

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

CIRCULAR

Date: 27/12/2022

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.	Scheduled Employments	Referral Fixation / Revision Notification No. & date	Categories of Employees	Minimum Rates of Wages				
No.				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	103- MW/2W-	Unskilled: Mazdoor	Rs. 9784	Rs.376	Rs.8694	Rs.334	
	Industry	08-2008, dt.04.04.12	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	
		d.21.07.11	Semi-skilled: Glacer, Jointer, Packer, Pressman (Hand Driver), Cup-cutter, Saucer-cutter, Assiastant Mounder 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-	Unskilled Worker	Rs. 9784	Rs.376	Rs.8694	Rs.334	
		11/2009,	Semi-skilled Worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368	
		dt.21.09.11	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,	Rs. 9784	Rs.376	Rs.8694	Rs.334
			Canteen Boy 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-	Unskilled: Shop-cleaners, Lorry Attendants and Mazdoors	Rs. 9784	Rs.376	Rs.8694	Rs.334
		08-2010,	Semi-skilled: Mistry No.2 (Helpers)	Rs.10763	Rs.414	Rs. 9562	Rs. 368
		dt.21.09.11	Skilled: Mistry No.1, Lorry Driver, Clerks and Munshis	Rs.11840	Rs.455	Rs.10518	Rs. 405
8	Decoration	458- MW/2W- 17-2009,	Unskilled: Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers	Rs. 9784	Rs.376	Rs.8694	Rs.334
		dt.22.09.11	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-	Unskilled worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
		MW/2W-	Semi-skilled worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
		55-2006,	Skilled worker	Rs.11840	Rs.455	Rs.10518	Rs. 405
		dt.21.09.11	Highly-skilled worker , Clerk, Driver	Rs.13023	Rs.501	Rs.11572	Rs. 445
10	Fountain Pen and Ball-Point Pen	111- MW/2W-	Unskilled: Refiller, Latheman, General Workers, Durwan, Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
	Manufacturing Industry	25/2010, dt.20.04.12	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-	Unskilled: Packer, Hand Bleacher, Helpers, Durwans	Rs. 9784	Rs.376	Rs.8694	Rs.334
		19/2009, dt.16.10.12	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 Skilled: Production Supervisor, Supervisor, Steam Calender, Boilerman. Clerk, Master	Rs.10763	Rs.414	Rs. 9562 Rs.10518	Rs. 368
13	Hotels and Restaurants including	107- MW/2W- 12/2010,	Unskilled: Table Boy, Kitchen Helper, Sweeper/Cleaner & House Keeping Boy, Laundry Boy, Waiter, Security Guard	Rs. 9784	Rs.376	Rs.8694	Rs.334
	Boarding Houses and Eating	dt.09.04.12	Semi-skilled: Tea-maker, Steward, Cook, Ice cream-maker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
	Houses employing not more than 20		Skilled: Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer Operator	Rs.11840	Rs.455	Rs.10518	Rs. 405
	persons		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	443-	Unskilled Worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
	Chemicals	MW/2W-	Semi-skilled Worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
	Factories	18/2009,	Skilled Worker	Rs.11840	Rs.455	Rs.10518	Rs. 405
		dt.21.09.11	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, Finshing 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 Helpler, 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 Skilled: Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry,	Rs.10763	Rs.414 Rs.455	Rs. 9562 Rs.10518	Rs. 368
			Clerk, Typist				
18	Plywood Industry	446-	Unskilled Worker / Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
		MW/2W-	Semi-skilled Worker/ Durwan	Rs.10763	Rs.414	Rs. 9562	Rs. 368
		07/2010, dt.21.09.11	Skilled Worker / Clerk/ Typist	Rs.11840	Rs.455	Rs.10518	Rs. 405
19	Power looms employing less than 10 persons	looms 447- ying less MW/2W-	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	448-	Unskilled Worker	Rs. 9784	Rs.376	Rs.8694	Rs.334
	employing ten or	MW/2W-	Semi-skilled Worker	Rs.10763	Rs.414	Rs. 9562	Rs. 368
	more persons	07-2009, dt.21.09.11	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, Imposeman, 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-	Unskilled: Mazdoor, Cooly, Packer, Durwan, Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
		2006, dt.22.09.11	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

Dipperman, Stitcher, Durwan Skilled: Fitter, Machimeman, Clerks Rs. 11840 Rs. 455 Rs. 10518	23	Shoe Making	454-	Unskilled: Helper, General Workers,	Rs. 9784	Rs.376	Rs.8694	Rs.334
d. 22.09.11 Upportrum, Shifther, Durwan Schilled: Fitter, Machineman, Clerks Rs. 11840 Rs. 455 Rs. 10518 Rs. 200.00 Rs.		_						
24 Saw Mill				Upperman, Stitcher, Durwan				Rs. 368
MW/ZW_ 102/09, 102/0				Skilled: Fitter, Machineman, Clerks	Rs.11840	Rs.455	Rs.10518	Rs. 405
Machineman, Assistant Mistry, Assistant Segmentary, Assistant Molor Driver, Carpenter, Durwain Skilled: Machineman, Mistry, Cutter, Engineman, Mistry, Cutter, Mistry	24	Saw Mill			Rs. 9784	Rs.376	Rs.8694	Rs.334
Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman			10/2009,	Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant	Rs.10763	Rs.414	Rs. 9562	Rs. 368
26				Engineman, Motor Driver, Carpenter,	Rs.11840	Rs.455	Rs.10518	Rs. 405
Industry	25	Silk Mills	39-2006,		Rs. 9784	Rs.376	Rs.8694	Rs.334
Mashers and steamers Skilled: Clerks and employees engaged in printing. Block making, Dyeing and finishing Unskilled: Breaker, Loader, Earthcutter, Mate, Crusher-Mazdoor, Trollyman and others Crushing May/2W-Crushing	26				Rs. 9784	Rs.376	Rs.8694	Rs.334
Stone Breaking and Stone Crushing 451-		-			Rs.10763	Rs.414	Rs. 9562	Rs. 368
And Stone Crushing				in printing, Block making, Dyeing and	Rs.11840	Rs.455	Rs.10518	Rs. 405
dt.22.09.11	27	and Stone	MW/2W-	cutter, Mate, Crusher-Mazdoor,	Rs. 9784	Rs.376	Rs.8694	Rs.334
Skilled: Blacksmith, Engine Driver, Shet-Firer, Mechanic, Fireman Rs. 11840 Rs. 455 Rs. 10518 Rs.		Crushing		Semi-skilled: Miner, Checker, Helper to Shet-firer, Crusher, Feeder and Engine	Rs.10763	Rs.414	Rs. 9562	Rs. 368
Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993. 29 Tailoring Industry T				Skilled: Blacksmith, Engine Driver,	Rs.11840	Rs.455	Rs.10518	Rs. 405
Dry Latrines (Prohibition) Act, 1993. Semi-skilled: Auto Van Driver, Night Soil Cleaner-Mechanical, Cesspool Labour, Lorry Sardar, Conservancy Supervisor, Ward Sardar 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 MW/2W-05-2006, dt.22.09.11 Skilled Worker / Peon Rs. 9784 Rs.376 Rs.8694 Rs.	28	Cleaning excluding activities prohibited under the Employment of Manual Scavengers and	MW/2W- 03/2005,	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	Rs. 9784	Rs.376	Rs.8694	Rs.334
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		Dry Latrines (Prohibition) Act,		Semi-skilled: Auto Van Driver, Night Soil Cleaner-Mechanical, Cesspool Labour, Lorry Sardar, Conservancy	Rs.10763	Rs.414	Rs. 9562	Rs. 368
Tailoring Holdistry				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	Rs.11840	Rs.455	Rs.10518	Rs. 405
05-2006, dt.22.09.11 Semi-skilled Worker / Darwan Rs.10763 Rs.414 Rs. 9562 Rs.	29		MW/2W- 05-2006,	1	Rs. 9784	Rs.376	Rs.8694	Rs.334
30 Tanneries and Leather MW/2W- Manufactories M2006, dt.22.09.11 MI MI MI MI MI MI MI				Semi-skilled Worker / Darwan	Rs.10763	Rs.414	Rs. 9562	Rs. 368
Leather MW/2W- Worker Darwan Rs.10763 Rs.414 Rs. 9562 Rs.				Skilled Worker / Clerk	Rs.11840	Rs.455	Rs.10518	Rs. 405
dt.22.09.11	30			Unskilled Worker / Peon	Rs. 9784	Rs.376	Rs.8694	Rs.334
Skilled Worker / Clerk Rs.11840 Rs.455 Rs.10518 Rs.		Manufactories	· ·	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 (11of 1948).

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

Joint Labour Commissioner,

(Debashis Dasgup

West Bengal