



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

No: 29 /Stat/14/RW/24/2023/LCS/JLC

dated 22 /06/2026

CIRCULAR

- (1) The following are the minimum rates of wages in the State of West Bengal effective for **1st July 2026 to 31st December 2026**. The minimum rates of wages have been updated vide Fixation / Revision notifications mentioned against each scheduled employment, as well as, other than employments as mentioned against sl 5 & 6, vide previous period Circular no. 05/Stat/14/RW/24/2023/LCS/JLC dated 09.01.2026 read with Labour Department Notification No. I/723462/2025/LABR-25099/31/2025-LWMW dated 15/12/2025:

Sl. No	Scheduled Employments	Referral Fixation / Revision Notification Nos.& date	Categories of Employees	Minimum Wages Per Month	Minimum Wages Per day	Piece rates (if any)
1	Agriculture	461-MW/2W-02/2008, dt.22.09.2011	Unskilled: Workers involved in Sowing, Weeding, Harvesting, Winnowing, Threshing including Munish Mail & Helpers on agricultural field.	Rs.8588.00	Rs.330.00 without food ----- Rs.307.00 with food	-
			Semi-skilled: Workers involved in Ploughing (Langla), Transplanting, Head Mali, Supervisor.	Rs.9448.00	Rs.363.00 without food ----- Rs.340.00 with food	-
			Skilled: Workers involved in Power Tilting, Tractor Driver and persons handling machines relating to ploughing and other cultivation work.	Rs.10396.00	Rs.400.00 without food ----- Rs 377.00 with food	-
2	Bidi Leaf Plucking	74-MW/2W-06/2008, dt.06.02.2012	Unskilled (Full-time worker)	Rs.8588.00	Rs.330.00	-
			Semi-skilled (Full-time worker)	Rs.9448.00	Rs.363.00	-
			Skilled (Full-time worker)	Rs.10396.00	Rs.400.00	-
			Munshi (Part-time worker)	Rs.4294.00	Rs.165.00	-
			Moto/ Paltai Labour (Part-time)	Rs.2863.00	Rs.110.00	-
			Other Part-time workers	Rs.4294.00	Rs.165.00	-
			Plucker	-	-	Rs.39.00 per 100 leaves
			Processor	-	-	Rs.31.00 per 3 Kg. bundle
			Packer & Packing Coolie	-	-	Rs.16.00 per 50 Kg bag
3	Cold Storage	Labr/625/LC-MW, dt.20.12.2019	Unskilled	Rs. 9758.00	Rs.375.00	-
4	Cinchona Plantation	462-MW/2W-15/2009,dt.22.09.2011	Adult Worker	Rs.8588.00	Rs.330.00	-

5	Chartered /Cost Accountants, Auditors Tax-Consultants and other firms / Companies engaged in the Consultancy /Advisory Services	104-MW/2W-24/2010,dt.04.04.2012	Unskilled: Pean, Bearer, Durwan, Khansama, Sweeper	Rs.10558.00	Rs.406.00	-
			Semi-skilled: Cook, Dufry, Duplicating / Xerox Machine Operator	Rs.11615.00	Rs.447.00	-
			Skilled: Clerk, Office Assistant, Typist, Driver, Telephone Operator, Computer Operator	Rs.12777.00	Rs.491.00	-
			Highly-Skilled: Senior Office Assistant, Accountant, Stenographer, Cashier, Audit Assistant, Accountant Assistant	Rs.14054.00	Rs.541.00	-
6	Employment in Meat & Meat Products and Feed Plants.	Labr/158/Law, dt.17.03.2022	<u>MEAT PRODUCT PLANT</u> Unskilled: Production Assistant, Sweeper, Cleaner <u>FEED PLANTS</u> Unskilled: Production Assistant, Sweeper, Cleaner	Rs.10570.00	Rs.407.00	-
			<u>MEAT PRODUCT PLANT</u> Semi-skilled: Gardener, Lab Assistant, Operator, ETP Operator, Assistant Store Keeper, Halal Assistant, Cold Room Assistant <u>FEED PLANTS</u> Semi-skilled: Gardener, Lab Assistant, Operator, Stitching Operator, Assistant Store Keeper	Rs.11626.00	Rs.447.00	-
			<u>MEAT PRODUCT PLANT</u> Skilled: Refrigeration Mechanic, Electrician, Welder cum Fitter, Boiler Operator, Store Keeper, Driver, Butcher, Junior Production Supervisor, Lab Technician, Office Assistant, Marketing Assistant <u>FEED PLANTS</u> Skilled: Electrician, Welder cum Fitter, Boiler Operator, Pellet Mill Operator, Bagging Supervisor, Store Keeper, Driver, Junior Production Supervisor, Lab Technician, Office Assistant, Marketing Assistant	Rs.12789.00	Rs.492.00	-
			<u>MEAT PRODUCT PLANT</u> Highly-Skilled: Production Supervisor, Dispatch Supervisor, Accountant, <u>FEED PLANTS</u> Highly-skilled: Production Supervisor, Dispatch Supervisor, Accountant, PLC Operator, Extruder Operator	Rs.14067.00	Rs.541.00	-

7	Fishery	464-MW/2W - 05/2008 dt.22.9.11	Adult Worker	Rs.8588.00	Rs.330.00	-
8	Forestry or Timbering Operations excepting those industries in Part II of the Schedule	495-MW/2W-04/2008, dt.26.12.2011	Adult Worker	Rs.8588.00	Rs.330.00	-
9	Fishing Activities including River & Deep-Sea Fishing	Labr/651/(LAW)- MW/2W- 32/13, dt.29.12.2016	Unskilled	Rs. 9760.00	Rs.375.00	-
10	Handlooms	76-MW/2W-01/2012, dt.06.02.2012	Adult Worker	Rs.8588.00	Rs.330.00	-
11	Lac Manufactories	138-MW/2W- 03/2008, dt.03.09.2012	Unskilled: Workers for drying and Winnowing, Pherwaiya, Durwan, Ghasandars, Mazandarrs, RongKariyas, Peon	Rs.8588.00	Rs.330.00	-
			Semi-skilled: Belwaiya, Darwan	Rs. 9448.00	Rs.363.00	-
			Skilled: Clerks, Karigar	Rs.10396.00	Rs.400.00	-
12	Medicinal Plants Plantation other than Cinchona Plantation	463-MW/2W- 14/2009, dt.22.09.2011	Adult Worker	Rs.8588.00	Rs.330.00	-
13	Rice Mills	455-MW/2W-02/2007, dt.22.09.2011	Unskilled: Coolie of all types such as Coolie for loading, unloading, stacking, marking, boiling, bagging, unpacking, weighing, drying paddy, sewing, Haller-Coolie, Chatal Coolie, Peon, Bearer, Durwan and similar other workers	Rs.8588.00	Rs.330.00	-
			Semi-skilled: Hushman, Khalasi and similar other workers	Rs. 9448.00	Rs.363.00	-
			Skilled: Mistry, Mechanic, Fitter, Tindal or Engine Driver, Machineman or Hallerman, Fireman, Boiler Attendant and similar other workers	Rs.10396.00	Rs.400.00	-
			Highly Skilled: Sardars, Sardarnies, Supervisors, Accountant, Cashier and similar other workers	Rs.11436.00	Rs.440.00	-
14	(a) Sericulture Nursery and Cultivation, and (b) Silk Spinning and /or Weaving (Handloom)	105-MW/2W-02/2010, dt.04.04.2012	Unskilled	Rs.8588.00	Rs.330.00	-

15	Salt Manufacturing Industry	456/MW/2W/60/2006, dt.22.09.2011	Unskilled: Persons engaged in earth-cutting, bundh and boundary making, field preparation, bed preparation, earth drain making or repairing, salt lifting from the bed and stocking, filling in bags, loading and unloading including carrying, packing and weighing and office peons, general mazdoors, sweepers, tea boy	Rs.8588.00	Rs.330.00	-
			Semi-skilled: Machine-man helper, electrician helper, salt washing mazdoor, measurement-man for water evaporation, watchman, night guard, mason helper, carpenter helper, cook	Rs. 9448.00	Rs.363.00	-
			Skilled: Machine-man both water lifting and salt crushing, electrician, carpenter, mason, weigh-man (if not clerk), leader in field and water lifting, Time-office clerk, office clerk, tally clerk and Godown keeper / clerk	Rs.10396.00	Rs.400.00	-
			Highly Skilled: Field Supervisor, Factory Supervisor, (not the leader) and supervisor-cum-field Manger.	Rs.11436.00	Rs.440.00	-
16	Tobacco Godown	77-MW/2W-07/2008,dt.06.02.2012	Unskilled	Rs.8588.00	Rs.330.00	-

- (2) There will be **one minimum rate of wage (for same category of employees) for the whole of West Bengal;**
- (3) To arrive at daily rate, monthly rate shall have to be divided by 26 (to be rounded off to the nearest rupee) and to arrive at weekly rate, daily rate shall have to be multiplied by 6;
- (4) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (5) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest. The minimum rates of wages include the wages for weekly day of rest. Payment for the work done on the day of weekly rest and for work done beyond the normal working hours shall be double the ordinary rates of wages;
- (6) Where the existing rates of wages of any employee based on contractor or agreement or otherwise are higher than the rates notified herein, the higher rates shall be protected and treated as minimum rates of wages applicable for the purpose of this notification to all such employees;
- (7) The minimum rates of wages are applicable to the employees employed by contractors also;
- (8) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (9) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (10) The minimum rates of wages and variable dearness allowance, if any, both together shall constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).

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


 (Partha Pratim Chakraborty)
 Additional Labour Commissioner
 West Bengal



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

No: 30 /Stat/14/RW/24/2023/LCS/JLC

dated 22/06/2026

CIRCULAR

- (1) The following are the minimum rates of wages for the employees employed in the Scheduled Employments in the State of West Bengal effective for **1st July 2026 to 31st December 2026**. The minimum rates of wages have been updated vide Fixation / Revision Notifications mentioned against each scheduled employment, as well as in cases of Zone-B, vide previous period Circular no. 07/Stat/14/RW/24/2023/LCS/JLC dated 09.01.2026 read with Labour Department Notification No. I/723462/2025/LABR-25099/31/2025-LWMW dated 15/12/2025:

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. 10558	Rs. 406	Rs. 9760	Rs. 375
2	AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES	Labr/640(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Administrator, Accountant and Customer Care Executive.	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
3	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Light Inspector.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Operator.	Rs. 12777	Rs.491	Rs. 11807	Rs. 454

4	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Assistant Mechanic, Market Seller	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 12777	Rs. 491	Rs. 11807	Rs. 454
			Highly Skilled: Checker, Production Manager	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
5	BOTTLING AND PACKAGING INDUSTRY	Labr/643(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Assistant operator.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Operator, Assistant Manager.	Rs. 12777	Rs. 491	Rs. 11807	Rs. 454
			Highly Skilled: Chemist, Microbiologist and Production Manager.	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
6	CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES	Labr/645(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook	Rs. 12777	Rs. 491	Rs. 11807	Rs. 454
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
7	CONFECTIONERY AND SWEETS MANUFACTURING	Labr/646(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 12777	Rs. 491	Rs. 11807	Rs. 454
			Highly Skilled: Manager.	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500

8	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Duftry.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Manager, Senior Accountant, Supervisor.	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
9	COURIER SERVICE	Labr/648(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Senior Executive, Senior Supervisor.	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
10	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	Unskilled	Rs. 10556	Rs.406	Rs. 9758	Rs. 375
11	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Duftry, Assistant Accountant	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Head Assistant, Senior Accountant, Computer Operator, Research And Development Staff/Executive, Market Research Staff/Executive, Godown-in-Charge, Office Supervisor, Sales Representative/Sales Promotion Employees	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
12	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Assistant of Tile Maker.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Tile Maker.	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Chemist, Designer	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500

13	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Machine Operator, Computer Operator.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Lock-Stitch Operator.	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Checker, Supervisor	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
14	GLASS INDUSTRY	Labr/627/LC-MW Dated. 20/12/2019	Unskilled: Annealing Chamber (Coolies), Furnace Coolies, Carrier (Jaliwala) Coolies, General Coolies, Packer, Mason Helper, Batch Coolies (Batch Room Workers), Sweeper, Canteen Boys, Sacha Mazdoor, Chimney Grinder, Lorry Mazdoor	Rs. 10556	Rs. 406	Rs. 9758	Rs. 375
			Semi-skilled: Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Molters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 11611	Rs. 447	Rs. 10732	Rs. 413
			Skilled: Lorry Driver, Fireman Flower (Ord), Helper to Blower, Machine man (Cutter), Machine man (Helper), Cutting off fine Polishing, Machine Operator, Fitter Mechanic, Electrician, Turner, Lather man, Welder	Rs. 12773	Rs.491	Rs. 11806	Rs. 454
			Highly Skilled: Blower, Foreman, Shift-In-Charge	Rs. 14050	Rs. 540	Rs. 12988	Rs. 500
15	HOTELS AND RESTAURANTS INCLUDING BOARDING HOUSES, EATING HOUSES, CANTEENS, CLUBS AND GUEST HOUSES	Labr/655(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Manager, Chief Executive	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
16	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
17	ICE FACTORY	Labr/657(Law)/M W/2W/32/13 dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Security Guard	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Cup-filling Worker, Candy Pouching Worker	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Operator, Machine Operator	Rs. 12777	Rs.491	Rs. 11807	Rs. 454

18	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/MW/2W/32/13 dated 29.12.2016	Unskilled	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
19	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
20	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
21	LEATHER GOODS MANUFACTORY	Labr/661/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Helper of Karigar, Stitcher, Switcher, Laturer	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Karigar, Flooring Lineman, Store-in-Charge	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Designer, Lead Karigar	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
22	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law)MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
23	MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES	Labr/663/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
24	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	Unskilled	Rs. 10556	Rs. 406	Rs. 9758	Rs. 375
			Semi Skilled / Durwan	Rs. 11611	Rs. 447	Rs. 10732	Rs. 413
			Skilled / Clerk	Rs. 12773	Rs.491	Rs. 11806	Rs. 454
25	NON-BANKING PRIVATE FINANCIAL INSTITUTIONS	Labr/652/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Office Boy, Peon, Cleaner, Sweeper, Security Guard.	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Duftry.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 12777	Rs.491	Rs. 11807	Rs. 454
			Highly Skilled: Manager, Senior Executive	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500

26	PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES	Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant, Durwan, Peon, Security Guard, House Keeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook, Pharmacist	Rs. 12777	Rs. 491	Rs. 11807	Rs. 454
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
27	REFRACTORY INDUSTRY	Labr/629/LC-MW Dated. 20/12/2019	Unskilled: General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard	Rs. 10556	Rs. 406	Rs. 9758	Rs. 375
			Semi-skilled: Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi	Rs. 11611	Rs. 447	Rs. 10732	Rs. 413
			Skilled: Turner, Fitter, Electrician, Moulder, Fireman, Lathe man, Pipe-plant Polisher, Kiln Setter, Tindal Press Operator, Mixing man-cum-Operator, Welder, Gas Cutter, Blacksmith, Pattern Maker, Mill Attendant, Poker man, Junior Clerk, Typist, Compounder, Nurse, Driver, Stock Keeper, Laboratory Assistant	Rs. 12773	Rs. 491	Rs. 11806	Rs. 454
			Highly Skilled: Head Mason, Head Carpenter, Head Fitter, Tindal, Shift Moulder, Head Welder, Head Turner, Moulder Supervisor, Mechanical Fitter, Senior Clerk, Head Clerk, Accountant, Supervisor, Security Officer, Foreman, Chemist	Rs. 14050	Rs. 540	Rs. 12988	Rs. 500

28	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
29	SALOONS AND BEAUTY PARLOUR	Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Front Office Employee.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.	Rs. 12777	Rs. 491	Rs. 11807	Rs. 454
			Highly Skilled: Hair Dresser, Spa Specialist, Dietician	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500
30	SECURITY SERVICES	Labr/630/LC-MW Dated 20/12/2019	Unskilled: Security Guard, Watchman, Durwan	Rs. 10556	Rs. 406	Rs. 9758	Rs. 375
			Semi-skilled: Ex-Service man Security Guard, Unskilled Supervisor	Rs. 11611	Rs. 447	Rs. 10732	Rs. 413
			Skilled: Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 12773	Rs. 491	Rs. 11806	Rs. 454
31	WOOD WORKS AND FURNITURE INDUSTRY	Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Bearer, Van Puller.	Rs. 10558	Rs. 406	Rs. 9760	Rs. 375
			Semi-skilled: Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 11615	Rs. 447	Rs. 10733	Rs. 413
			Skilled: Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 12777	Rs. 491	Rs. 11807	Rs. 454
			Highly Skilled: Designer	Rs. 14054	Rs. 541	Rs. 12990	Rs. 500

(2) Implementing Areas:

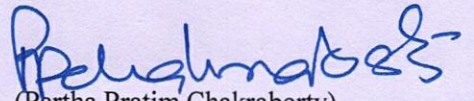
Zone A: Areas under Municipal Corporations, Municipalities, Notified Areas, Development Authorities, Thermal Power Plant Areas including Township Areas.

Zone B: Rest of West Bengal.

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

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

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


(Partha Pratim Chakraborty)

22.06.28
Additional Labour Commissioner

West Bengal



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

No: 31 /Stat/14/RW/24/2023/LCS/JLC

dated 22 /06/2026

CIRCULAR

- 1) The following are the minimum rates of wages for the employees employed in the Scheduled Employments in the State of West Bengal effective for **1st July 2026 to 31st December 2026**. The minimum rates of wages have been updated vide Fixation / Revision Notifications mentioned against each scheduled employment as well as in cases of Zone-B, vide previous period Circular no. 06/Stat/14/RW/24/2023/LCS/JLC dated 09.01.2026 read with Labour Department Notification No. I/723462/2025/LABR-25099/31/2025-LWMW dated 15/12/2025:

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	Unskilled Worker	Rs. 10558	Rs.406	Rs.9760	Rs. 375
2	Bell Metal and Brass Industry	436- MW/2W-19-2006, dt.21.09.11	Unskilled: Patander, Dharandar, Garandar, Polisher, Ghosandar, Kundardar, Peon, Tanandar	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Assistant Mistry, Moulder Mistry, Durwan	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Clerk, Mistry	Rs.12777	Rs.491	Rs.11807	Rs. 454
3	Bone Meal Industry	103- MW/2W-08-2008, dt.04.04.12	Unskilled: Mazdoor	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Hammerman, Oilman, Fireman	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Fitter, Boilerman or Tindal, Blacksmith, Truner, Carpenter, Machine-man, Welder, Electrician, Motor Mechanic & Grinder, Clerk, Typist, etc.	Rs.12777	Rs.491	Rs.11807	Rs. 454
4	Ceramic Industry	437- MW/2W-08-2009, dt.21.09.11	Unskilled: Placer, Carrier, Cooly, Labour, Helper, Leader, Durwan, Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Glacier, Jointer, Packer, Pressman (Hand Driver), Cup-cutter, Saucer-cutter, Assiastant Moulder Painter, Sagger Maker, Sorter, AssiatantCaster	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Maker, Bender, Finisher, Moulder, Caster, Gas Plant Operator, Machine Operator, Pressing-man, Furnace-man, Turner, Fitter, Clerk	Rs.12777	Rs.491	Rs.11807	Rs. 454
5	Chakki Mills	438- MW/2W-11/2009, dt.21.09.11	Unskilled Worker	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled Worker	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled Worker	Rs.12777	Rs.491	Rs.11807	Rs. 454

6	Clinical Nursing Home	466- MW/ 2W- 10- 2007, dt.22.09.11	Unskilled: Ayah, Ward Boy, Ward Assistant, Attendant, Durwan, Security Personnel, House Keeping Assistant, Sweeper, Cleaner, Office Bearer, Canteen Boy	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Male Nursing Attendant, Male Medical Assistant, Lab Attendant/ Blood Collector, Trained Ayah, Cook, Receptionist	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Nurse, OT Assistant, Technician X-Ray, C.T. Scan Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Clerk Supervisor, Cashier, Accountant,	Rs.12777	Rs.491	Rs.11807	Rs. 454
			Highly-Skilled: Senior Nurse, Pathologist, Matron, Dietician	Rs.14054	Rs. 541	Rs.12990	Rs. 500
7	Dal Mills	440- MW/ 2W- 08- 2010, dt.21.09.11	Unskilled: Shop-cleaners, Lorry Attendants and Mazdoors	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Mistry No.2 (Helpers)	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Mistry No.1, Lorry Driver, Clerks and Munshis	Rs.12777	Rs.491	Rs.11807	Rs. 454
8	Decoration	458- MW/ 2W- 17- 2009, dt.22.09.11	Unskilled: Assistant Mistry, Thelawala, Labourer, Durwan, Helper, General Workers	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Mistry, Carpenter, Tailor, Supervisor	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Head Mistry	Rs.12777	Rs.491	Rs.11807	Rs. 454
9	Flour Mills	441- MW/ 2W- 55- 2006, dt.21.09.11	Unskilled worker	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled worker	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled worker	Rs.12777	Rs.491	Rs.11807	Rs. 454
			Highly-skilled worker, Clerk, Driver	Rs.14054	Rs. 541	Rs.12990	Rs. 500
10	Fountain Pen and Ball-Point Pen Manufacturing Industry	111- MW/ 2W- 25/2010, dt.20.04.12	Unskilled: Refiller, Latheman, General Workers, Durwan, Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Assembler, Polisher, Helper, Pressman, Operator	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Mistry, Truner, Moulder, Fittingman, Machineman, Clerk, Typist, Accountant	Rs.12777	Rs.491	Rs.11807	Rs. 454
11	Godowns	459-MW /2W-58- 2006, dt.22.09.11	Unskilled Worker	Rs. 10558	Rs.406	Rs.9760	Rs. 375
12	Hosiery Industry	152- MW /2W- 19/2009, dt.16.10.12	Unskilled: Packer, Hand Bleacher, Helpers, Durwans	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Cutter, Neck-Labelier, Check Mender, Mender, Finishman, Chainman, Matchcutter, Overlock, Dyer, Pressman, Stitcher Mechanic, Carpenter, Body Machine, Tailors (Hosiery), Machine Bleacher, Machine Dier, Calender (Cold), Firemen, Checkingman	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Production Supervisor, Supervisor, Steam Calender, Boilerman. Clerk, Master	Rs.12777	Rs.491	Rs.11807	Rs. 454
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	Unskilled: Table Boy, Kitchen Helper, Sweeper/Cleaner & House Keeping Boy, Laundry Boy, Waiter, Security Guard	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Tea-maker, Steward, Cook, Ice cream-maker	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Senior Cook, Receptionist, Cash Sarkar, Store Keeper, Junior Clerk/ Typist, Computer Operator	Rs.12777	Rs.491	Rs.11807	Rs. 454
			Highly Skilled: Kitchen Master, Head Cook, Cashier, Accountant, Senior Clerk	Rs.14054	Rs. 541	Rs.12990	Rs. 500

14	Oil Mills	442- MW/ 2W- 20/2009, dt.21.09.11	Unskilled Worker	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled Worker	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled Worker / Clerk	Rs.12777	Rs.491	Rs.11807	Rs. 454
15	Paints and Chemicals Factories	443- MW/ 2W- 18/2009, dt.21.09.11	Unskilled Worker	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled Worker	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled Worker	Rs.12777	Rs.491	Rs.11807	Rs. 454
			Highly Skilled Worker	Rs.14054	Rs. 541	Rs.12990	Rs. 500
16	Paper Board & Straw Board Manufacturing Industry	444- MW/ 2W- 05/2009, dt.21.09.11	Unskilled: Machine Boy, Beater Boy, Maintenance Cooly, Drying Cooly, Packing Man, Field Labour, Calender Boy, Scale Boy, Strainer, Jabra Helper, Finishing Helper, Puller Helper, Transport Cooly, Sweeper, Carrier, Digester Boy, Boiler Cooly, Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: 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.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Machineman, Beaterman, Scaleman, Maintenance Mistry, Calenderman, Duttingman, Driver, Finishing Cutter, Mistry, Boilerman, Digester, Refiner, Fitter, Clerk, Typist	Rs.12777	Rs.491	Rs.11807	Rs. 454
17	Plastic Industry	445- MW/ 2W- 09/2009, dt.21.09.11	Unskilled: Cooly, Helper, Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Assistant Moulder, Assistant Fitter, Assistant Machineman, Assistant Punchingman, Assistant Cuttingman, Assistant Mistry, Durwan	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Moulder, Fitter, Machineman, Punchingman, Cuttingman, Mistry, Clerk, Typist	Rs.12777	Rs.491	Rs.11807	Rs. 454
18	Plywood Industry	446-MW/ 2W- 07/2010, dt.21.09.11	Unskilled Worker / Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled Worker/ Durwan	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled Worker / Clerk/ Typist	Rs.12777	Rs.491	Rs.11807	Rs. 454
19	Power looms employing less than 10 persons	447- MW/ 2W- 06/2009, dt.21.09.11	Unskilled Worker	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled Worker	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled Worker	Rs.12777	Rs.491	Rs.11807	Rs. 454
20	Power looms employing ten or more persons	448-MW/ 2W-07- 2009, dt.21.09.11	Unskilled Worker	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled Worker	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled Worker	Rs.12777	Rs.491	Rs.11807	Rs. 454
21	Printing Press Industry	85- MW/ 2W- 01/2007, dt.15.02.12	Unskilled: Machineman Helper/ Washer, Peon, Durwan, Bearer, Cooly	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Junior Machineman, Compositor, Imposer, Bill Collector, Plate making boy	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Senior Machineman, DTP/ Computer Operator, Graphic Designer, Plate maker, Proof reader, Clerk / Accountant, Typist	Rs.12777	Rs.491	Rs.11807	Rs. 454
22	Rope Industry	465-MW/ 2W-24- 2006, dt.22.09.11	Unskilled: Mazdoor, Cooly, Packer, Durwan, Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Assistant Machineman, Assistant Mistry, Helper	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Clerk, Machineman, Mistry	Rs.12777	Rs.491	Rs.11807	Rs. 454

23	Shoe Making Industry	454- MW/ 2W- 06/2010, dt.22.09.11	Unskilled: Helper, General Workers, Boy, Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Shoe-maker, Heelman, Upperman, Stitcher, Durwan	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Fitter, Machineman, Clerks	Rs.12777	Rs.491	Rs.11807	Rs. 454
24	Saw Mill	449- MW/ 2W- 10/2009, dt.21.09.11	Unskilled: Sawlaiman, Cooly, Labour, Pankhawala Helper, Chowkidar, Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Trolleyman, Assistant Machineman, Assistant Mistry, Assistant Cutter, Assistant Engineman, Assistant Motor Driver, Carpenter, Durwan	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Machineman, Mistry, Cutter, Engineman, Motor Driver, Carpenter, Accountant, Clerk, Salesman	Rs.12777	Rs.491	Rs.11807	Rs. 454
25	Silk Mills	75- MW/ 2W- 39-2006, dt. 05.02.12	Unskilled workers	Rs. 10558	Rs.406	Rs.9760	Rs. 375
26	Silk Printing Industry	450- MW /2W- 16- 2009, dt.21.09.11	Unskilled: Steaming Coolies, General Coolies, Peons, Durwans	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Employees engaged in washers and steamers	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Clerks and employees engaged in printing, Block making, Dyeing and finishing	Rs.12777	Rs.491	Rs.11807	Rs. 454
27	Stone Breaking and Stone Crushing	451- MW/ 2W- 01- 2008, dt.22.09.11	Unskilled: Breaker, Loader, Earth-cutter, Mate, Crusher-Mazdoor, Trolleyman and others	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Miner, Checker, Helper to Shet-firer, Crusher, Feeder and Engine Khalashi	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Blacksmith, Engine Driver, Shet-Firer, Mechanic, Fireman	Rs.12777	Rs.491	Rs.11807	Rs. 454
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	Unskilled: Sweeper, Sweeping Labour, Helper, Work Assistant, Door-to-door cleaner, Drain Mazdoor, Tractor Labour, Garbage Cleaner/ Mazdoor, Conservancy Labour, Scavengers, Latrine cleaner, Drain / Garbage Coolie, Safai Karmachari etc whose work involves Sweeping, Cleaning and carrying operation	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled: Auto Van Driver, Night Soil Cleaner-Mechanical, Cesspool Labour, Lorry Sardar, Conservancy Supervisor, Ward Sardar	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled: Garbage Tractor Driver, Conservancy-in-charge, Drainage / Sewerage / Engineering Mazdoor, etc. whose work involves skill or competence and who is capable of handling machines and/or chemicals in a modern cleaning process	Rs.12777	Rs.491	Rs.11807	Rs. 454
29	Tailoring Industry	452- MW/ 2W- 05- 2006, dt.22.09.11	Unskilled Worker / Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled Worker / Darwan	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled Worker / Clerk	Rs.12777	Rs.491	Rs.11807	Rs. 454
30	Tanneries and Leather Manufactories	453- MW/ 2W- 04/2006, dt.22.09.11	Unskilled Worker / Peon	Rs. 10558	Rs.406	Rs.9760	Rs. 375
			Semi-skilled Worker / Darwan	Rs.11615	Rs.447	Rs. 10733	Rs. 413
			Skilled Worker / Clerk	Rs.12777	Rs.491	Rs.11807	Rs. 454

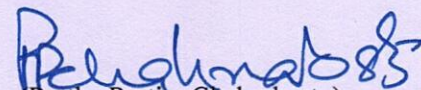
(2) Implementing zones:

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, (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.


(Partha Pratim Chakraborty)
22.06.26

Additional Labour Commissioner

West Bengal



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

No: 25 /Stat/14/RW/24/2023/LCS/JLC

dated 22/06/2026

CIRCULAR

The minimum rates of wages payable to the employees employed in the employment of '**Brick Manufactories**' was last revised vide Labour Department's Notification No. 120-MW/2W-08/14, dt 19.11.2015 and was published in *The Kolkata Gazette Extraordinary*, dated November 20, 2015.

Now, with reference to the said Notification and followed by previous period Circular no, 02/Stat/14/RW/24/2023/LCS/JLC dated 09.01.2026 read with Labour Department Notification No. I/723462/2025/LABR-25099/31/2025-LWMW dated 15/12/2025, the following shall be the minimum rates of wages in the said employment for the period from **1st July 2026 to 31st December 2026**:

Categories of Employees	Minimum Rates of Wages (Rs)			
	Without Accommodation		With Accommodation	
	Per Month	Per Day	Per Month	Per Day
Unskilled	8588	330	8161	314
Semi Skilled	9448	363	8978	345
Skilled	10396	400	9873	380

With reference to the said notification, the following shall be **Piece rates of wages** in the said employment for the period from **1st July 2026 to 31st December 2026**:

Category	Rates of Minimum Wages Per Thousand Bricks (Rs)	
	Without Accommodation	With Accommodation
1. (a) Brick Moulding pugmill		
(i) Pathora	Rs. 695.18	Rs. 653.69
(ii) Mutphulia	Rs. 176.41	Rs. 155.63
(iii) Tubwaya	Rs. 88.20	Rs. 77.82
(iv) Mukkata	Rs. 88.20	Rs. 77.82
(v) Boyel Hakka	Rs. 28.52	Rs. 23.36
(b) Lathgunj	Rs. 780.80	Rs. 739.31
2. (a) Loader of Bricks in Bhatta	Rs. 370.95	Rs. 311.26
(b) Unloader of Bricks from Bhatta	Rs 350.17	Rs. 311.26
(c) Earth Cutter	Rs. 293.13	Rs 251.64
	(per 100 cft)	(per 100 cft)

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

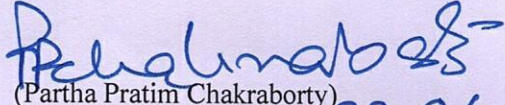
Unskilled Workers: Earth Cutter/Matikata, Paniwala, Boyal Hakka, Mukkata, Loader/ Reza/Banki, Ticket Batta, Rubbishman, Mazdoor, Coalman, Muddhawa, Mutphulla/Jabwala, Tubwaya, Chowkidar/Night Guard/Darwan/Peon, Vanwala;

Semi-skilled Workers: Loading Mistry, Belder, Sajander, Sorting Mistry/Sorter, Pathora;

Skilled Workers: Fireman, Lorry Driver, Munshi.

- (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 an 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) 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;
- (8) The minimum rates of wages are applicable to employees employed by contractors also;
- (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 constitute the minimum rates of wages and shall be enforceable under the Minimum Wages Act, 1948;
- (12) The daily earnings of a "piece rated" employee shall **not** be less than the rate for a "daily rated" employee.

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


 (Partha Pratim Chakraborty) 22.06.26
 Additional Labour Commissioner
 West Bengal



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

No: 26 /Stat/14/RW/24/2023/LCS/JLC

dated 22 /06/2026

CIRCULAR

The minimum rates of wages payable to the employees employed in the employment of ' **Cinema Industry** ' was **last revised** vide Labour Department's Notification No. 121-MW/2W-08/14, dated 10.11.2015 and was published in *The Kolkata Gazette, Extraordinary* dated November 20, 2015.

Now, with reference to the said Notification and followed by previous period Circular no, 03/Stat/14/RW/24/2023/LCS/JLC dated 09.01.2026 read with Labour Department Notification No. I/723462/2025/LABR-25099/31/2025-LWMW dated 15/12/2025, the following shall be the minimum rates of wages in the said employment for the period from **1st July 2026 to 31st December 2026:**

Categories of Employees	Minimum Rates of Wages (Rs)			
	Zone A		Zone B	
	Monthly	Daily	Monthly	Daily
Unskilled	10558	406	9760	375
Semi Skilled	11615	447	10733	413
Skilled	12777	491	11807	454
Highly Skilled	14054	541	12990	500

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

CINEMA HOUSE EXHIBITION (FOR MULTIPLEX ONLY)

Unskilled: Peon, Bearer, Maid Servants, Sweeper, Poster Boys, Durwan, Watchman, Shifter, Dispensers, Bar-attendants, Chocolate Boy, Soda Fountain Hamal, Mali, Traffic Linesman or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled: Usher, Doorman, Liftman, Gate-keeper, Fireman, Assistant Painter, Assistant Carpenter, Assistant Polishwala, MCDT (Member of Customer Dealing Team), Ticket Seller, Food/Snacks Seller or any other employee engaged in a similar nature of semi skilled work by whatever name called.

Skilled: Assistant Engine Driver, Electrician, Operator, Projectionist, Polishwala, Painter, Carpenter, Caretaker, Telephone Operator, Soda Fountain Manager, Bar Manager, Booking & other Clerks, Cashier, Publicity Officer, Engine Driver, 1st Assistant/A.C. Operator, 1st Assistant Operator or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled: Head Operator, Head A.C. Operator, Head Electrician, Assistant Manager, Supervisor, Accountant or any other employee engaged in a similar nature of highly skilled work by whatever name called.

DISTRIBUTION UNITS

Unskilled: Peon, Sweeper, Mali, Bearer, Durwan, Watchman or any other employee engaged in a similar nature of unskilled work by whatever name called.

Skilled: Clerks, Accessories Clerks, Shipping, Filing and Mailing Clerks, Representative/Field Inspector, Stenographer, Booker/Salesman, Accountant/Cashier or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled: Manager or any other employee engaged in a similar nature of highly skilled work by whatever name called.

PRODUCTION UNITS

Unskilled: Production Boy or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled: 2nd Assistant Director and/or Continuity man, 2nd Assistant Cameraman and/or Focus Puller, Assistant Production Manager, Junior Artist C-Grade or any other employee engaged in a similar nature of semi skilled work by whatever name called.

Skilled: Clerks, Driver, Junior Artist Special Grade Child/Old, Junior Artist A-Group with costume + dialogue, Junior Artist B-Group (with dialogue), Cat work or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled: Assistant Cameraman (1st Asstt.), Assistant Art Director (1st Asstt.), Stunt Man/ Fighter, Duplicate/Dummy, Effect Man, Dancer A Grade, Dancer B Grade, Dancer C Grade, Asstt. Fight Master, Hair Styler, Costume man, Still Photographer, Make-up Artist or any other employee engaged in a similar nature of highly skilled work by whatever name called.

STUDIOS

Unskilled: Office Boy, Durwan, Sweeper and Mali or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled: 3rd Assistant Cameraman, Camera Mazdoor, Junior Carpenter, Painter, Setting Mazdoor, Studio Lighting, Electrician, Assistant Make-up-Man, Dresser or any other employee engaged in a similar nature of semi skilled work by whatever name called.

Skilled: 2nd Assistant Cameraman and/or Focus Puller, Sound Boom Man, Senior Carpenter, Charge-hand setting Mazdoor, Setting Outdoor/Indoor, Setting Construction/Art Setting, Studio Maintenance and Shop, Electrician, Clerks, Accountant/Cashier or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled: Assistant Cameraman (1st Assistant), Assistant Sound Recordist, Modeller/Designer, Title Card Writer, Setting Deptt.-in Charge, Charge-hand Carpenter, Floor Charge hand Lighting Electrician (Head Electrician), Back-ground Painter, Assistant Manager/Laboratory Officer-in-charge or any other employee engaged in a similar nature of highly skilled work by whatever name called.

LABORATORIES

Unskilled: Sweeper, Durwan, Watchman, Office Boy or Laboratory Boy, Mali or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled: Dark Room Mazdoor, Sound Mazdoor or any other employee engaged in a similar nature of semi skilled work by whatever name called.

Skilled: Dark Room Assistant, Grading Assistant, Assistant Projectionist, Assistant Electrician, Film Checking and Clearing-in-charge, 2nd Assistant Sound Recordist, Chemical Bath-in-charge, Clerk or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled: Chief Projectionist, Chief Electrician, Maintenance Mechanics, Assistant Sound Recordist, Accountant/Cashier, Assistant Manager/Laboratory Office-in-charge or any other employee engaged in a similar nature of highly skilled work by whatever name called.

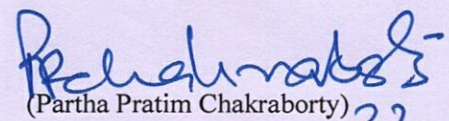
(2) The state of West Bengal may be divided into two implementing areas of Zone-A and Zone-B as explained below:

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

Zone-B: Rest 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 an 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) 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;
- (8) The minimum rates of wages are applicable to employees employed by contractors also.
- (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 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)

22.06.24
Additional Labour Commissioner

West Bengal



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

No: 27 /Stat/14/RW/24/2023/LCS/JLC

dated 22 /06/2026

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, following shall be the minimum rates of wages in the said employment for the period from **1st July 2026 to 31st December 2026**:

Categories of Employees	Monthly Minimum Rates of Wages (Rs)	Daily Minimum Rates of Wages (Rs)
Unskilled	10556	406
Semi Skilled	11611	447
Skilled	12773	491
Highly Skilled	14050	540

(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.

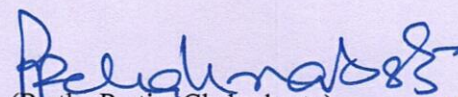
Skilled Workers: Assistant Mistry, Armature Winder Grade II and III, Bhandari, Blacksmith (Selection Grade II, III, Class II and III), Boiler man, Boiler man Grade II and III, Boiler Foreman Grade II, Work (Assistant), Brick-Layer, Brick-Layer (Selection Grade Class II), Blaster, Carpenter (Selection 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 Sinkers, 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, Scraper, Screening Plant, Shovel, 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, Scraper 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) 22.06.21

Additional Labour Commissioner

West Bengal



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

No: 28 /Stat/14/RW/24/2023/LCS/JLC

dated 22 /06/2026

CIRCULAR

The minimum rates of wages payable to the employees employed in the employment of **Drugs and Pharmaceuticals Industry** was fixed vide Labour Department's Notification No. Labr-I/675474/2025(LC-LW/MW), dated 06.08.2025 and was published in The Kolkata Gazette, *Extraordinary* dated August 06, 2025.

Now, with reference to the said Notification and followed by previous period Circular no, 01/Stat/14/RW/24/2023/LCS/JLC dated 09.01.2026 read with Labour Department Notification No. I/723462/2025/LABR-25099/31/2025-LWMW dated 15/12/2025, the following shall be the minimum rates of wages in the said employment for the period from **1st July 2026 to 31st December 2026:**

Categories of Employees	Minimum Rates of Wages (Rs)			
	Zone A		Zone B	
	Monthly	Daily	Monthly	Daily
Unskilled	11555	444	11352	437
Semi Skilled	12710	489	12488	480
Skilled	13981	538	13738	528
Highly Skilled	15380	592	15112	581

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

- (1) **Unskilled Workers:** Helper, Porter, Cleaner, Packer, Laboratory / Office Boy, Bearer, Peons, Durwan, Sweeper, Goods Carrier, Labourer, Vial / Ampoule / Bottle Washer, Machine Attendant, Despatch Packer, Manufacturing Helper, Trolley man, Bottle Carrier.
- (2) **Semi-skilled workers:** Store Keeper, Distribution Staff, Staff Engaged in Bottling, Capping/Tablet Machine/Cap Sealing/Filling and Sealing/Labelling and Boxing etc., Checking (Ampoule/Bottle Vial, Tablets Strips etc.), Marking and Slip man, Boiler man, Carpenter, Distilled Water Plant Attendant, Junior Electrician.
- (3) **Skilled Workers:** Sales Promotion Employees / Medical Representatives, Machine Operator, Store Manager, Factory Assistant, Office Assistant, Clerk, Typist, Accountant, Billing Assistant, Cashier.
- (4) **Highly Skilled Workers:** Pharmacist, Chemist, Supervisory Staff, Administrative Staff, Auditing and Checking Personnel, Senior Machine Operator.

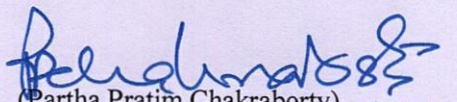
(2) Implementing Areas:

Zone-A: Areas under Kolkata Metropolitan Development Authority, Municipal Corporations, Municipalities, Notified Areas, various Development Authorities, Thermal Power Plant Areas including Township Areas.

Zone-B: Rest 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 an 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) 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 and treated as minimum rates of wages applicable for the purpose of this notification to such employees;
- (8) The minimum rates of wages are applicable to employees employed by contractors also.
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- (10) The male and female 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 constitute the minimum rates of wages and shall 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)
22.6.24
Additional Labour Commissioner
West Bengal