



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

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

Date: 27/12/2022

**CIRCULAR**

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

The minimum rates of wages have been updated with reference to the fixation / revision notifications as mentioned against each scheduled employment.

| Sl. No. | Scheduled Employments         | Referral Fixation / Revision Notification No. & date | Categories of Employees   | Minimum Rates of Wages |         |           |         |
|---------|-------------------------------|--|---|------------------------|---------|-----------|---------|
|         |                               |  |   | Zone-A                 |         | Zone-B    |         |
|         |                               |  |   | Per month              | Per day | Per month | Per day |
| 1       | Bakery                        | 129- MW/2W- 19/2010, dt.13.08.12                     | <b>Unskilled Worker</b>   | Rs. 9784               | Rs.376  | Rs.8694   | Rs.334  |
| 2       | Bell Metal and Brass Industry | 436- MW/2W- 19-2006, dt.21.09.11                     | <b>Unskilled:</b> Patander, Dharandar, Garandar, Polisher, Ghosandar, Kundardar, Peon, Tanandar   | Rs. 9784               | Rs.376  | Rs.8694   | Rs.334  |
|         |                               |  | <b>Semi-skilled:</b> Assistant Mistry, Moulder Mistry, Durwan   | Rs.10763               | Rs.414  | Rs. 9562  | Rs. 368 |
|         |                               |  | <b>Skilled:</b> Clerk, Mistry   | Rs.11840               | Rs.455  | Rs.10518  | Rs. 405 |
| 3       | Bone Meal Industry            | 103- MW/2W- 08-2008, dt.04.04.12                     | <b>Unskilled:</b> Mazdoor   | Rs. 9784               | Rs.376  | Rs.8694   | Rs.334  |
|         |                               |  | <b>Semi-skilled:</b> Hammerman, Oilman, Fireman   | Rs.10763               | Rs.414  | Rs. 9562  | Rs. 368 |
|         |                               |  | <b>Skilled:</b> 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                     | <b>Unskilled:</b> Placer, Carrier, Cooly, Labour, Helper, Leader, Durwan, Peon  | Rs. 9784               | Rs.376  | Rs.8694   | Rs.334  |
|         |                               |  | <b>Semi-skilled:</b> Glacier, Jointer, Packer, Pressman (Hand Driver), Cup-cutter, Saucer-cutter, Assiastant Moulder Painter, Sagger Maker, Sorter, AssiatantCaster | Rs.10763               | Rs.414  | Rs. 9562  | Rs. 368 |
|         |                               |  | <b>Skilled:</b> Maker, Bender, Finisher, Moulder, Caster, Gas Plant Operator, Machine Operator, Pressing-man, Furnace-man, Turner, Fitter, Clerk                    | Rs.11840               | Rs.455  | Rs.10518  | Rs. 405 |
| 5       | Chakki Mills                  | 438- MW/2W- 11/2009, dt.21.09.11                     | <b>Unskilled Worker</b>   | Rs. 9784               | Rs.376  | Rs.8694   | Rs.334  |
|         |                               |  | <b>Semi-skilled Worker</b>  | Rs.10763               | Rs.414  | Rs. 9562  | Rs. 368 |
|         |                               |  | <b>Skilled Worker</b>   | Rs.11840               | Rs.455  | Rs.10518  | Rs. 405 |

|    |   |                                |  |          |        |          |         |
|----|---|--------------------------------|--|----------|--------|----------|---------|
| 6  | Clinical Nursing Home   | 466-MW/2W-10-2007, dt.22.09.11 | <b>Unskilled:</b> Ayah, Ward Boy, Ward Assistant, Attendant, Durwan, Security Personnel, House Keeping Assistant, Sweeper, Cleaner, Office Bearer, Canteen Boy   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Male Nursing Attendant, Male Medical Assistant, Lab Attendant/ Blood Collector, Trained Ayah, Cook, Receptionist  | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> 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 |
|    |   |                                | <b>Highly-Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician  | Rs.13023 | Rs.501 | Rs.11572 | Rs. 445 |
| 7  | Dal Mills   | 440-MW/2W-08-2010, dt.21.09.11 | <b>Unskilled:</b> Shop-cleaners, Lorry Attendants and Mazdoors   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Mistry No.2 (Helpers)   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> Mistry No.1, Lorry Driver, Clerks and Munshis  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 8  | Decoration  | 458-MW/2W-17-2009, dt.22.09.11 | <b>Unskilled:</b> Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Mistry, Carpenter, Tailor, Supervisor   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> Head Mistry  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 9  | Flour Mills   | 441-MW/2W-55-2006, dt.21.09.11 | <b>Unskilled worker</b>  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled worker</b>   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled worker</b>  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
|    |   |                                | <b>Highly-skilled worker</b> , Clerk, Driver   | Rs.13023 | Rs.501 | Rs.11572 | Rs. 445 |
| 10 | Fountain Pen and Ball-Point Pen Manufacturing Industry  | 111-MW/2W-25/2010, dt.20.04.12 | <b>Unskilled:</b> Refiller, Latheman, General Workers, Durwan, Peon  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Assembler, Polisher, Helper, Pressman, Operator   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> 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 | <b>Unskilled Worker</b>  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
| 12 | Hosiery Industry  | 152-MW/2W-19/2009, dt.16.10.12 | <b>Unskilled:</b> Packer, Hand Bleacher, Helpers, Durwans  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Cutter, Neck-Labelier, Check Mender, Mender, Finishman, Chainman, Matchcutter, Overlock, Dyer, Pressman, Stitcher Mechanic, Carpenter, Body Machine, Tailors (Hosiery), Machine Bleacher, Machine Dier, Calender (Cold), Firemen, Checkingman | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> Production Supervisor, Supervisor, Steam Calender, Boilerman. Clerk, Master  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
|    |   |                                |  |          |        |          |         |
| 13 | Hotels and Restaurants including Boarding Houses and Eating Houses employing not more than 20 persons | 107-MW/2W-12/2010, dt.09.04.12 | <b>Unskilled:</b> Table Boy, Kitchen Helper, Sweeper/Cleaner & House Keeping Boy, Laundry Boy, Waiter, Security Guard  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Tea-maker, Steward, Cook, Ice cream-maker   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer Operator  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
|    |   |                                | <b>Highly Skilled:</b> 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 | <b>Unskilled Worker</b>  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |  |                                | <b>Semi-skilled Worker</b>   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |  |                                | <b>Skilled Worker / Clerk</b>  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 15 | Paints and Chemicals Factories                   | 443-MW/2W-18/2009, dt.21.09.11 | <b>Unskilled Worker</b>  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |  |                                | <b>Semi-skilled Worker</b>   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |  |                                | <b>Skilled Worker</b>  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
|    |  |                                | <b>Highly Skilled Worker</b>   | Rs.13023 | Rs.501 | Rs.11572 | Rs. 445 |
| 16 | Paper Board & Straw Board Manufacturing Industry | 444-MW/2W-05/2009, dt.21.09.11 | <b>Unskilled:</b> Machine Boy, Beater Boy, Maintenance Cooly, Drying Cooly, Packing Man, Field Labour, Calender Boy, Scale Boy, Strainer, Jabra Helper, Finishing Helper, Puller Helper, Transport Cooly, Sweeper, Carrier, Digester Boy, Boiler Cooly, Peon | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |  |                                | <b>Semi-skilled:</b> Machine Helper, Beater Helper, Calender Helper, Cutting Helper, Finishing Helper, Dryingman, Finisher, Digester Helper, Fitter Helper, Machineman Helper, Driver Helper, Boiler Helper, Jabra, Puller, Electrician, Durwan              | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |  |                                | <b>Skilled:</b> 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 | <b>Unskilled:</b> Cooly, Helper, Peon  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |  |                                | <b>Semi-skilled:</b> Assistant Moulder, Assistant Fitter, Assistant Machineman, Assistant Punchingman, Assistant Cuttingman, Assistant Mistry, Durwan  | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |  |                                | <b>Skilled:</b> Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry, Clerk, Typist  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 18 | Plywood Industry                                 | 446-MW/2W-07/2010, dt.21.09.11 | <b>Unskilled Worker / Peon</b>   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |  |                                | <b>Semi-skilled Worker/ Durwan</b>   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |  |                                | <b>Skilled Worker / Clerk/ Typist</b>  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 19 | Power looms employing less than 10 persons       | 447-MW/2W-06/2009, dt.21.09.11 | <b>Unskilled Worker</b>  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |  |                                | <b>Semi-skilled Worker</b>   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |  |                                | <b>Skilled Worker</b>  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 20 | Power looms employing ten or more persons        | 448-MW/2W-07-2009, dt.21.09.11 | <b>Unskilled Worker</b>  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |  |                                | <b>Semi-skilled Worker</b>   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |  |                                | <b>Skilled Worker</b>  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 21 | Printing Press Industry                          | 85-MW/2W-01/2007, dt.15.02.12  | <b>Unskilled:</b> Machineman Helper/ Washer, Peon, Durwan, Bearer, Cooly   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |  |                                | <b>Semi-skilled:</b> Junior Machineman, Compositor, Imposman, Bill Collector, Plate making boy   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |  |                                | <b>Skilled:</b> Senior Machineman, DTP/ Computer Operator, Graphic Designer, Plate maker, Proof reader, Clerk / Accountant, Typist   | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 22 | Rope Industry                                    | 465-MW/2W-24-2006, dt.22.09.11 | <b>Unskilled:</b> Mazdoor, Cooly, Packer, Durwan, Peon   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |  |                                | <b>Semi-skilled:</b> Assistant Machineman, Assistant Mistry, Helper  | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |  |                                | <b>Skilled:</b> Clerk, Machineman, Mistry  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |

|    |   |                                |  |          |        |          |         |
|----|---|--------------------------------|--|----------|--------|----------|---------|
| 23 | Shoe Making Industry  | 454-MW/2W-06/2010, dt.22.09.11 | <b>Unskilled:</b> Helper, General Workers, Boy, Peon   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Shoe-maker, Heelman, Upperman, Stitcher, Durwan   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> Fitter, Machineman, Clerks   | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 24 | Saw Mill  | 449-MW/2W-10/2009, dt.21.09.11 | <b>Unskilled:</b> Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, Peon   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Trollyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 25 | Silk Mills  | 75- W/2W-39-2006, dt. 05.02.12 | <b>Unskilled workers</b>   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
| 26 | Silk Printing Industry  | 450-MW/2W-16-2009, dt.21.09.11 | <b>Unskilled:</b> Steaming Coolies, General Coolies, Peons, Durwans  | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Employees engaged in washers and steamers   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> Clerks and employees engaged in printing, Block making, Dyeing and finishing   | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 27 | Stone Breaking and Stone Crushing   | 451-MW/2W-01-2008, dt.22.09.11 | <b>Unskilled:</b> Breaker, Loader, Earth-cutter, Mate, Crusher-Mazdoor, Trollyman and others   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Miner, Checker, Helper to Shet-firer, Crusher, Feeder and Engine Khalashi   | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> Blacksmith, Engine Driver, Shet-Firer, Mechanic, Fireman   | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 28 | Sweeping and Cleaning excluding activities prohibited under the Employment of Manual Scavengers and Construction of Dry Latrines (Prohibition) Act, 1993. | 460-MW/2W-03/2005, dt.22.09.11 | <b>Unskilled:</b> Sweeper, Sweeping Labour, Helper, Work Assistant, Door-to-door cleaner, Drain Mazdoor, Tructor Labour, Garbage Cleaner/ Mazdoor, Conservancy Labour, Scavengers, Latrine cleaner, Drain / Garbage Coolie, Safai Karmachari etc whose work involves Sweeping, Cleaning and carrying operation | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled:</b> Auto Van Driver, Night Soil Cleaner-Mechanical, Cesspool Labour, Lorry Sardar, Conservancy Supervisor, Ward Sardar  | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled:</b> Garbage Tractor Driver, Conservancy-in-charge, Drainage / Sewerage / Engineering Mazdoor, etc. whose work involves skill or competence and who is capable of handling machines and/or chemicals in a modern cleaning process   | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 29 | Tailoring Industry  | 452-MW/2W-05-2006, dt.22.09.11 | <b>Unskilled Worker / Peon</b>   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled Worker / Darwan</b>  | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled Worker / Clerk</b>  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |
| 30 | Tanneries and Leather Manufactories   | 453-MW/2W-04/2006, dt.22.09.11 | <b>Unskilled Worker / Peon</b>   | Rs. 9784 | Rs.376 | Rs.8694  | Rs.334  |
|    |   |                                | <b>Semi-skilled Worker / Darwan</b>  | Rs.10763 | Rs.414 | Rs. 9562 | Rs. 368 |
|    |   |                                | <b>Skilled Worker / Clerk</b>  | Rs.11840 | Rs.455 | Rs.10518 | Rs. 405 |



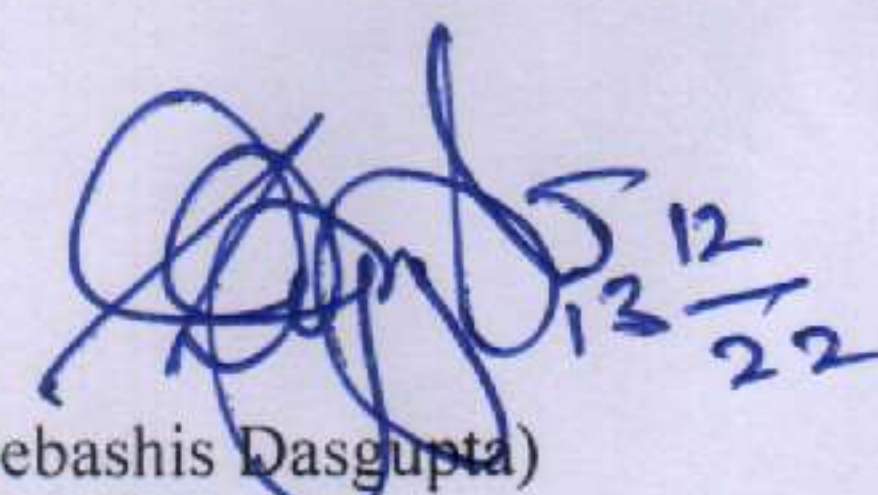
(2) Implementing zones:

**Zone A:** (i) Areas Notified under Kolkata Metropolitan Development Authority (KMDA). (ii) Asansol Municipal Corporation, (iii) Durgapur Municipal Corporation, (iv) Siliguri Municipal Corporation, (v) Digha-Shankarpur Development Authority, (vi) Thermal Power Plant areas including Township areas, (vii) All the Municipal areas in different districts (viii) All the Sub-Divisions in the districts of Howrah, Hooghly, Burdwan and 24- Parganas (North) [excluding Barasat and Basirhat], (ix) Alipore Sub-Division and Baruipur Sub-Division in the district of 24-Parganas (South), (x) Midnapore Sadar Sub-Division and Kharagpur Sub Division in the district of West Medinipur, (xi) Siliguri Sub- Division in the district of Darjeeling district, (xii) Bankura Sub-Division and Bishnupur Sub-Division in the district of Bankura and (xiii) Raghunathpur Sub-Division in the district of Purulia;

**Zone B:** Rest of West Bengal

- (3) To arrive at daily rate, monthly rate shall have to be divided by 26 (to be rounded off to the nearest rupee) and to arrive at weekly rate, daily rate shall have to be multiplied by 6;
- (4) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (5) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest. The minimum rates of wages include the wages for weekly day of rest. Payment for the work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rates of wages;
- (6) Where the existing rates of wages of any employee based on contractor or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to all such employees;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) Piece-rates of work, if there be any, shall in no case be less than the daily minimum time rates of wages;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (10) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (11) The minimum rates of wages and variable dearness allowance, if any, both together shall constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

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

  
(Debashis Dasgupta)

Joint Labour Commissioner,  
West Bengal





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

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

Date: 16 /01/2023

**CIRCULAR**

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

The minimum rates of wages have been updated with reference to the Fixation / Revision notifications as mentioned against each scheduled employment.

| Sl. No | Scheduled Employments                                | Referral Fixation / Revision Notification Nos.& date | Categories of Employees   | Minimum Rates of Wages |         |           |         |
|--------|--|--|---|------------------------|---------|-----------|---------|
|        |  |  |   | Zone A                 |         | Zone B    |         |
|        |  |  |   | Per Month              | Per day | Per Month | Per day |
| 1      | AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES | Labr/640(Law)/MW/2W/32/13 dated 29.12.2016           | <b>Unskilled:</b> Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man  | Rs. 9784               | Rs. 376 | Rs. 8695  | Rs. 334 |
|        |  |  | <b>Semi-skilled:</b> Electrical Semi-Technician, Tele-caller, Receptionist  | Rs. 10763              | Rs. 414 | Rs. 9562  | Rs. 368 |
|        |  |  | <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.10519  | Rs. 405 |
|        |  |  | <b>Highly Skilled:</b> Administrator, Accountant and Customer Care Executive.   | Rs. 13023              | Rs. 501 | Rs.11573  | Rs. 445 |
| 2      | BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS      | Labr/641(Law)/MW/2W/32/13 dated 29.12.2016           | <b>Unskilled:</b> Store Keeper, Peon, Cleaner, Security Guard, Sweeper  | Rs. 9784               | Rs. 376 | Rs. 8695  | Rs. 334 |
|        |  |  | <b>Semi-skilled:</b> Light Inspector.   | Rs. 10763              | Rs. 414 | Rs. 9562  | Rs. 368 |
|        |  |  | <b>Skilled:</b> Operator.   | Rs. 11840              | Rs.455  | Rs.10519  | Rs. 405 |
| 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. 8695  | Rs. 334 |
|        |  |  | <b>Semi-skilled:</b> Assistant Mechanic, Market Seller  | Rs. 10763              | Rs. 414 | Rs. 9562  | Rs. 368 |
|        |  |  | <b>Skilled:</b> Baker, Mechanic, Minder, Mixing Man, Electrician  | Rs. 11840              | Rs.455  | Rs.10519  | Rs. 405 |
|        |  |  | <b>Highly Skilled:</b> Checker, Production Manager  | Rs. 13023              | Rs. 501 | Rs.11573  | Rs. 445 |

|   |  |  |  |           |         |          |         |
|---|--|--|--|-----------|---------|----------|---------|
| 4 | BOTTLING AND PACKAGING INDUSTRY  | Labr/643(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|   |  |  | <b>Semi-skilled:</b> Assistant operator.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|   |  |  | <b>Skilled:</b> Operator, Assistant Manager.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|   |  |  | <b>Highly Skilled:</b> Chemist, Microbiologist and Production Manager.   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 5 | CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES | Labr/645(Law)/MW/2W/32/13 dated 29.12.2016 | <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. 8695 | Rs. 334 |
|   |  |  | <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. 9562 | Rs. 368 |
|   |  |  | <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.10519 | Rs. 405 |
|   |  |  | <b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 6 | CONFECTIONERY AND SWEETS MANUFACTURING   | Labr/646(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|   |  |  | <b>Semi-skilled:</b> Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|   |  |  | <b>Skilled:</b> Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|   |  |  | <b>Highly Skilled:</b> Manager.  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

|    |  |  |   |           |         |          |         |
|----|--|--|---|-----------|---------|----------|---------|
| 7  | CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES | Labr/647(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Duftry.  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <b>Skilled:</b> Clerk, Typist, Accountant, Computer Operator, Office Assistant.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |  |  | <b>Highly Skilled:</b> Manager, Senior Accountant, Supervisor.  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 8  | COURIER SERVICE  | Labr/648(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Man, Loader  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <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.10519 | Rs. 405 |
|    |  |  | <b>Highly Skilled:</b> Senior Executive, Senior Supervisor.   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 9  | EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS                                     | Labr/626/LC-MW Dated. 20.12.2019           | <b>Unskilled</b>  | Rs. 9781  | Rs.376  | Rs. 8693 | Rs. 334 |
| 10 | ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963                               | Labr/650(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Duftry, Assistant Accountant   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <b>Skilled:</b> Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |  |  | <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.11573 | Rs. 445 |
| 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. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Assistant of Tile Maker.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <b>Skilled:</b> Tile Maker.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |  |  | <b>Highly Skilled:</b> Chemist, Designer  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |



|    |   |  |   |           |         |          |         |
|----|---|--|---|-----------|---------|----------|---------|
| 12 | GARMENTS MANUFACTURING INDUSTRY   | Labr/654(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Machine Operator, Computer Operator.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |  | <b>Skilled:</b> Lock-Stitch Operator.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Checker, Supervisor  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 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. 8693 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)   | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
|    |   |  | <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.10517 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Blower, Foreman, Shift-In-Charge   | Rs. 13019 | Rs. 501 | Rs.11570 | Rs. 445 |
| 14 | HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES | Labr/655(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |  | <b>Skilled:</b> Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Manager, Chief Executive   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 15 | ICE CREAM AND CANDY MANUFACTURING   | Labr/656(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled</b>  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
| 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. 8695 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Cup-filling Worker, Candy Pouching Worker  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |  | <b>Skilled:</b> Operator, Machine Operator  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
| 17 | INFORMATION TECHNOLOGY INDUSTRY   | Labr/658(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled</b>  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |

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



|    |   |  |   |           |         |          |         |
|----|---|--|---|-----------|---------|----------|---------|
| 25 | PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES | Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016 | <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. 8695 | Rs. 334 |
|    |   |  | <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. 9562 | Rs. 368 |
|    |   |  | <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.10519 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 26 | REFRACTORY INDUSTRY   | Labr/629/LC-MW Dated. 20/12/2019             | <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. 8693 | Rs. 334 |
|    |   |  | <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. 9561 | Rs. 368 |
|    |   |  | <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.10517 | Rs. 405 |
|    |   |  | <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.11570 | Rs. 445 |

|    |   |   |   |           |         |          |         |
|----|---|---|---|-----------|---------|----------|---------|
| 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. 8695 | Rs. 334 |
| 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. 8695 | Rs. 334 |
|    |   |   | <b>Semi-skilled:</b> Front Office Employee.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |   | <b>Skilled:</b> Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |   | <b>Highly Skilled:</b> Hair Dresser, Spa Specialist, Dietician  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 29 | SECURITY SERVICES   | Labr/630/LC- MW Dated 20/12/2019                | <b>Unskilled:</b> Security Guard, Watchman, Durwan  | Rs. 9781  | Rs.376  | Rs. 8693 | Rs. 334 |
|    |   |   | <b>Semi-skilled:</b> Ex-Service man Security Guard, Unskilled Supervisor  | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
|    |   |   | <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.10517 | Rs. 405 |
| 30 | SPONGE IRON, FERRO ALLOYS & INDUCTION FURNACES            | Labr/667/ (Law)-MW/2W-32/13 Dated 29.12.2016    | <b>Unskilled</b>  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
| 31 | WOOD WORKS AND FURNITURE INDUSTRY                         | Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016    | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Bearer, Van Puller.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |   |   | <b>Semi-skilled:</b> Assistant Carpenter, Assistant Fitter, Assistant Mistry.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |   | <b>Skilled:</b> Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |   | <b>Highly Skilled:</b> Designer   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

**(2) Implementing Areas:**

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

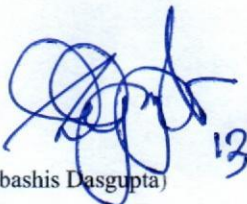
**Zone B:** Rest of West Bengal.

- (3) To arrive at daily rate, monthly rate shall have to be divided by 26 (to be rounded off to the nearest rupee) and to arrive at weekly rate, daily rate shall have to be multiplied by 6;
- (4) A normal working day shall consist of eight hours of actual work and not less than half hour of recess, subject to 48 hours of actual work in a week;



- (5) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest. The minimum rates of wages include the wages for weekly day of rest. Payment for the work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rates of wages;
- (6) Where the existing rates of wages of any employee based on contractor or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (9) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (10) The minimum rates of wages and variable dearness allowance, if any, both together shall constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

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



13/23

(Debashis Dasgupta)  
Joint Labour Commissioner,  
West Bengal



**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. 02/Stat/2RW/9/2022/LCS /JLC

Date: 16 /01/2023

**CIRCULAR**

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

The minimum rates of wages have been updated with reference to the Fixation / Revision notifications as mentioned against each scheduled employment.

| Sl. No | Scheduled Employments                                | Referral Fixation / Revision Notification Nos.& date | Categories of Employees   | Minimum Rates of Wages |         |           |         |
|--------|--|--|---|------------------------|---------|-----------|---------|
|        |  |  |   | Zone A                 |         | Zone B    |         |
|        |  |  |   | Per Month              | Per day | Per Month | Per day |
| 1      | AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES | Labr/640(Law)/MW/2W/32/13 dated 29.12.2016           | <b>Unskilled:</b> Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man  | Rs. 9784               | Rs. 376 | Rs. 8695  | Rs. 334 |
|        |  |  | <b>Semi-skilled:</b> Electrical Semi-Technician, Tele-caller, Receptionist  | Rs. 10763              | Rs. 414 | Rs. 9562  | Rs. 368 |
|        |  |  | <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.10519  | Rs. 405 |
|        |  |  | <b>Highly Skilled:</b> Administrator, Accountant and Customer Care Executive.   | Rs. 13023              | Rs. 501 | Rs.11573  | Rs. 445 |
| 2      | BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS      | Labr/641(Law)/MW/2W/32/13 dated 29.12.2016           | <b>Unskilled:</b> Store Keeper, Peon, Cleaner, Security Guard, Sweeper  | Rs. 9784               | Rs. 376 | Rs. 8695  | Rs. 334 |
|        |  |  | <b>Semi-skilled:</b> Light Inspector.   | Rs. 10763              | Rs. 414 | Rs. 9562  | Rs. 368 |
|        |  |  | <b>Skilled:</b> Operator.   | Rs. 11840              | Rs.455  | Rs.10519  | Rs. 405 |
| 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. 8695  | Rs. 334 |
|        |  |  | <b>Semi-skilled:</b> Assistant Mechanic, Market Seller  | Rs. 10763              | Rs. 414 | Rs. 9562  | Rs. 368 |
|        |  |  | <b>Skilled:</b> Baker, Mechanic, Minder, Mixing Man, Electrician  | Rs. 11840              | Rs.455  | Rs.10519  | Rs. 405 |
|        |  |  | <b>Highly Skilled:</b> Checker, Production Manager  | Rs. 13023              | Rs. 501 | Rs.11573  | Rs. 445 |



|   |  |  |  |           |         |          |         |
|---|--|--|--|-----------|---------|----------|---------|
| 4 | BOTTLING AND PACKAGING INDUSTRY  | Labr/643(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|   |  |  | <b>Semi-skilled:</b> Assistant operator.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|   |  |  | <b>Skilled:</b> Operator, Assistant Manager.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|   |  |  | <b>Highly Skilled:</b> Chemist, Microbiologist and Production Manager.   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 5 | CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES | Labr/645(Law)/MW/2W/32/13 dated 29.12.2016 | <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. 8695 | Rs. 334 |
|   |  |  | <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. 9562 | Rs. 368 |
|   |  |  | <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.10519 | Rs. 405 |
|   |  |  | <b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 6 | CONFECTIONERY AND SWEETS MANUFACTURING   | Labr/646(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|   |  |  | <b>Semi-skilled:</b> Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|   |  |  | <b>Skilled:</b> Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|   |  |  | <b>Highly Skilled:</b> Manager.  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

|    |  |  |   |           |         |          |         |
|----|--|--|---|-----------|---------|----------|---------|
| 7  | CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES | Labr/647(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Duftry.  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <b>Skilled:</b> Clerk, Typist, Accountant, Computer Operator, Office Assistant.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |  |  | <b>Highly Skilled:</b> Manager, Senior Accountant, Supervisor.  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 8  | COURIER SERVICE  | Labr/648(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Man, Loader  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <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.10519 | Rs. 405 |
|    |  |  | <b>Highly Skilled:</b> Senior Executive, Senior Supervisor.   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 9  | EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS                                     | Labr/626/LC-MW Dated. 20.12.2019           | <b>Unskilled</b>  | Rs. 9781  | Rs.376  | Rs. 8693 | Rs. 334 |
| 10 | ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963                               | Labr/650(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Duftry, Assistant Accountant   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <b>Skilled:</b> Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |  |  | <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.11573 | Rs. 445 |
| 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. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Assistant of Tile Maker.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <b>Skilled:</b> Tile Maker.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |  |  | <b>Highly Skilled:</b> Chemist, Designer  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

|    |   |  |   |           |         |          |         |
|----|---|--|---|-----------|---------|----------|---------|
| 12 | GARMENTS MANUFACTURING INDUSTRY   | Labr/654(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Machine Operator, Computer Operator.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |  | <b>Skilled:</b> Lock-Stitch Operator.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Checker, Supervisor  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 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. 8693 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)   | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
|    |   |  | <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.10517 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Blower, Foreman, Shift-In-Charge   | Rs. 13019 | Rs. 501 | Rs.11570 | Rs. 445 |
| 14 | HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES | Labr/655(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |  | <b>Skilled:</b> Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Manager, Chief Executive   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 15 | ICE CREAM AND CANDY MANUFACTURING   | Labr/656(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled</b>  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
| 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. 8695 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Cup-filling Worker, Candy Pouching Worker  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |  | <b>Skilled:</b> Operator, Machine Operator  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
| 17 | INFORMATION TECHNOLOGY INDUSTRY   | Labr/658(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled</b>  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |



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

|    |   |  |   |           |         |          |         |
|----|---|--|---|-----------|---------|----------|---------|
| 25 | PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES | Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016 | <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. 8695 | Rs. 334 |
|    |   |  | <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. 9562 | Rs. 368 |
|    |   |  | <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.10519 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 26 | REFRACTORY INDUSTRY   | Labr/629/LC-MW Dated. 20/12/2019             | <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. 8693 | Rs. 334 |
|    |   |  | <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. 9561 | Rs. 368 |
|    |   |  | <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.10517 | Rs. 405 |
|    |   |  | <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.11570 | Rs. 445 |

|    |   |   |   |           |         |          |         |
|----|---|---|---|-----------|---------|----------|---------|
| 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. 8695 | Rs. 334 |
| 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. 8695 | Rs. 334 |
|    |   |   | <b>Semi-skilled:</b> Front Office Employee.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |   | <b>Skilled:</b> Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |   | <b>Highly Skilled:</b> Hair Dresser, Spa Specialist, Dietician  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 29 | SECURITY SERVICES   | Labr/630/LC- MW Dated 20/12/2019                | <b>Unskilled:</b> Security Guard, Watchman, Durwan  | Rs. 9781  | Rs.376  | Rs. 8693 | Rs. 334 |
|    |   |   | <b>Semi-skilled:</b> Ex-Service man Security Guard, Unskilled Supervisor  | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
|    |   |   | <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.10517 | Rs. 405 |
| 30 | SPONGE IRON, FERRO ALLOYS & INDUCTION FURNACES            | Labr/667/ (Law)-MW/2W-32/13 Dated 29.12.2016    | <b>Unskilled</b>  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
| 31 | WOOD WORKS AND FURNITURE INDUSTRY                         | Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016    | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Bearer, Van Puller.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |   |   | <b>Semi-skilled:</b> Assistant Carpenter, Assistant Fitter, Assistant Mistry.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |   | <b>Skilled:</b> Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |   | <b>Highly Skilled:</b> Designer   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

**(2) Implementing Areas:**

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

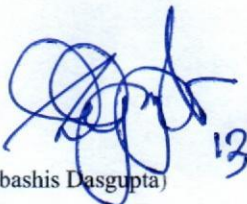
**Zone B:** Rest of West Bengal.

- (3) To arrive at daily rate, monthly rate shall have to be divided by 26 (to be rounded off to the nearest rupee) and to arrive at weekly rate, daily rate shall have to be multiplied by 6;
- (4) A normal working day shall consist of eight hours of actual work and not less than half hour of recess, subject to 48 hours of actual work in a week;



- (5) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest. The minimum rates of wages include the wages for weekly day of rest. Payment for the work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rates of wages;
- (6) Where the existing rates of wages of any employee based on contractor or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (9) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (10) The minimum rates of wages and variable dearness allowance, if any, both together shall constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

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



13/23

(Debashis Dasgupta)  
Joint Labour Commissioner,  
West Bengal



**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. 02/Stat/2RW/9/2022/LCS /JLC

Date: 16 /01/2023

**CIRCULAR**

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

The minimum rates of wages have been updated with reference to the Fixation / Revision notifications as mentioned against each scheduled employment.

| Sl. No | Scheduled Employments                                | Referral Fixation / Revision Notification Nos.& date | Categories of Employees   | Minimum Rates of Wages |         |           |         |
|--------|--|--|---|------------------------|---------|-----------|---------|
|        |  |  |   | Zone A                 |         | Zone B    |         |
|        |  |  |   | Per Month              | Per day | Per Month | Per day |
| 1      | AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES | Labr/640(Law)/MW/2W/32/13 dated 29.12.2016           | <b>Unskilled:</b> Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man  | Rs. 9784               | Rs. 376 | Rs. 8695  | Rs. 334 |
|        |  |  | <b>Semi-skilled:</b> Electrical Semi-Technician, Tele-caller, Receptionist  | Rs. 10763              | Rs. 414 | Rs. 9562  | Rs. 368 |
|        |  |  | <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.10519  | Rs. 405 |
|        |  |  | <b>Highly Skilled:</b> Administrator, Accountant and Customer Care Executive.   | Rs. 13023              | Rs. 501 | Rs.11573  | Rs. 445 |
| 2      | BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS      | Labr/641(Law)/MW/2W/32/13 dated 29.12.2016           | <b>Unskilled:</b> Store Keeper, Peon, Cleaner, Security Guard, Sweeper  | Rs. 9784               | Rs. 376 | Rs. 8695  | Rs. 334 |
|        |  |  | <b>Semi-skilled:</b> Light Inspector.   | Rs. 10763              | Rs. 414 | Rs. 9562  | Rs. 368 |
|        |  |  | <b>Skilled:</b> Operator.   | Rs. 11840              | Rs.455  | Rs.10519  | Rs. 405 |
| 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. 8695  | Rs. 334 |
|        |  |  | <b>Semi-skilled:</b> Assistant Mechanic, Market Seller  | Rs. 10763              | Rs. 414 | Rs. 9562  | Rs. 368 |
|        |  |  | <b>Skilled:</b> Baker, Mechanic, Minder, Mixing Man, Electrician  | Rs. 11840              | Rs.455  | Rs.10519  | Rs. 405 |
|        |  |  | <b>Highly Skilled:</b> Checker, Production Manager  | Rs. 13023              | Rs. 501 | Rs.11573  | Rs. 445 |

|   |  |  |  |           |         |          |         |
|---|--|--|--|-----------|---------|----------|---------|
| 4 | BOTTLING AND PACKAGING INDUSTRY  | Labr/643(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|   |  |  | <b>Semi-skilled:</b> Assistant operator.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|   |  |  | <b>Skilled:</b> Operator, Assistant Manager.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|   |  |  | <b>Highly Skilled:</b> Chemist, Microbiologist and Production Manager.   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 5 | CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES | Labr/645(Law)/MW/2W/32/13 dated 29.12.2016 | <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. 8695 | Rs. 334 |
|   |  |  | <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. 9562 | Rs. 368 |
|   |  |  | <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.10519 | Rs. 405 |
|   |  |  | <b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 6 | CONFECTIONERY AND SWEETS MANUFACTURING   | Labr/646(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|   |  |  | <b>Semi-skilled:</b> Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|   |  |  | <b>Skilled:</b> Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|   |  |  | <b>Highly Skilled:</b> Manager.  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |



|    |  |  |   |           |         |          |         |
|----|--|--|---|-----------|---------|----------|---------|
| 7  | CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES | Labr/647(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Duftry.  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <b>Skilled:</b> Clerk, Typist, Accountant, Computer Operator, Office Assistant.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |  |  | <b>Highly Skilled:</b> Manager, Senior Accountant, Supervisor.  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 8  | COURIER SERVICE  | Labr/648(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Man, Loader  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <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.10519 | Rs. 405 |
|    |  |  | <b>Highly Skilled:</b> Senior Executive, Senior Supervisor.   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 9  | EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS                                     | Labr/626/LC-MW Dated. 20.12.2019           | <b>Unskilled</b>  | Rs. 9781  | Rs.376  | Rs. 8693 | Rs. 334 |
| 10 | ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963                               | Labr/650(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Duftry, Assistant Accountant   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <b>Skilled:</b> Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |  |  | <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.11573 | Rs. 445 |
| 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. 8695 | Rs. 334 |
|    |  |  | <b>Semi-skilled:</b> Assistant of Tile Maker.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |  |  | <b>Skilled:</b> Tile Maker.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |  |  | <b>Highly Skilled:</b> Chemist, Designer  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

|    |   |  |   |           |         |          |         |
|----|---|--|---|-----------|---------|----------|---------|
| 12 | GARMENTS MANUFACTURING INDUSTRY   | Labr/654(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Machine Operator, Computer Operator.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |  | <b>Skilled:</b> Lock-Stitch Operator.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Checker, Supervisor  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 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. 8693 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)   | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
|    |   |  | <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.10517 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Blower, Foreman, Shift-In-Charge   | Rs. 13019 | Rs. 501 | Rs.11570 | Rs. 445 |
| 14 | HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES | Labr/655(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled:</b> Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |  | <b>Skilled:</b> Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Manager, Chief Executive   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 15 | ICE CREAM AND CANDY MANUFACTURING   | Labr/656(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled</b>  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
| 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. 8695 | Rs. 334 |
|    |   |  | <b>Semi-skilled:</b> Cup-filling Worker, Candy Pouching Worker  | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |  | <b>Skilled:</b> Operator, Machine Operator  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
| 17 | INFORMATION TECHNOLOGY INDUSTRY   | Labr/658(Law)/MW/2W/32/13 dated 29.12.2016 | <b>Unskilled</b>  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |

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



|    |   |  |   |           |         |          |         |
|----|---|--|---|-----------|---------|----------|---------|
| 25 | PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES | Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016 | <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. 8695 | Rs. 334 |
|    |   |  | <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. 9562 | Rs. 368 |
|    |   |  | <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.10519 | Rs. 405 |
|    |   |  | <b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 26 | REFRACTORY INDUSTRY   | Labr/629/LC-MW Dated. 20/12/2019             | <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. 8693 | Rs. 334 |
|    |   |  | <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. 9561 | Rs. 368 |
|    |   |  | <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.10517 | Rs. 405 |
|    |   |  | <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.11570 | Rs. 445 |

|    |   |   |   |           |         |          |         |
|----|---|---|---|-----------|---------|----------|---------|
| 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. 8695 | Rs. 334 |
| 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. 8695 | Rs. 334 |
|    |   |   | <b>Semi-skilled:</b> Front Office Employee.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |   | <b>Skilled:</b> Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.  | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |   | <b>Highly Skilled:</b> Hair Dresser, Spa Specialist, Dietician  | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |
| 29 | SECURITY SERVICES   | Labr/630/LC- MW Dated 20/12/2019                | <b>Unskilled:</b> Security Guard, Watchman, Durwan  | Rs. 9781  | Rs.376  | Rs. 8693 | Rs. 334 |
|    |   |   | <b>Semi-skilled:</b> Ex-Service man Security Guard, Unskilled Supervisor  | Rs. 10759 | Rs. 414 | Rs. 9561 | Rs. 368 |
|    |   |   | <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.10517 | Rs. 405 |
| 30 | SPONGE IRON, FERRO ALLOYS & INDUCTION FURNACES            | Labr/667/ (Law)-MW/2W-32/13 Dated 29.12.2016    | <b>Unskilled</b>  | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
| 31 | WOOD WORKS AND FURNITURE INDUSTRY                         | Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016    | <b>Unskilled:</b> Peon, Cleaner, Sweeper, Bearer, Van Puller.   | Rs. 9784  | Rs. 376 | Rs. 8695 | Rs. 334 |
|    |   |   | <b>Semi-skilled:</b> Assistant Carpenter, Assistant Fitter, Assistant Mistry.   | Rs. 10763 | Rs. 414 | Rs. 9562 | Rs. 368 |
|    |   |   | <b>Skilled:</b> Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.   | Rs. 11840 | Rs.455  | Rs.10519 | Rs. 405 |
|    |   |   | <b>Highly Skilled:</b> Designer   | Rs. 13023 | Rs. 501 | Rs.11573 | Rs. 445 |

**(2) Implementing Areas:**

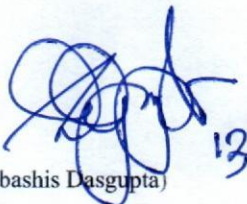
**Zone A:** Areas under Municipal Corporations, Municipalities, Notified Areas, Development Authorities, Thermal Power Plant areas including Township Areas.

**Zone B:** Rest of West Bengal.

- (3) To arrive at daily rate, monthly rate shall have to be divided by 26 (to be rounded off to the nearest rupee) and to arrive at weekly rate, daily rate shall have to be multiplied by 6;
- (4) A normal working day shall consist of eight hours of actual work and not less than half hour of recess, subject to 48 hours of actual work in a week;

- (5) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest. The minimum rates of wages include the wages for weekly day of rest. Payment for the work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rates of wages;
- (6) Where the existing rates of wages of any employee based on contractor or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (9) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (10) The minimum rates of wages and variable dearness allowance, if any, both together shall constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

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



13/23

(Debashis Dasgupta)  
Joint Labour Commissioner,  
West Bengal