



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

No: 44/Stat/14/RW/24/2023/LCS/JLC

dated 12/12/2023

**CIRCULAR**

(1) The minimum rates of wages for the employees employed in the following 16 (sixteen) Scheduled Employments in the state of West Bengal shall be effective in the period from **1<sup>st</sup> January 2024 to 30<sup>th</sup> June 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 Wages Per Month	Minimum Wages Per day	Piece rates (if any)
1	Agriculture	461-MW/2W-02/2008, dt.22.09.2011	<b>Unskilled:</b> Workers involved in Sowing, Weeding, Harvesting, Winnowing, Threshing including Munish Mail & Helpers on agricultural field.	Rs.8104.00	Rs.312.00 without food Rs.290.00 with food	-
			<b>Semi-skilled:</b> Workers involved in Ploughing (Langla), Transplanting, Head Mali, Supervisor.	Rs.8916.00	Rs.343.00 without food Rs.321.00 with food	-
			<b>Skilled:</b> Workers involved in Power Tilting, Tractor Driver and persons handling machines relating to ploughing and other cultivation work.	Rs.9810.00	Rs.377.00 without food Rs 355.00 with food	-
2	Bidi Leaf Plucking	74-MW/2W-06/2008, dt.06.02.2012	<b>Unskilled</b> (Full-time worker)	Rs.8104.00	Rs.312.00	-
			<b>Semi-skilled</b> (Full-time worker)	Rs.8916.00	Rs.343.00	-
			<b>Skilled</b> (Full-time worker)	Rs.9810.00	Rs.377.00	-
			Munshi ( <b>Part-time</b> worker)	Rs.4052.00	Rs.156.00	-
			Moto/ Paltai Labour ( <b>Part-time</b> )	Rs.2701.00	Rs.104.00	-
			Other <b>Part-time</b> workers	Rs.4052.00	Rs.156.00	-
			Plucker	-	-	Rs.37.00 per 100 leaves
Processor	-	-	Rs.29.00 per 3 Kg. bundle			
Packer & Packing Coolie	-	-	Rs.15.00 per 50 Kg bag			
3	Cold Storage	Labr/625/LC-MW, dt.20.12.2019	<b>Unskilled</b>	Rs. 9208.00	Rs.354.00	-
4	Cinchona Plantation	462-MW/2W-15/2009, dt.22.09.2011	<b>Adult Worker</b>	Rs.8104.00	Rs.312.00	-

5	Chartered /Cost Accountants, Auditors Tax-Consultants and other firms / Companies engaged in the Consultancy /Advisory Services	104-MW/2W-24/2010,dt.04.04.2012	<b>Unskilled:</b> Pean, Bearer, Durwan, Khansama, Sweeper	Rs.9841.00	Rs.379.00	-
			<b>Semi-skilled:</b> Cook, Dufry, Duplicating / Xerox Machine Operator	Rs.10826.00	Rs.416.00	-
			<b>Skilled:</b> Clerk, Office Assistant, Typist, Driver, Telephone Operator, Computer Operator	Rs.11909.00	Rs.458.00	-
			<b>Highly-Skilled:</b> Senior Office Assistant, Accountant, Stenographer, Cashier, Audit Assistant, Accountant Assistant	Rs.13099.00	Rs.504.00	-
6	Employment in Meat & Meat Products and Feed Plants.	Labr/158/Law, dt. 17.03.2022	<b><u>MEAT PRODUCT PLANT</u></b> <b>Unskilled:</b> Production Assistant, Sweeper, Cleaner <b><u>FEED PLANTS</u></b> <b>Unskilled:</b> Production Assistant, Sweeper, Cleaner	Rs. 9852.00	Rs.379.00	-
			<b><u>MEAT PRODUCT PLANT</u></b> <b>Semi-skilled:</b> Gardener, Lab Assistant, Operator, ETP Operator, Assistant Store Keeper, Halal Assistant, Cold Room Assistant <b><u>FEED PLANTS</u></b> <b>Semi-skilled:</b> Gardener, Lab Assistant, Operator, Stitching Operator, Assistant Store Keeper	Rs.10837.00	Rs.417.00	-
			<b><u>MEAT PRODUCT PLANT</u></b> <b>Skilled:</b> Refrigeration Mechanic, Electrician, Welder cum Fitter, Boiler Operator, Store Keeper, Driver, Butcher, Junior Production Supervisor, Lab Technician, Office Assistant, Marketing Assistant <b><u>FEED PLANTS</u></b> <b>Skilled:</b> Electrician, Welder cum Fitter, Boiler Operator, Pellet Mill Operator, Bagging Supervisor, Store Keeper, Driver, Junior Production Supervisor, Lab Technician, Office Assistant, Marketing Assistant	Rs.11920.00	Rs.458.00	-
			<b><u>MEAT PRODUCT PLANT</u></b> <b>Highly-Skilled:</b> Production Supervisor, Dispatch Supervisor, Accountant, <b><u>FEED PLANTS</u></b> <b>Highly-skilled:</b> Production Supervisor, Dispatch Supervisor, Accountant, PLC Operator, Extruder Operator	Rs.13112.00	Rs.504.00	-
7	Fishery	464-MW/ 2W -05/2008, dt.22.092011	<b>Adult Worker</b>	Rs.8104.00	Rs.312.00	-

8	Forestry or Timbering Operations excepting those industries in Part II of the Schedule	495-MW/2W-04/2008, dt.26.12.2011	<b>Adult Worker</b>	Rs.8104.00	Rs.312.00	-
9	Fishing Activities including River & Deep-Sea Fishing	Labr/651/(LAW)-MW/2W-32/13, dt.29.12.2016	<b>Unskilled</b>	Rs. 9210.00	Rs.354.00	-
10	Handlooms	76-MW/2W-01/2012, dt.06.02.2012	<b>Adult Worker</b>	Rs.8104.00	Rs.312.00	-
11	Lac Manufactories	138-MW/2W-03/2008, dt.03.09.2012	<b>Unskilled:</b> Workers for drying and Winnowing, Pherwaiya, Durwan, Ghasandars, Mazandarrs, RongKariyas, Peon	Rs.8104.00	Rs.312.00	-
			<b>Semi-skilled:</b> Belwaiya, Darwan	Rs. 8916.00	Rs.343.00	-
			<b>Skilled:</b> Clerks, Karigar	Rs.9810.00	Rs.377.00	-
12	Medicinal Plants Plantations other than Cinchona Plantation	463-MW/2W-14/2009, dt.22.09.2011	<b>Adult Worker</b>	Rs.8104.00	Rs.312.00	-
13	Rice Mills	455-MW/2W-02/2007, dt.22.09.2011	<b>Unskilled:</b> Coolie of all types such as Coolie for loading, unloading, stacking, marking, boiling, bagging, unpacking, weighing, drying paddy, sewing, Haller-Coolie, Chatal Coolie, Peon, Bearer, Durwan and similar other workers	Rs.8104.00	Rs.312.00	-
			<b>Semi-skilled:</b> Hushman, Khalasi and similar other workers	Rs. 8916.00	Rs.343.00	-
			<b>Skilled:</b> Mistry, Mechanic, Fitter, Tindal or Engine Driver, Machineman or Hallerman, Fireman, Boiler Attendant and similar other workers	Rs.9810.00	Rs.377.00	-
			<b>Highly Skilled:</b> Sardars, Sardarnies, Supervisors, Accountant, Cashier and similar other workers	Rs.10792.00	Rs.415.00	-
14	(a) Sericulture Nursery and Cultivation, and (b) Silk Spinning and /or Weaving (Handloom)	105-MW/2W-02/2010, dt.04.04.2012	<b>Unskilled</b>	Rs.8104.00	Rs.312.00	-

15	Salt Manufacturing Industry	456/MW/2W/60/2006, dt.22.09.2011	<b>Unskilled:</b> Persons engaged in earth-cutting, bundh and boundary making, field preparation, bed preparation, earth drain making or repairing, salt lifting from the bed and stocking, filling in bags, loading and unloading including carrying, packing and weighing and office peons, general mazdoors, sweepers, tea boy	Rs.8104.00	Rs.312.00	-
			<b>Semi-skilled:</b> Machine-man helper, electrician helper, salt washing mazdoor, measurement-man for water evaporation, watchman, night guard, mason helper, carpenter helper, cook	Rs. 8916.00	Rs.343.00	-
			<b>Skilled:</b> Machine-man both water lifting and salt crushing, electrician, carpenter, mason, weigh-man (if not clerk), leader in field and water lifting, Time-office clerk, office clerk, tally clerk and Godown keeper / clerk	Rs.9810.00	Rs.377.00	-
			<b>Highly Skilled:</b> Field Supervisor, Factory Supervisor, (not the leader) and supervisor-cum-field Manger.	Rs.10792.00	Rs.415.00	-
16	Tobacco Godown	77-MW/2W-07/2008,dt.06.02.2012	<b>Unskilled</b>	Rs.8104.00	Rs.312.00	-

- (2) There will be one minimum rate of wage (for same category of employees) for the whole 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) 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)  
Additional Labour Commissioner,  
West Bengal