

বিশ্বভারতী  
विश्वभारती  
VISVA-BHARATI



**OFFICE ORDER**

No.: Admn./G/G-15/256

Date: 01-07-2024

Joint Registrar  
(Accounts)  
Visva-Bharati



Sub.: Implementation of Variable Dearness Allowance (VDA) in respect of Outsourced Workers/Casual Workers of the University.

The competent authority has been pleased to approve payment of Variable Dearness Allowance (VDA) to the Outsourced Workers / Casual Workers of the University w.e.f. 1<sup>st</sup> January, 2024 as per enhanced rate as notified by Additional Labour Commissioner, Govt. of West Bengal vide Circular No. 45/Stat/14/RW/24/2023/LCS/JLC dated 12-12-2023 (copy enclosed).

A list of Outsourced Workers is also enclosed showing their wages to be paid w.e.f. 01-01-2024 at the enhanced rate.

This is for your information and necessary action.

Encl: As stated.

Copy to:

1. All Directors/Principals of Bhavanas/Vibhagas of the University
2. Proctor
3. All Heads of both Academic and Administrative Offices / Centres / Sections
4. Finance Officer (Acting)
5. Joint Registrar & C.S. to Vice-Chancellor
6. Deputy Registrar, Administration
7. Internal Audit Officer
8. P.A. to Registrar
9. University Webmaster : To upload it in the University Website.

  
Registrar (Acting)  
Visva-Bharati  
विश्वभारती  
Registrar (Acting)  
Visva-Bharati



**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**

No: 45/Stat/14/RW/24/2023/LCS/JLC

dated 12/12/2023

**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> January 2024 to 30<sup>th</sup> June 2024**.

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	<b>Unskilled</b>	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
2	AUTOMOBILE ENGINEERING REPAIRING WORKSHOPS & GARAGES	Labr/640(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Washman, Attendant, Peon, Cleaner, Sweeper, Security Man	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Electrical Semi-Technician, Tele-caller, Receptionist	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Painter, Body Maker, Mechanic, Sales Executive, Electrician, Driver, Accessories Fitter, Technician, Assistant Administrator, Assistant Accountant, Billing Clerk	Rs. 11909	Rs. 458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Administrator, Accountant and Customer Care Executive.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
3	BEVERAGE MANUFACTURING & VENDING ESTABLISHMENTS	Labr/641(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Store Keeper, Peon, Cleaner, Security Guard, Sweeper	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Light Inspector.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Operator.	Rs. 11909	Rs. 458	Rs. 11142	Rs. 429

4	BISCUIT MANUFACTURING	Labr/642(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, helper	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Assistant Mechanic, Market Seller	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Baker, Mechanic, Minder, Mixing Man, Electrician	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Checker, Production Manager	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
5	BOTTLING AND PACKAGING INDUSTRY	Labr/643(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, General Worker, Night Guard, Peon, Security Guard, Sweeper.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Assistant operator.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Operator, Assistant Manager.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Chemist, Microbiologist and Production Manager.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
6	CLINICAL ESTABLISHMENTS INCLUDING PATHOLOGICAL LABORATORIES AND DIAGNOSTIC CENTRES	Labr/645(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant Durwan, Peon, Security Guard, Housekeeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Attendant, Trained Ayah, Receptionist, Assistant Cook, Typist	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
7	CONFECTIONERY AND SWEETS MANUFACTURING	Labr/646(Law)/MW/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Service Man, Peon, Security Guard, Sweeper.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Assistant Mistry, Assistant Karigar, Assistant Cook, Assistant Haluikar.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Sweet-maker, Mistry, Karigar, Cook, Haluikar, Clerk, Cashier.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Manager.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471

8	CONSUMER CO-OPERATIVE SOCIETIES, PRIMARY AGRICULTURAL CO-OPERATIVE SOCIETIES / MARKETING SOCIETIES	Labr/647(Law)/M W/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Durwan.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Duftry.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Clerk, Typist, Accountant, Computer Operator, Office Assistant.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Manager, Senior Accountant, Supervisor.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
9	COURIER SERVICE	Labr/648(Law)/M W/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Man, Loader	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Assistant operator, Assistant Customer Care Staff, Assistant System Delivery Man.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Clerk, Computer Operator, Accountant, Office Assistant, Field Representative, Executive-Business Development, Executive-Operation, Executive-Customer Care, Supervisor, Driver.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Senior Executive, Senior Supervisor.	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
10	EMPLOYMENT IN ENGINEERING UNITS EMPLOYING LESS THAN 50 PERSONS	Labr/626/LC-MW Dated. 20.12.2019	<b>Unskilled</b>	Rs. 9839	Rs.378	Rs. 9208	Rs. 354
11	ESTABLISHMENTS AS DEFINED UNDER THE SHOPS & ESTABLISHMENTS ACT, 1963	Labr/650(Law)/M W/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, Bearer, Messenger	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Duftry, Assistant Accountant	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Clerk, Typist, Office Assistant, Office Maintenance and Inventory Management Staff, Data Entry Operator, Accountant	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Head Assistant, Senior Accountant, Computer Operator, Research And Development Staff/Executive, Market Research Staff/Executive, Godown-in-Charge, Office Supervisor, Sales Representative/Sales Promotion Employees	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
12	FLOOR AND WALL TILES MANUFACTURING	Labr/653(Law)/M W/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Loading and Unloading Worker, Helper, Peon, Cleaner, Sweeper, Security Man.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Assistant of Tile Maker.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Tile Maker.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Chemist, Designer	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471

13	GARMENTS MANUFACTURING INDUSTRY	Labr/654(Law)/M W/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Sweeper, Durwan, Security Guard, General Worker.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Machine Operator, Computer Operator.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Lock-Stitch Operator.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Checker, Supervisor	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
14	GLASS INDUSTRY	Labr/627/LC-MW Dated. 20/12/2019	<b>Unskilled:</b> Annealing Chamber (Coolies), Furnace Coolies, Carrier (Jaliwala) Coolies, General Coolies, Packer, Mason Helper, Batch Coolies (Batch Room Workers), Sweeper, Canteen Boys, Sacha Mazdoor, Chimney Grinder, Lorry Mazdoor	Rs. 9839	Rs.378	Rs. 9208	Rs. 354
			<b>Semi-skilled:</b> Bubbler, Bubbler Holder, Lineman, Airman, Fireman, Helpers, Melters, Blacksmith, Grinder, Polisher, Cook, Sorter, Rulsawala (Neck Maker)	Rs. 10822	Rs. 416	Rs. 10127	Rs. 390
			<b>Skilled:</b> Lorry Driver, Fireman Flower (Ord), Helper to Blower, Machine man (Cutter), Machine man (Helper), Cutting off fine Polishing, Machine Operator, Fitter Mechanic, Electrician, Turner, Lather man, Welder	Rs. 11905	Rs. 458	Rs. 11140	Rs. 428
			<b>Highly Skilled:</b> Blower, Foreman, Shift-In-Charge	Rs. 13096	Rs. 504	Rs. 12256	Rs. 471
			<b>Unskilled:</b> Waiter, Washman, Peon, Utility Worker, Helper, Cleaner, Sweeper, Canteen Boy.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
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	<b>Semi-skilled:</b> Helper of Technician Service, Waiter Grade-I, Steward, Assistant Supervisor	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Cook, Chief Cashier, Accountant, Bar Tender, Assistant Manager	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Manager, Chief Executive	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
			<b>Unskilled</b>	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
16	ICE CREAM AND CANDY MANUFACTURING	Labr/656(Law)/M W/2W/32/13 dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Sweeper, Security Guard	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Cup-filling Worker, Candy Pouching Worker	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Operator, Machine Operator	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
17	ICE FACTORY	Labr/657(Law)/M W/2W/32/13 dated 29.12.2016	<b>Unskilled</b>	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Cup-filling Worker, Candy Pouching Worker	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Operator, Machine Operator	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
18	INFORMATION TECHNOLOGY INDUSTRY	Labr/658(Law)/M W/2W/32/13 dated 29.12.2016	<b>Unskilled</b>	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354

19	JEWELLERY MANUFACTURING INDUSTRY	Labr/659/ (Law)-MW/2W- 32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
20	LAUNDRIES, LAUNDRY SERVICES, CLEANING & DYEING PLANTS & SHOPS	Labr/660/ ( Law)MW/2W- 32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
21	LEATHER GOODS MANUFACTORY	Labr/661/ (Law)-MW/2W- 32/13 Dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security man, Checking Man, Packing Man, Production Worker	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Helper of Karigar, Stitcher, Switcher, Laturer	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Karigar, Flooring Lineman, Store-in-Charge	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Designer, Lead Karigar	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
22	LOADING AND UNLOADING OPERATIONS	Labr/662/ (Law )MW/2W- 32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
23	MALLS, MULTIPLEXES, DEPARTMENTAL STORES AND MEGA STORES	Labr/663/ (Law)-MW/2W- 32/13 Dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Security Guard, House Keeping Staff, Washer Man	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Counter Sales Personnel, Assistant Store Keeper, Launder, Junior/ Assistant Clerk	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Engineering Assistant/Supervisor, Clerk, Office Assistant, Accountant, Cashier	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Office Supervisor / Administrator, Senior Clerk, Checker, Production Manager	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
24	MANUFACTURE OF RUBBER PRODUCTS	Labr/628/LC-MW Dated. 20/12/2019	<b>Unskilled</b>	Rs. 9839	Rs.378	Rs. 9208	Rs. 354
			<b>Semi Skilled / Durwan</b>	Rs. 10822	Rs. 416	Rs. 10127	Rs. 390
			<b>Skilled / Clerk</b>	Rs. 11905	Rs. 458	Rs. 11140	Rs. 428
25	NON-BANKING PRIVATE FINANCIAL INSTITUTIONS	Labr/652/ (Law)-MW/2W- 32/13 Dated 29.12.2016	<b>Unskilled:</b> Office Boy, Peon, Cleaner, Sweeper, Security Guard.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Duftry.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Clerk, Executive OIC, Junior Executive, Accountant, Computer Operator.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Manager, Senior Executive	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471

26	PRIVATE HOSPITALS & RESEARCH CENTRES NOT CARRIED ON BY GOVT. OR LOCAL AUTHORITIES	Labr/664/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Ward Boy, Ward Assistant, Ayah, Attendant, Durwan, Peon, Security Guard, House Keeping Assistant, Office Bearer, Canteen Boy, Sweeper	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Lab Assistant, Blood Collector, Male Nursing Attendant, Male Medical Assistant, Trained Ayah, Receptionist, Assistant Cook, Typist, Plumber, MGPS	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Nurse, O.T. Assistant, Technician, X-Ray Technician, C.T. Scan Technician, MRI Technician, Laboratory Technician, Dental Technician, Medical Record Keeper, Supervisor, Clerk, Cashier, Accountant, Cook, Pharmacist	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Senior Nurse, Pathologist, Matron, Dietician, Biochemist, Radiologist, Administrative Executive, Sales and Marketing Executive	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
27	REFRACTORY INDUSTRY	Labr/629/LC-MW Dated. 20/12/2019	<b>Unskilled:</b> General Mazdoor/Coolie/Kamin, Loader, Unloader, Porter, Assistant Gardener, Tarman, Stegman, Canteen Boy, Car cleaner, Peon, Durwan, Security Guard	Rs. 9839	Rs.378	Rs. 9208	Rs. 354
			<b>Semi-skilled:</b> Crusher Mazdoor, Line Mazdoor, Grinder, Trolley man, Stamper, Checker, Setter, Semi-skilled Mason, Boiler man, Carpenter, Mixing Attendant, Pump Khalashi	Rs. 10822	Rs. 416	Rs. 10127	Rs. 390
			<b>Skilled:</b> Turner, Fitter, Electrician, Moulder, Fireman, Lathe man, Pipe-plant Polisher, Kiln Setter, Tindal Press Operator, Mixing man-cum-Operator, Welder, Gas Cutter, Blacksmith, Pattern Maker, Mill Attendant, Poker man, Junior Clerk, Typist, Compounder, Nurse, Driver, Stock Keeper, Laboratory Assistant	Rs. 11905	Rs. 458	Rs. 11140	Rs. 428
			<b>Highly Skilled:</b> Head Mason, Head Carpenter, Head Fitter, Tindal, Shift Moulder, Head Welder, Head Turner, Moulder Supervisor, Mechanical Fitter, Senior Clerk, Head Clerk, Accountant, Supervisor, Security Officer, Foreman, Chemist	Rs. 13096	Rs. 504	Rs. 12256	Rs. 471

28	ROLLING OF IRON RODS, PLATES, ANGLES ETC. & ROLLING MILLS	Labr/665 / ( Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled</b>	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
29	SALOONS AND BEAUTY PARLOUR	Labr/666/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Helper, Cleaner, Sweeper, Assistant, House-keeping Staff, Security Guard	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Front Office Employee.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Hair Cutter, Hair Stylist, Skin Specialist, Therapist, Beautician.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Hair Dresser, Spa Specialist, Dietician	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471
30	SECURITY SERVICES	Labr/630/LC-MW Dated 20/12/2019	<b>Unskilled:</b> Security Guard, Watchman, Durwan	Rs. 9839	Rs.378	Rs. 9208	Rs. 354
			<b>Semi-skilled:</b> Ex-Service man Security Guard, Unskilled Supervisor	Rs. 10822	Rs. 416	Rs. 10127	Rs. 390
			<b>Skilled:</b> Field Supervisor, Ex-Service man Field Supervisor, Marketing Personnel, Guard with Fire Arms, Gunman, Marketing Personnel, Clerk, Accountant, Cashier	Rs. 11905	Rs. 458	Rs. 11140	Rs. 428
31	WOOD WORKS AND FURNITURE INDUSTRY	Labr/668/ (Law)-MW/2W-32/13 Dated 29.12.2016	<b>Unskilled:</b> Peon, Cleaner, Sweeper, Bearer, Van Puller.	Rs. 9841	Rs. 379	Rs. 9210	Rs. 354
			<b>Semi-skilled:</b> Assistant Carpenter, Assistant Fitter, Assistant Mistry.	Rs. 10826	Rs. 416	Rs. 10128	Rs. 390
			<b>Skilled:</b> Carpenter, Fitting Mistry, Varnishing and Polishing Mistry.	Rs. 11909	Rs.458	Rs. 11142	Rs. 429
			<b>Highly Skilled:</b> Designer	Rs. 13099	Rs. 504	Rs. 12258	Rs. 471

**(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.



(P S Chakraborty)

Additional Labour Commissioner,  
West Bengal

**विश्वभारती**  
**VISVA-BHARATI**

**List of outsourced worker of the University**

Sl. No	Bhavana / Department / Centre/ Office/ Section	Total No. of Workers	Type of Engagement	Existing Wages per day	Existing Wages per month (Rs.)	Wages per day with VDA w.e.f. 1/1/2024	Wages per month with VDA w.e.f. 1/1/2024	Wages to be charged from Budget Head
1	Vice-Chancellor's Secretariat	3	MTS	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			MTS	13000 pm	13000.00	504.00	13104.00	
			Computer Operator (including Office related Job)	20000 pm	20000.00	20000.00	20000.00	
2	Finance Office	1	MTS	376 per day	9776.00	379.00	9854.00	Revenue Budget of Finance Office
3	Academic & Research Section	3	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	
			Peon-cum-Attendant	10000 pm	10000.00	416.00	10816.00	
4	Legal Cell	1	MTS	376 per day	9776.00	379.00	9854.00	Revenue Budget of Legal Cell
5	Administration	4	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	

Sl. No	Bhavana / Department / Centre/ Office/ Section	Total No. of Workers	Type of Engagement	Existing Wages per day	Existing Wages per month (Rs.)	Wages per day with VDA w.e.f. 1/1/2024	Wages per month with VDA w.e.f. 1/1/2024	Wages to be charged from Budget Head
6	Examination Section	8	Computer Operator (including Office related Job)	20000 pm	20000.00	20000.00	20000.00	Revenue Budget of Examination Section
			Computer Operator (including Office related Job)	20000 pm	20000.00	20000.00	20000.00	
			Computer Operator (including Office related Job)	20000 pm	20000.00	20000.00	20000.00	
			MTS	10000 pm	10000.00	416.00	10816.00	
			MTS	376 per day	9776.00	379.00	9854.00	
			MTS	376 per day	9776.00	379.00	9854.00	
			MTS	376 per day	9776.00	379.00	9854.00	
7	Establishment Section	2	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			MTS	376 per day	9776.00	379.00	9854.00	
8	Accounts Office	2	MTS	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			MTS	10000 pm	10000.00	416.00	10816.00	
9	Admission Co-ordination Cell	2	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Revenue Budget of Admission Co-ordination Cell
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	

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10	Internal Quality Assurance Cell (IQAC)	2	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Sweeper-cum-peon (Duty allocated in IQAC, & Nodal officer for online RTI portal)	376 per day	9776.00	379.00	19708.00	Revenue Budget of IQAC.
11	Engineering Section	5	Pump Attendants	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Pump Attendants	376 per day	9776.00	379.00	9854.00	
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	
12	University Library	23	21 for Sweeping & Cleaning	376 per day	205296.00	379.00	206934.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			2 for Stock Maintenance	11000 pm	22000.00	458.00	23816.00	
13	Computer Centre	1	MTS	10000 pm	10000.00	416.00	10816.00	Revenue Budget of Computer Centre
14	Raj Bhasha Cell	1	Sweeping & Cleaning	188 half day	4888.00	190.00	4940.00	Revenue Budget of Raj Bhasha Cell
15	Proctor	42	40 Sweepers	188 half day	195520.00	190.00	197600.00	Proctor's Office, Cleaning of Hostels' & Students Amenities
			2 Supervisors	188 half day	9776.00	190.00	9880.00	

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16	Proctor	25	8 Matrons	414 per day	86112.00	416.00	86528.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			15 Attendants	376 per day	146640.00	379.00	147810.00	
			2 Sweepers (Patha Bhavana & Other Senior Girls Hostel)	376 per day	19552.00	379.00	19708.00	
17	Proctor	8	2 Matrons	414 per day	21528.00	416.00	21632.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			3 Sevikas	376 per day	29328.00	379.00	29562.00	
			3 Sweepers	376 per day	29328.00	379.00	29562.00	
18	Proctor	8	3 Matrons	414 per day	32292.00	416.00	32448.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			5 Sevikas (Patha Bhavana & Senior Girls Hostel)	376 per day	48880.00	379.00	49270.00	
19	Proctor	1	Sweeper at Maitree Girls Hostel	188 half day	4888.00	190.00	4940.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
20	Proctor	1	MTS at Patha Bhavana Hostel	376 per day	9776.00	379.00	9854.00	Revenue Budget of Patha Bhavana
21	Proctor	1	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
22	Proctor	5	2 Matrons	414 per day	21528.00	416.00	21632.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			3 Attendants (Different Girls Hostels)	376 per day	29328.00	379.00	29562.00	
23	Proctor	19	Hostel Superintendent	12000 pm	12000.00	12000.00	12000.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			6 Wardens	414 per day	64584.00	416.00	64896.00	
			8 Matrons	414 per day	86112.00	416.00	86528.00	
			1 Matrons	414 per day	10764.00	416.00	10816.00	
			3 Sweepers (Different Girls Hostels)	376 per day	29328.00	379.00	29562.00	
24	Proctor	4	3 Sweepers (Elmhirst Boys Hostel)	376 per day	29328.00	379.00	29562.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Sweeper (Khoai Girls Hostel)	376 per day	9776.00	379.00	9854.00	

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25	Dean of Students Welfare	3	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Peon	376 per day	9776.00	379.00	9854.00	
			Peon	376 per day	9776.00	379.00	9854.00	
26	Centre for Women Studies	1	Attendant-cum-Helper	376 per day	9776.00	379.00	9854.00	Fund Provided by UGC
27	Public Relations Office	2	Peon	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Attendant	376 per day	9776.00	379.00	9854.00	
28	Guest Houses	31	13 Sweepers	376 per day	127088.00	379.00	128102.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			13 Attendants	376 per day	136864.00	379.00	128102.00	
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	
			4 Gardener	376 per day	39104.00	379.00	39416.00	
29	Central Transport Cell	10	1 Drivers	455 per day	11830.00	458.00	11908.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			2 Drivers	455 per day	23660.00	458.00	23816.00	Central Transport Cell Revenue Budget
			4 Drivers	455 per day	47320.00	458.00	47632.00	
			3 Cleaners	376 per day	29328.00	379.00	29562.00	Cleaners from Additional provision for payment of Wages for Contract workers incurred from Recurring
30	Vidya Bhavana	2	Sweeping & Cleaning	376 per day	19552.00	379.00	19708.00	Revenue Budget of the Bhavana
31	Deptt. of Anthropology	1	Sweeping & Cleaning	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
32	Deptt. of Geography	1	Sweeping & Cleaning	188 half day	4888.00	190.00	4940.00	Revenue Budget of the Department
33	Deptt. of Philosophy & Comparative Religion	1	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Revenue Budget of the Department
34	Bhasha Bhavana	2	Sweeping & Cleaning	376 per day	19552.00	379.00	19708.00	Revenue Budget of the Bhavana
35	Center for Endangered Languages	1	MTS	376 per day	9776.00	379.00	9854.00	CFEL Budget Head

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36	Hindi Bhavana	1	Sweeping & Cleaning	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Bhavana
37	Department of Bengali	1	Sweeping & Cleaning	188 half day	4888.00	190.00	4940.00	Revenue Budget of the Department
38	P.M. Hospital	4	Ward Master	20000 pm	20000.00	20000.00	20000.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Pharmacist	20000 pm	20000.00	20000.00	20000.00	
			2 Pathology Laboratory Technicians	455 per day	23660.00	458.00	23816.00	
39	P.M. Hospital	9	Security-cum-Peon-cum-Medical Attendant	376 per day	9776.00	379.00	9854.00	Additional provision for payment of wages for contractual workers incurred from recurring
			Attendant-cum- Dresser	376 per day	9776.00	379.00	9854.00	
			Seven (07) man-power per day from Adibasi Mahadal for Sweeping & Cleaning purpose	376 per day	68432.00	379.00	68978.00	
40	Rabindra Bhavana	2	Machin Operator and verious works	414 per day	10764.00	416.00	10816.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Mopper	376 per day	9776.00	379.00	9854.00	
41	Patha Bhavana	3	Hostel related works	376 per day	29328.00	379.00	29562.00	Rabindra Bhavana Including Uttarayan
42	Garden Section	62	Cleaning & Up-Keep	188 half day	303056.00	190.00	306280.00	House keeping of Bhavanas and campus common area
43	Watch & Ward Section	3	Computer Operator (including CCTV related Job)	501 per day	13026.00	504.00	13104.00	Revenue Budget of Watch & Ward Section
			Security cum care taker	376 per day	9776.00	379.00	9854.00	Vital Installation for Security
			Driver	455 per day	11830.00	458.00	11908.00	

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44	Kala Bhavana	3	MTS	376 per day	29328.00	379.00	29562.00	Revenue Budget of the Bhavana
45	Sangit Bhavana	5	2 Gardeners	376 per day	19552.00	379.00	19708.00	Revenue Budget of the Bhavana
			2 Sweepers & Cleaners	376 per day	19552.00	379.00	19708.00	
			1 in Library work	376 per day	9776.00	379.00	9854.00	
46	Rabindra Sangit Gaveshana Kendra	2	Sweeping & Cleaning	376 per day	19552.00	379.00	9854.00	Revenue Budget of the Kendra
47	Siksha Bhavana	3	2 Sweepers	376 per day	19552.00	379.00	19708.00	Revenue Budget of the Bhavana
			FE-SEM Instrument Maintenance	455 per day	11830.00	458.00	11908.00	
48	Department of Computer & System Sciences	1	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Revenue Budget of the Department
49	Deptt. of Biotechnology	3	Office & Laboratory work	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
			Office & Laboratory work	376 per day	9776.00	379.00	9854.00	
			Office & Laboratory work	10000 pm	10000.00	458.00	11908.00	
50	Integrated Science, Education & Research Centre	2	1 Attendant-cum-Peon	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Peon-cum-Sweeper	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
51	Department of Physics	2	Sweeping & Cleaning	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
			Laboratory related Work	10000 pm	10000.00	458.00	11908.00	
52	Department of Chemistry	1	Cleaner	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
53	Department of Zoology	3	Cleaning Toilets & Surroundings	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
			Peon	376 per day	9776.00	379.00	9854.00	
			Laboratory technician	376 per day	9776.00	379.00	9854.00	
54	Department of Botany	1	Laboratory purpose	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
55	Department of Statistics	1	Cleaning & Sweeping Purpose	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
56	Deptt. of Mathematics	1	Cleaner	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
57	Vinaya-Bhavana	1	Female Sweeper	188 half day	4888.00	190.00	4940.00	Revenue Budget of the Bhavana
58	Deptt. of Physical Education & Sport Science	2	MTS	376 per day	19552.00	379.00	19708.00	Revenue Budget of the Department



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59	Deptt. of Yogic Art & Science	2	MTS	10000 pm	20000.00	20000.00	20000.00	Revenue Budget of the Department
60	PSNS	1	Pump Operator	15000 pm	15000.00	15000.00	15000.00	Fund received towards monthly contribution from the users of the swimming pool.
61	PSNS	20	7 Sports Trainers	414 per day	75348.00	416.00	75712.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			12 Technical Grounds Men	376 per day	117312.00	379.00	118248.00	
			Coach	376 per day	9776.00	379.00	9854.00	
62	PSNS	1	Career Counsellor-cum-Psychological Counsellor	20000 pm	20000.00	20000.00	20000.00	Students Amenities
63	Palli Siksha Bhavana	10	Farm Workers	414 per day	107640.00	416.00	108160.00	Weed Control and Agricultural Farm
64	Palli Siksha Bhavana	1	Office Worker	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Bhavana
65	Palli Siksha Bhavana	3	MTS	12000 pm	12000.00	12000.00	12000.00	Weed Control & Agricultural Farm
			MTS	10000 pm	10000.00	10000.00	10000.00	
			MTS	376 per day	9776.00	379.00	9854.00	
66	Deptt. of Horticulture & Post Harvest Technology, PSB	1	Laboratory related work	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
67	Deptt. of Agronomy, PSB	1	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Revenue Budget of the Department
68	Department of Genetics and Plant Breeding	1	Sweeping, Cleaning, Laboratory related work and others job.	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department.

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69	Deptt. of Animal Science, PSB	4	1 Supervisor	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			1 Animal Health Worker	376 per day	9776.00	379.00	9854.00	
			1 Cattle Keeper	376 per day	9776.00	379.00	9854.00	
			1 Skilled Labour	376 per day	9776.00	379.00	9854.00	
70	Palli Samgathana Vibhaga	1	MTS	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Vibhaga
71	Department of Lifelong Learning & Extension, PSV	1	MTS	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
72	Deptt. of Rural Studies, PSV	1	Cleaner-cum-Sweeper	376 per day	9776.00	379.00	9854.00	Revenue Budget of the Department
73	Siksha Satra	3	Female Worker	10000 pm	10000.00	416.00	10816.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
			Sweeping cleaning & other works	376 per day	9776.00	379.00	9854.00	Revenue budget of Siksha-Satra.
			Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	
74	Granthana Vibhaga, Kolkata	1	Attendant Guest House of Granthana Vibhaga	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
		1	Book Stall at Chatak, Santiniketan	12000 pm	12000.00	12000.00	12000.00	
		1	Book Stall at Chatak, Santiniketan	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
75	Deptt. of Sanskrit, Pali & Prakrit	1	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Revenue Budget of the Department
76	Indira Gandhi Centre	1	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Revenue Budget of the Department
77	Sanitation Section	7	Cleaning & Up-Keep	376 per day	68432.00	379.00	68978.00	Revenue Budget of the Department

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78	RTI Cell	1	Computer Operator (including Office related Job)	501 per day	13026.00	504.00	13104.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
79	Department of Odia	1	MTS	376 per day	9776.00	379.00	9854.00	Additional provision for payment of Wages for Contract workers incurred from Recurring
80	SAMARTH	2	Computer Operator (including Office related Job)	501 per day	26052.00	504.00	26208.00	
	<b>Total</b>	<b>411</b>			<b>3732026</b>		<b>3757104</b>	

**Excess Amount Required = 35,894**