



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

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

dated 04 / 12 /2024

CIRCULAR

- (1) The minimum rates of wages for the employees employed in the following 30 (thirty) Scheduled Employments in the state of West Bengal shall be effective in the period from **1st January 2025 to 30th June 2025**.

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

| Sl. No | Scheduled Employments | Referral Fixation / Revision Notification Nos.& date | Categories of Employees | Minimum Rates of Wages | | | |
|--------|---|--|--|------------------------|---------|-----------|---------|
| | | | | Zone A | | Zone B | |
| | | | | Per Month | Per Day | Per Month | Per Day |
| 1 | ANY ESTABLISHMENT IN WHICH MANUFACTURING ACTIVITY AS DEFINED UNDER SECTION 2(K) OF THE FACTORIES ACT IS CARRIED OUT AND IS NOT COVERED UNDER ANY OF THE OTHER SCHEDULED EMPLOYMENTS | Labr/639/(LAW)-MW/2W- 32/13, dt. 29.12.2016 | Unskilled | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| 2 | AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES | Labr/640(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Administrator, Accountant and Customer Care Executive. | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 3 | BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS | Labr/641(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Light Inspector. | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Operator. | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |

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|---|--|--|--|-----------|---------|-----------|---------|
| 4 | BISCUIT MANUFACTURING | Labr/642(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Assistant Mechanic, Market Seller | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Checker, Production Manager | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 5 | BOTTLING AND PACKAGING INDUSTRY | Labr/643(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper. | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Assistant operator. | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Operator, Assistant Manager. | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Chemist, Microbiologist and Production Manager. | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 6 | CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES | Labr/645(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 7 | CONFECTIONERY AND SWEETS MANUFACTURING | Labr/646(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper. | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar. | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier. | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Manager. | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |

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

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|----|---|---|---|-----------|---------|-----------|---------|
| 13 | GARMENTS MANUFACTURING INDUSTRY | Labr/654(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker. | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Machine Operator, Computer Operator. | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Lock-Stitch Operator. | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Checker, Supervisor | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 14 | GLASS INDUSTRY | Labr/627/LC-MW Dated. 20/12/2019 | Unskilled: Annealing Chamber (Coolies), Furnace Coolies, Carrier (Jaliwala) Coolies, General Coolies, Packer, Mason Helper, Batch Coolies (Batch Room Workers), Sweeper, Canteen Boys, Sacha Mazdoor, Chimney Grinder, Lorry Mazdoor | Rs. 10212 | Rs. 393 | Rs. 9531 | Rs. 367 |
| | | | Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molders, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker) | Rs. 11232 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Lorry Driver, Fireman Flower (Ord), Helper to Blower, Machine man (Cutter), Machine man (Helper), Cutting off fine Polishing, Machine Operator, Fitter Mechanic, Electrician, Turner, Lather man, Welder | Rs. 12356 | Rs.475 | Rs. 11531 | Rs. 444 |
| | | | Highly Skilled: Blower, Foreman, Shift-In-Charge | Rs. 13592 | Rs. 523 | Rs. 12686 | Rs. 488 |
| 15 | HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES | Labr/655(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy. | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Manager, Chief Executive | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 16 | ICE CREAM AND CANDY MANUFACTURING | Labr/656(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| 17 | ICE FACTORY | Labr/657(Law)/M W/2W/32/13 dated 29.12.2016 | Unskilled: Helper, Cleaner, Sweeper, Security Guard | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Cup-filling Worker, Candy Pouching Worker | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Operator, Machine Operator | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |

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|----|---|---|---|-----------|---------|-----------|---------|
| 18 | INFORMATION TECHNOLOGY INDUSTRY | Labr/658(Law)/MW/2W/32/13 dated 29.12.2016 | Unskilled | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| 19 | JEWELLERY MANUFACTURING INDUSTRY | Labr/659/(Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| 20 | LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS | Labr/660/(Law)MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| 21 | LEATHER GOODS MANUFACTORY | Labr/661/(Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Helper of Karigar, Stitcher, Switcher, Laturer | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Karigar, Flooring Lineman, Store-in-Charge | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Designer, Lead Karigar | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 22 | LOADING AND UNLOADING OPERATIONS | Labr/662/(Law)MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| 23 | MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES | Labr/663/(Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 24 | MANUFACTURE OF RUBBER PRODUCTS | Labr/628/LC-MW Dated. 20/12/2019 | Unskilled | Rs. 10212 | Rs. 393 | Rs. 9531 | Rs. 367 |
| | | | Semi Skilled / Durwan | Rs. 11232 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled / Clerk | Rs. 12356 | Rs.475 | Rs. 11531 | Rs. 444 |
| 25 | NON-BANKING PRIVATE FINANCIAL INSTITUTIONS | Labr/652/(Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Office Boy, Peon, Cleaner, Sweeper, Security Guard. | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Duftry. | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator. | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Manager, Senior Executive | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |

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| 26 | PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES | Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant, Durwan, Peon, Security Guard, House Keeping Assistant, Office Bearer, Canteen Boy, Sweeper | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook, Pharmacist | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 27 | REFRACTORY INDUSTRY | Labr/629/LC-MW Dated. 20/12/2019 | Unskilled: General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard | Rs. 10212 | Rs. 393 | Rs. 9531 | Rs. 367 |
| | | | Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi | Rs. 11232 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Turner, Fitter, Electrician, Moulder, Fireman, Lathe man, Pipe-plant Polisher, Kiln Setter, Tindal Press Operator, Mixing man-cum-Operator, Welder, Gas Cutter, Blacksmith, Pattern Maker, Mill Attendant, Poker man, Junior Clerk, Typist, Compounder, Nurse, Driver, Stock Keeper, Laboratory Assistant | Rs. 12356 | Rs.475 | Rs. 11531 | Rs. 444 |
| | | | Highly Skilled: Head Mason, Head Carpenter, Head Fitter, Tindal, Shift Moulder, Head Welder, Head Turner, Moulder Supervisor, Mechanical Fitter, Senior Clerk, Head Clerk, Accountant, Supervisor, Security Officer, Foreman, Chemist | Rs. 13592 | Rs. 523 | Rs. 12686 | Rs. 488 |

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|----|---|--|--|-----------|---------|-----------|---------|
| 28 | ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS | Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| 29 | SALOONS AND BEAUTY PARLOUR | Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Front Office Employee. | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician. | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Hair Dresser, Spa Specialist, Dietician | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |
| 30 | SECURITY SERVICES | Labr/630/LC-MW Dated 20/12/2019 | Unskilled: Security Guard, Watchman, Durwan | Rs. 10212 | Rs. 393 | Rs. 9531 | Rs. 367 |
| | | | Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor | Rs. 11232 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier | Rs. 12356 | Rs.475 | Rs. 11531 | Rs. 444 |
| 31 | WOOD WORKS AND FURNITURE INDUSTRY | Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016 | Unskilled: Peon, Cleaner, Sweeper, Bearer, Van Puller. | Rs. 10214 | Rs. 393 | Rs. 9533 | Rs. 367 |
| | | | Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry. | Rs. 11236 | Rs. 432 | Rs. 10483 | Rs. 403 |
| | | | Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry. | Rs. 12360 | Rs.475 | Rs. 11533 | Rs. 444 |
| | | | Highly Skilled: Designer | Rs. 13595 | Rs. 523 | Rs. 12688 | Rs. 488 |

(2) Implementing Areas:


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

Zone B: Rest of West Bengal.

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

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

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


(Partha Pratim Chakraborty)
3.12.24
Additional Labour Commissioner,
West Bengal



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

No: 38 /Stat/14/RW/24/2023/LCS/JLC

dated 04 / 12 /2024

CIRCULAR

The minimum rates of wages payable to the employees employed in the employment of '**CONSTRUCTION OR MAINTENANCE OF ROADS OR IN BUILDING OPERATIONS**' in West Bengal was last revised vide Labour Department's Notification No. Labr/631/LC-MW, dt 20.12.2019 and was published in *The Kolkata Gazette, Extraordinary* dated Thursday, December 24, 2019.

Now, with reference to the said notification, the following shall be the minimum rates of wages in the said employment for the period from **1st January 2025 to 30th June 2025**:

| Categories of Employees | Monthly Minimum Rates of Wages (Rs) | Daily Minimum Rates of Wages (Rs) |
|-------------------------|-------------------------------------|-----------------------------------|
| Unskilled | 10212 | 393 |
| Semi Skilled | 11232 | 432 |
| Skilled | 12356 | 475 |
| Highly Skilled | 13592 | 523 |

(1) The classification of employees in the above employment is as follows:

Unskilled Workers: Bajri Srarder, Beldar (Adult Male/Female), Beater Woman, Bellow man, Chain Man, Boat Man, Bucket Man, Carrier (Stone), Carrier (Water), Cart man, Caretaker (Bridge), Cleaner (Crane Track, Cinder for Ash Pit), Chowkidar, Hand Mixer (Concrete), Daffader, Driver (Bullock, Camel, Donkey, Mule), Flagman, Flagman (Blast Train), Gate Man, Gang man, Gating man (Permanent Way), Handle Man, Jumper Man, Kamin (Female Work), Khalasi, Khalasi (Male/Female, Bridge, Electrical, Marine, Moplah, Store, Steam Road, Shore, Roller, Survey), Labourer (Garden), Lamp man Mail, Mazdoor, Lorry Trainer, Patrol man, Peon, Searcher, Signal man, Strikers, Striker (Moplah Gang), Sweeper, Tile Turner, Trolley man, Valve Controller, Valve man, Wooder Woman, Borryman, Coalman, Condenser Attendant, Grass Cutter, Muchhers Jamadars, Shunters, Gharami (Helper) and any other categories by whatever name called, which are of an unskilled nature.

Semi-skilled Workers: Balchawala, Bhisti, Bhisti (with Mushk), Boatman (Head), Breaker (Rock, Rock-Stone, Stone Metal, Stone), Cane Weaver, Chairman (Head), Charpoy Stringer, Checker, Chowkidar (Head), Cracker, Dafftri, Dolly man, Driller, Drillers (Hole, Rock), Driver (Skin), Excavator, Foreman, Fireman, Fireman (Brick Kiln, Steam Road Roller), Gale Keeper, Gharami (Thatcher), Glassman, Greaser-cum-Fireman, Grinder, Hammer man, Helper (Artisan), Helper (Sawyer), Jamadar, Key man, Khalasi (Head

Survey, Riveters, Moplah Gang (Supervisory), Labourer (Rock cutting), Lascar, Mali (Head), Mate, Mate (Blacksmith, Road, Carpenter, Engine Driver and/or Feeder), Fitter, Gang, Khalasi, Mazdoor Mason, Lift Operator, Pump Operator, Pump Driver (Turner), Mazdoor (Heavy Weight), Charge-man Mistri (Head), Muccadam, Night Guard, Runner (Postdak), Oil man, Quarry man, Quarry Operator, Stone man, Stocker, Thatcher, Stockers and Boiler man, Thoomba man (Spade worker), Tindals, Trolley man (Head, Motor), Fitter (Assistant, Semi-skilled), Jamadar (semi-skilled), Mate (Store), Pump Attendant, Bearer, Breaks man, Crowder man, COOK, Dandee, Farash, Hacksaw man, Helper (Loco/Crane/Truck), Kasab, Khalasi (Structural), Laboratory Boy, Manjhee (Boatman), Masalchi, P.M. Mates, Points man, Sencummy, Topaz, Topkar (Big Stone breaker), Trolley Jamadar, Winch man, Assistant Wireman, Carpenter (Helper), Mason (Helper), Blacksmith (Helper), Fitter and machine (Helper), Tar man, Persons engaged in Fire fighting, any other categories, by whatever name called, which are of semi-skilled nature.

Skilled Workers: Assistant Mistry, Armature Winder Grade II and III, Bhandari, Blacksmith (Selection Grade II,III, Class II and III), Boiler man, Boiler man Grade II and III, Boiler Foreman Grade II, Work (Assistant), Brick-Layer, Brick-Layer (Selection Grade Class II), Blaster, Carpenter (Selection Grade, Grade II and III, Class II and III, Assistant B.I.M. Road), Cabinet Maker, Cane man, Celotax Cutter Maker, Charge man Class II and Class III, Carpenter (Ordinary), Checker (Junior), Chick maker, Chick man (Junior), Concrete Mixture Mixer, Concrete mixer operator, Cobbler, Core maker, Driver, Driver (Motor Vehicle, Motor Vehicle Selection Grade Motor Lorry, Motor Lorry Grade II, Diesel Engine, Diesel Engine Grade II, Mechanical, Road Roller I.C. and Cement Mixer etc. Road Roller, Road Roller Driver Grade II), Driver (Engine Static, Stone Crusher, Tractor/Bull Dozer, Steam Road Roller, Water Pump, Mechanical Assistant, Road Roller Mechanical, Stream Crane, Tractor with Bull Dozer Mechanical, Transport, Engine Static & Road Roller), Boiler Attendant Engine Operator (Stone Crusher Mechanical), Distemper, Electrician, Electrician (Grade II, Class II, Class III), Fitter, Fitter (Selection Grade, Grade II and III, Class II and III Assistant, Pipe Class II, Pipe Line, Bending Bars for reinforcement-cum-mechanic, Mechanic and Plumber), Gharami (Head), Glazier, Hole Driller for Blasting, Joiner, Joiner (Cable, Cable Grade II), Line Man (Grade I, III, HT/LT), Mason, Mason (Selection Grade, Grade II and III, Class II and III, Class B Mistry), Stone (Stone Class II, Brick Work, Stone Work), Brick-layer, Tile Flooring, B.I.M., Muccadam (Head), Stone Cutting Ordinary Mechanic, Mechanic, Mechanic (Class II, Air-conditioning Grade II, Diesel Grade II, Road Roller Grade II, Assistant Radio), Mason (Gharami), Mistry, Mistry (Survey, Santras Works), Mason Class A, Moulder, Moulder (Brick, Tile), Painter, Painter (Selection Grade, Grade II and III, Class II), Assistant Lotter and Polisher, Polisher(Rough), Plasterer, Plaster (Mason Grade II), Plumber, Plumber (Selection Grade, Class II, Assistant Senior, Junior Mistry Grade II), Plumbing Mistry, Plumber-cum-Fitter, Polisher, Polisher (Floor), Pump Driver, Pump Driver (Selection Grade, Grade II and III, Class II), Pump Driver (Selection Grade), P.E. Driver, Pump Man, Rivet Cutter (Assistant Riveter), Riveter (Cutter), Road Inspector Grade II, Railway Plate Layer, Bender, Sawyer, Sawyer (Selection Grade Class II). Serang, Serang pile Driving Pantoons with Boiler Shapes man, Shift-in-charges, Spray man, Spray man (Roads), Stone Cutter (Class II), Stone Blasterer, Sub-overseer (Unqualified), Surveyors, Surveyors (ASSISTANT), Tailor, Tailor (Upholstery), Tran sprayer, Tar Man, Line Man, Tiler Class II (Wall, Floor, Roof), Tiler (Selection Grade), Tin-Smith, Tin-Smith (Selection Grade, Grade II and III, Class II), Tinker, Trailors, Turner, Upholsterer,

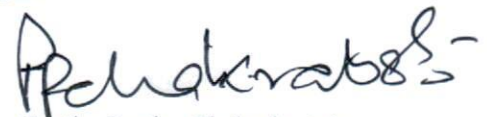
Upholsterer (Grade II and III), Painter spray (Class II), Wood Cutter, Wood Cutter Selection Grade, Wood Cutter Class II, Work Sircar, Welder, Welder Gas, Welder (Class II, Bridge Work), Well Sinker, White Washer, White Washer (Selection Grade, Class III), Wireman, Wireman (Grade II & III), Mechanic (Electrical), White washing & Colour-Washing Man, Operator Pneumatic Tools, Operator (Fitter), Bore man, Borer, Chipper, Chipper-cum-Grinder, Cook (Head), Driller (Well boring). Driver (Loco/Truck), Electrician (Asstt.), Mechanic (Tube-well), Mistry (Steel, Tube-well), Telephone (Meter Reader), Meteorological Observer, Navghani, Operator (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Crane, Derrick, Diesel Engine), Dozer, Dragline, Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Pavement Breaker Loader, Pump, Pile Driving, Scrapper, Screening Plant, Shoval, Tractor (Vibrator, Weight Batcher), Railway Guards, Repairer (Battery), Sharper/ Slotter, Sprayer (Asphalt), Station Master, Surveyor (Silt), Tradesman, Train Examiner, Turner/Miller, Tyre Vulcaniser, any other categories, by whatever name called, which are of skilled nature. M.C. Clerk / Munshi (Matriculate, Non-matriculate), Store Clerks (Matriculate, Non-matriculate), Store Issuer, Store Keeper, Store Keeper (Grade I, II) (Matriculate, Non-matriculate), Tool Keeper, Work Munshi, Work Munshi (Subordinate), Accounts Clerk, Clerks, Computer, Telephone Operator, Typist, any other categories, by whatever name called, which are of skilled nature.

Highly Skilled Workers: Armature Winder Grade I, Blacksmith Grade I and Class I, Boiler man Grade I, Boiler man Foreman Grade I, Brick Layer Class I, Cable Joiner Grade I, Carpenter Grade I and Class I, Celotes Cutter and Decorator, Charge man Class I, Checker (Senior), Driver (Lorry Grade I, Motor Lorry Grade I, Motor Vehicle Class I and Diesel Engine Grade I, Road Roller Grade I, Pump Grade I, Pump Class I), Electrician (Grade I and Class I), Fitter (Grade I, Class I), Pipe Class I (Head), Foreman (Asstt.), Line Man Grade I, Mason (Skilled Grade I, Class I), Mast Rigger Mechanic Class I and Class II, Mechanic (Diesel Grade I, Road Roller Grade I, Air-conditioning Grade I, Class I), Air-conditioning Mistry Grade I, Mistry (Air-conditioning Grade I), Overseer, Overseer (Senior and Junior), Painter (Grade I, Class I, Spray), Plaster (Mason) Class I. Plumber (Head) Class I, Mistry Grade I, Polisher (with spray) Grade I, Road Inspector Grade I, Sawyer Class I, Stone Cutter Class I, Stone Cutter Grade I, Stone Chisler Class I, Stone Mason Class I, Sub-Overseer (Qualified), Tiler Class I, Tin-smith Grade I and Class I, Upholsterer Grade I, Varnisher Class I, Welder (Gas) Class I, White Washer Class I, Wireman (Grade I, Class I), Wood Cutter Class I, Grinder (Tool) Grade I, Operator (Batching Plant Grade I, Clamp Shell Grade I, Compressor Grade I, Crane Grade I, Diesel Engine Grade I, Dozer Grade I, Dragline Grade I, Drill Grade I, Dumper Grade I, Excavator Grade I, Fork Lift Grade I, Generator Grade I, Grader Grade I, Leader Grade I, Pile Driving Grade I, Dump Grade I, Scrapper Grade I, Screening Plant Grade I, Shovel Grade I, Shovel and Dragline, Tractor Grade I, Vibrator Grade I, Rigger Grade I, Rigger Grade II, Sharper/Slitter Grade I, Shovel and Dragline Tractor Grade I, Tradesman Class I, Turner/Miller Grade I, Tyre Vulcanizer Grade I, Work (Asstt.) Grade I, Fire Fighting Supervisor/Leader, any other categories, by whatever name called, which are of highly skilled nature.

- (2) There shall be one minimum rate of wages for the whole State of West Bengal;
- (3) To arrive at daily rate, monthly rate will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rate, daily rate will 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;
- (6) 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;
- (7) **The workers employed on any high rise building or structure over 30 feet in height as also workers engaged in tunnel work shall be paid 20% of the minimum wages fixed under the notification for appropriate category as extra wages;**
- (8) Where the existing rates of wages of any employee based on contract or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected;
- (9) The minimum rates of wages are applicable to employees employed by contractors also;
- (10) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (11) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (12) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948.

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



(Partha Pratim Chakraborty)

Additional Labour Commissioner,
West Bengal