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PART I—Orders and Notifications by the Governor of West Bengal, the High Court, Government Treasury, etc.

GOVERNMENT OF WEST BENGAL

Labour Department
LW/MW Cell
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NOTIFICATION

No. Labr-I/675474/2025/(LC-LW/MW)

WHEREAS the proposal to fix the minimum rates of wages payable to the employees employed the employment of 'DRUGS AND PHARMACEUTICALS INDUSTRY' in the state of West Bengal was **published** in The Kolkata Gazette, Extraordinary dated December 6, 2023 vide this Department Notification No. 1/423307/2023/LABR-25024/4/2022-LW/ MW dated 04.08.2023 for information of persons likely to be affected thereby (hereinafter referred to as the said notification);

AND WHEREAS objections or suggestions as received within the stipulated time period were taken into consideration.

NOW THEREFORE, in exercise of the power conferred by Section 3 read with sub-section (2) of section 5 of the Minimum Wages Act 1948, the Governor, after considering the representations received in respect of the said proposal and in consultation with Minimum Wages Advisory Board for the State of West Bengal, is pleased hereby to FIX the minimum rates of wages payable to the employees employed in respect of the employment DRUGS AND PHARMACEUTICALS INDUSTRY in the State of West Bengal, as specified in the Schedule below: -

The Schedule

1. The following shall be the monthly & daily minimum rates of wages for different categories of employees employed in the DRUGS AND PHARMACEUTICALS INDUSTRY in the state of West Bengal:

Categories of employees	Minimum Rates of Wages per Month		Minimum Rates of Wages per Day	
	Zone A	Zone B	Zone A	Zone B
a. Unskilled	Rs. 9608.00	Rs. 8946.00	Rs. 370.00	Rs. 344.00
b. Semi-skilled	Rs. 10569.00	Rs. 9841.00	Rs. 407.00	Rs. 379.00
(c) Skilled	Rs. 11626.00	Rs. 10825.00	Rs. 447.00	Rs. 416.00
c. Highly Skilled	Rs. 12789.00	Rs. 11908.00	Rs. 492.00	Rs. 458.00

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.

2. The classification of employees shall be as follows:

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.

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.

Skilled Workers: Sales Promotion Employees /Medical Representatives, Machine Operator, Store Manager, Factory Assistant, Office Assistant, Clerk, Typist, Accountant, Billing Assistant, Cashier.

Highly Skilled Workers: Pharmacist, Chemist, Supervisory Staff, Administrative Staff, Auditing and Checking Personnel, Senior Machine Operator.

- (3) The minimum rates of wages correspond to the half-yearly average of Consumer Price Index Number for Industrial Workers for Kolkata Centre (CPI-IW), Base 2001= 100 from April, 2020 to September, 2020 for Zone A and Consumer Price Index Number for Agricultural Labourers, West Bengal (CPI-AL), Base 1986-87100 from April, 2020 to September, 2020 for Zone B, which are 306 and 881 respectively. These points will be considered as respective fixation points.
- (4) Dearness allowance shall be adjusted with minimum wages half-yearly, both upward or downward, with rise or fall in Consumer Price Index Number and be paid from 1st January and from 1st July of each year on the basis of half yearly average Consumer Price Index Numbers of April to September and October to March respectively. Consumer Price Index number for Industrial Workers of Kolkata Centre, Base 2001 100 for Zone A and Consumer Price Index Number for Agricultural Labourers, West Bengal (CPI-AL), Base 1986-87 100 for Zone B should be taken for adjustment of wages.
- (5) Rate of adjustment of minimum wages for the purpose of neutralization of per point of rise or fall in index in respect of fixation point, will be as shown below:

Categories of employees	Rates of N	Rates of Neutralization		
	Zone-A (CPI-IW) (Base: 2001=100)	Zone-B (CPI-AL, WB) (Base: 1986-87=100)		
a. Unskilled	₹31.40	₹10.15		
b. Semi-skilled	₹34.54	₹11.17		
c. Skilled	₹37.99 .	₹12.29		
d. Highly Skilled	₹41.79	₹13.52		

The rates of neutralization have been arrived at by dividing the minimum rates of wages proposed for different categories of employees by the fixation point as noted in the point no.

- (3) Final calculation of wages will be done after rounding off to nearest rupee.
- (6) There shall be no adjustment of dearness allowances below the relative fixation points of Consumer Price Index Number.
- (7) 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.
- (8) 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.
- (9) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest.

- (10) The minimum rates of Wages include the wages for weekly day of rest. Payment for 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.
- (11) 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.
- (12) The minimum rates of wages are applicable to employees employed by contractors also.
- (13) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category.
- (14) The male and female employees shall get the same rates of wages for the same work or work of similar nature.
- (15) 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).

It shall come into force on the date of publication in the Official Gazette.

By order of the Governor,

AVANINDRA SINGH, IAS
Secretary to the Government of West Bengal

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