	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
23	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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
24	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	Unskilled	Rs. 10212	Rs. 393	Rs. 9531	Rs. 367
			Semi Skilled / Durwan	Rs. 11232	Rs. 432	Rs. 10483	Rs. 403
			Skilled / Clerk	Rs. 12356	Rs. 475	Rs. 11531	Rs. 444
25	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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Duftry.	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Manager, Senior Executive	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488

26	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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			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. 12360	Rs. 475	Rs. 11533	Rs. 444
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
27	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. 10212	Rs. 393	Rs. 9531	Rs. 367
			Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi	Rs. 11232	Rs. 432	Rs. 10483	Rs. 403
			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. 12356	Rs. 475	Rs. 11531	Rs. 444
			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. 13592	Rs. 523	Rs. 12686	Rs. 488

28	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10214	Rs. 393	Rs. 9533	Rs. 367
29	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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Front Office Employee,	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician,	Rs. 12360	Rs.475	Rs. 11533	Rs. 444
			Highly Skilled: Hair Dresser, Spa Specialist, Dietician	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488
30	SECURITY SERVICES	Labr/630/LC-MW Dated 20/12/2019	Unskilled: Security Guard, Watchman, Durwan	Rs. 10212	Rs. 393	Rs. 9531	Rs. 367
			Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor	Rs. 11232	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 12356	Rs.475	Rs. 11531	Rs. 444
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. 10214	Rs. 393	Rs. 9533	Rs. 367
			Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 11236	Rs. 432	Rs. 10483	Rs. 403
			Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 12360	Rs.475	Rs. 11533	Rs. 444
			Highly Skilled: Designer	Rs. 13595	Rs. 523	Rs. 12688	Rs. 488

(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.


(Partha Pratim Chakraborty)
31.12.24
Additional Labour Commissioner,
West Bengal