



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

Memo No. 28 /Stat/2RW/9/2022/LCS/JLC

Date: 28/07/2023

**CIRCULAR**

- (1) The minimum rates of wages for the employees employed in the following 30 (thirty) Scheduled Employments in the state of West Bengal shall be effective in the period from 1<sup>st</sup> July 2023 to 31<sup>st</sup> December 2023.

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

Sl. No	Scheduled Employments	Referral Fixation / Revision Notification Nos.& date	Categories of Employees	Minimum Rates of Wages			
				Zone A		Zone B	
				Per Month	Per day	Per Month	Per day
1	AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES	Labr/640(Law)/ MW/2W/32/13 dated 29.12.2016	Unskilled: Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			Skilled: Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			Highly Skilled: Administrator, Accountant and Customer Care Executive.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
2	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/ MW/2W/32/13 dated 29.12.2016	Unskilled: Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Light Inspector.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			Skilled: Operator.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
3	BISCUIT MANUFACTURING	Labr/642(Law)/ MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Assistant Mechanic, Market Seller	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			Skilled: Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			Highly Skilled: Checker, Production Manager	Rs. 13023	Rs. 501	Rs.11886	Rs. 457

	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. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Assistant operator.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			Skilled: Operator, Assistant Manager.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			Highly Skilled: Chemist, Microbiologist and Production Manager.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
5	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. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			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. 11840	Rs.455	Rs.10804	Rs. 416
			Highly Skilled: Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
6	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. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			Skilled: Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			Highly Skilled: Manager.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457



	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law) MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Duffry.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			Skilled: Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			Highly Skilled: Manager, Senior Accountant, Supervisor.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
8	COURIER SERVICE	Labr/648(Law) MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			Skilled: Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			Highly Skilled: Senior Executive, Senior Supervisor.	Rs. 13023	Rs. 501	Rs.11886	Rs. 457
9	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	Unskilled	Rs. 9781	Rs.376	Rs. 8928	Rs. 343
10	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/ MW/2W/32/13 dated 29.12.2016	Unskilled: Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Duffry, Assistant Accountant	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			Skilled: Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			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. 13023	Rs. 501	Rs.11886	Rs. 457
11	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/ MW/2W/32/13 dated 29.12.2016	Unskilled: Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 9784	Rs. 376	Rs. 8930	Rs. 343
			Semi-skilled: Assistant of Tile Maker.	Rs. 10763	Rs. 414	Rs. 9821	Rs. 378
			Skilled: Tile Maker.	Rs. 11840	Rs.455	Rs.10804	Rs. 416
			Highly Skilled: Chemist, Designer	Rs. 13023	Rs. 501	Rs.11886	Rs. 457