

Government of West Bengal
Labour Department
Establishment Branch
12th Floor, N.S. Building, 1, K.S. Roy Road, Kolkata-700001

No. Labr/112(73)/Emp/EC

Date: 13.06.2025

From: The Special Secretary to the Government of West Bengal

To:

1 - 64. The Additional Chief Secretary / Principal Secretary / Secretary,
Department with a request to circulate all stakeholders under their kind control.

65. The Secretary, Governor's Secretariat, Raj Bhavan, Kolkata -700062

66. The Secretary, West Bengal Legislative Assembly

67. The Chairman, P.S.C., West Bengal

68-72. Divisional Commissioner (All).

73-95. District Magistrate (All).

Sub.: Circulation of Gazette Notifications- regarding

Madam/Sir,

I am forwarding herewith the Gazette Notification, published by this Department, vide No. Labr/110-Emp/EC/1M-01/2025 dated 13.06.2025 for taking necessary action and for circulation to all concerned.

Yours faithfully,

Special Secretary
to the Government of West Bengal

No. Labr/112/1(13)Emp/EC

Date: 13.06.2025

Copy forwarded for information to:

1. The Labour Commissioner, government of West Bengal
2. The Director of ESI (MB) Scheme, West Bengal
3. The OSD & e.o. Director of Employment
4. The Financial Advisor, Labour Department
5. The Judge-in-Charge, Directorate of Industrial Tribunals, Govt of West Bengal
6. The Commissioner, Directorate of Employees' Compensation, Govt of West Bengal
7. The Director of State Labour Institute, Govt of West Bengal
8. The Director of Boilers, Govt of West Bengal
9. The Director of Factories, Govt of West Bengal
10. The Sr. P.S./P.A. to the HMIC, Labour Department.
11. The Sr. P.S./P.A. to the Secretary, Labour Department.
12. The Sr. P.S. / PA. to Special Secretary/ Additional Secretary / Joint Secretary of Labour Department
13. _____

Special Secretary
to the Government of West Bengal

GOVERNMENT OF WEST BENGAL
LABOUR DEPARTMENT
(Exempted Category Cell)
N.S. Buildings, Block-A, 12th Floor
1, K.S.Roy Road, Kolkata - 700001

NOTIFICATION

No. Labr/110-Emp/EC/1M-01/2025 date: 13/06/2025 .- In exercise of the powers conferred by section 14, read with clause (b) of section 3, and section 13, of "the West Bengal Regulation of Recruitment in State Government Establishments and Establishments of Public Undertakings, Statutory Bodies, Government Companies and Local Authorities Act, 1999 (West Ben. Act XIV of 1999) and in compliance with the provision of "the West Bengal Scheduled Castes and Scheduled Tribes (Reservation of Vacancies in Services and Posts) Act, 1976 (West Ben. Act XXVII of 1976)", "the West Bengal Commission for Backward Classes Act, 1993 (West Ben. Act I of 1993)" and Notification No. 1106-BCW/MR-33/2025, dated 03-06-2025, issued by the Backward Classes Welfare Department and in exercise of power conferred by section 34 of "the Rights of Persons with Disabilities Act, 2016 (49 of 2016)," and in commensurate with article 15(6) of the Constitution of India and in pursuance of Memo. No. 325-PAR(AR)/3P-1/2019, dated 09-07-2019, issued by the Personnel and Administrative Reforms Department, Government of West Bengal, the Governor is pleased to prescribe and update the following Model 100-Point Roster showing therein the points reserved for the Scheduled Castes, Scheduled Tribes, Others Backward Classes (Category-A and Category-B), Persons with Disabilities, Ex-servicemen, the Exempted Categories and Economically Weaker Section (EWS), for the guidance of the appointing authorities:-

MODEL 100-Point Roster of Vacancies

1 st Vacancy -	Scheduled Caste
2 nd Vacancy -	Unreserved
3 rd Vacancy -	EWS (E.C.)
4 th Vacancy -	Scheduled Tribe
5 th Vacancy -	Unreserved (Ex-Servicemen in Group-D Post)
6 th Vacancy -	OBC Category-A
7 th Vacancy -	Scheduled Caste (E.C.)
8 th Vacancy -	Unreserved
9 th Vacancy -	OBC Category-B
10 th Vacancy -	Unreserved (E.C.)
11 th Vacancy -	Scheduled Caste (Ex-Serviceman in Group-C Post)
12 th Vacancy -	Unreserved (Persons with Disabilities-Blindness and Low Vision)
13 th Vacancy -	OBC Category-A (E.C.)
14 th Vacancy -	Unreserved

15 th Vacancy -	Scheduled Caste
16 th Vacancy -	Unreserved (E.C.)
17 th Vacancy -	EWS (Ex-Serviceman in Group-D Post)
18 th Vacancy -	Scheduled Caste
19 th Vacancy -	OBC Category-B (E.C.)
20 th Vacancy -	Unreserved (E.C.)
21 st Vacancy -	Scheduled Caste (Ex-Serviceman in Group-D Post)
22 nd Vacancy -	Unreserved (Ex-Serviceman in Group-C Post)
23 rd Vacancy -	Unreserved
24 th Vacancy -	Scheduled Tribe
25 th Vacancy -	EWS
26 th Vacancy -	OBC Category-A
27 th Vacancy -	Unreserved (E.C.)
28 th Vacancy -	Scheduled Caste (E.C.)
29 th Vacancy -	OBC Category-B
30 th Vacancy -	Unreserved
31 st Vacancy -	Unreserved (Ex-Serviceman in Group-D Post)
32 nd Vacancy -	Scheduled Caste (Persons with Disabilities- Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy)
33 rd Vacancy -	Unreserved (Meritorious Sportsperson)
34 th Vacancy -	EWS (E.C.)
35 th Vacancy -	Unreserved
36 th Vacancy -	Scheduled Caste
37 th Vacancy -	Unreserved
38 th Vacancy -	OBC Category-A
39 th Vacancy -	Unreserved (E.C.)
40 th Vacancy -	Scheduled Caste
41 st Vacancy -	Unreserved
42 nd Vacancy -	Unreserved (Persons with disabilities- Deaf and Hard of Hearing)
43 th Vacancy -	Scheduled Tribe (E.C.)
44 th Vacancy -	EWS
45 th Vacancy -	OBC Category-A (E.C.)
46 th Vacancy -	Unreserved
47 th Vacancy -	Scheduled Caste (E.C.)
48 th Vacancy -	Unreserved
49 th Vacancy -	OBC Category-B (Ex-Serviceman in Group-D Post)
50 th Vacancy -	Unreserved (E.C.)
51 st Vacancy -	Scheduled Caste
52 nd Vacancy -	OBC Category-A
53 rd Vacancy -	Unreserved (E.C.)
54 th Vacancy -	Scheduled Tribe (Ex-Serviceman in Group-D Post)
55 th Vacancy -	EWS

56 th Vacancy -	Unreserved
57 th Vacancy -	Scheduled Caste (E.C.)
58 th Vacancy -	Unreserved (Ex-Serviceman in Group-C Post)
59 th Vacancy -	OBC Category-B
60 th Vacancy -	Unreserved (E.C.)
61 st Vacancy -	Scheduled Caste
62 nd Vacancy -	EWS
63 rd Vacancy -	OBC Category-A (Ex-Serviceman in Group-D Post)
64 th Vacancy -	Unreserved (E.C.)
65 th Vacancy -	Scheduled Caste
66 th Vacancy -	Unreserved (Meritorious Sports person)
67 th Vacancy -	Unreserved (E.C.)
68 th Vacancy -	Scheduled Caste
69 th Vacancy -	OBC Category-B(E.C.)
70 th Vacancy -	Unreserved
71 th Vacancy -	Scheduled Caste (Ex-Serviceman in Group-D Post)
72 nd Vacancy -	Unreserved (Persons with disabilities- Autism, intellectual disability, specific learning disability, mental illness and multiple disabilities)
73 rd Vacancy -	Unreserved (E.C.)
74 th Vacancy -	Scheduled Tribe
75 th Vacancy -	EWS (Ex-Serviceman in Group-C Post)
76 th Vacancy -	OBC Category-A (E.C.)
77 th Vacancy -	Unreserved
78 th Vacancy -	Scheduled Caste (E.C.)
79 th Vacancy -	Unreserved
80 th Vacancy -	Unreserved
81 st Vacancy -	Unreserved (Ex-Serviceman in Group-C Post)
82 nd Vacancy -	Scheduled Caste
83 rd Vacancy -	Unreserved (Ex-Serviceman in Group-D Post)
84 th Vacancy -	OBC Category-A
85 th Vacancy -	EWS (E.C.)
86 th Vacancy -	Scheduled Caste (E.C.)
87 th Vacancy -	Unreserved (E.C.)
88 th Vacancy -	Unreserved
89 th Vacancy -	OBC Category-B
90 th Vacancy -	Scheduled Caste
91 st Vacancy -	Unreserved
92 nd Vacancy -	Unreserved
93 rd Vacancy -	Scheduled Tribe (E.C.)
94 th Vacancy -	Unreserved (Ex-Serviceman in Group-D Post)
95 th Vacancy -	EWS
96 th Vacancy -	Unreserved

97 th Vacancy -	Scheduled Caste (E.C.)
98 th Vacancy -	Unreserved
99 th Vacancy -	OBC Category-A
100 th Vacancy -	Unreserved (E.C.)

(E.C. means Exempted Categories, EWS means Economically Weaker Section)

2. The Governor is also pleased to direct that the reservation for Persons with Disabilities, as provided under the Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995 (1 of 1996), read with sub-section (1) of section 34 of the Rights of Persons with Disabilities Act, 2016 (49 of 2016) shall be implemented as follows:-

(a) If any of these vacancies cannot be filled up due to non-availability of a suitable person with benchmark disability or for any other sufficient reason, such vacancies shall be filled up through the procedure as mentioned in sub-section (2) of section 34 of the Rights of Persons with Disabilities Act, 2016.

(b) Where in any recruitment year, 32nd vacancy in the 100-point Roster cannot be filled up due to non-availability of a suitable SC person with benchmark disability or for any other sufficient reasons, such vacancy shall be carried forward in the succeeding recruitment year and if in the succeeding recruitment year also suitable SC person with benchmark disability is not available, it may first be filled by interchange among the five categories and only when there is no SC person with benchmark disability available for the post in that year, the employer shall fill up the vacancy by appointment of a SC person, other than a person with disability with the prior approval of the Department of Women & Child Development & Social Welfare, Government of West Bengal, being the "appropriate Government".

(c) 'Appropriate Government' in the foregoing paragraph will have the same connotation and meaning as defined in section 2(b)(ii) of the Rights of Persons with Disabilities Act, 2016.

3. The Governor is further pleased to direct that (a) vacancies in Group 'C' Post at 11th, 22nd, 58th, 75th and 81st points; and (b) vacancies in Group-'D' Posts at 5th, 17th, 21st, 31st, 49th, 54th, 63rd, 71st, 83rd and 94th points of the above 100-Points Roster in State Services and Posts, Group-C and Group-D including those filled up through the Public Service Commission, West Bengal, shall be filled up by ex-servicemen subject to the provisions of rule-4 of the Ex-Servicemen (Reservation of Vacancies in State Services and Posts, Group-C and Group-D) Rules, 1982 as published *vide* Finance Department Notification No. 6249-E dated 15-06-1982.

4. The Governor is further pleased to direct that the vacancies in Group 'B', 'C' and 'D' posts at 33rd and 66th points of the above 100-Point Roster shall be filled up from

the meritorious sports persons according to the provisions of this Department Notification No. 49-Emp/1M-25/98, dated 01-03-2011, read with Labr/209-Emp/1M-17/2014(Pt-I) dated 21-07-2016.

5. In terms of the B.C.W. Department's Notification No. 917-BCW/MR-33/2025 dated 08-05-2025, the Backward Classes for the purpose of the West Bengal Commission for Backward Classes Act, 1993 (West Ben. Act I of 1993) stand divided into two categories, viz. Category-A and Category-B wherein Category-A classes would mean "More Backward" and Category-B classes would mean "Backward" within the "Backward Classes".

6. By the Backward Classes Welfare Department's Notification No. 1106-BCW/MR-33/2025, dated 03-06-2025, the Governor is further pleased to reserve 10% and 7% of vacancies in services and posts for the Category-A and Category-B respectively of the Other Backward Classes under Government of West Bengal, the local and statutory authorities constituted under any State Act, Corporations in which not less than 51% of the paid up share capitals is held by the State Government, Universities, Colleges affiliated to the Universities, primary, secondary and higher secondary schools, other educational institutions which are owned or aided by the State Government and public sector, to be filled up by direct recruitment shall be reserved for backward classes of citizens.

7. All appointing authorities should obtain names from Exempted Category cell under the Directorate of Employment, West Bengal, to fill up the vacancies meant for Exempted Category Candidates in the above roster except the cases of Employment on compassionate ground viz. death-in-harness and premature retirement due to permanent incapacitation.

8. The relevant Notifications issued by the competent authorities relaxing upper age limits for SC, ST, Other Backward Classes (Category-A and Category-B), Persons with Disabilities, Ex-Servicemen and Exempted Category Candidates may be kept in view while taking steps for filling up vacancies meant for the respective categories.

9. (a) As no curtailment of existing percentage of reservation for SC, ST and OBC (Category-A and Category-B) can be made the reserved points for SC(E.C.), ST(E.C.), OBC Category-A (E.C.) and OBC Category-B (E.C.) shall be filled up by the Exempted Category Candidates belong to SC, ST and OBC Category-A, Category-B only. In case of non-availability of a suitable Exempted Category Candidate belonging to SC, ST or OBC Category-A and Category-B or any of such reserved point, the said vacancy shall be filled up by a Non-Exempted Category Candidate belonging to SC, ST or OBC Category-A, and Category-B, as the case may be.

(b) In case suitable unreserved exempted category candidates are not available the vacancies meant for unreserved Exempted Category candidates in the 'Model 100-

Point Roster vacancies' may be filled up by way of recruitment of candidates belonging to Unreserved non-Exempted Categories sponsored by Employment Exchanges.

10. Since existing percentage of reservation for Economically Weaker Sections (EWS) cannot be curtailed, in case of non-availability of a suitable Ex-Serviceman candidate belonging to EWS category for Roster Point Nos. 17 and 75, the said two vacancies shall be filled up by a non-Ex-Serviceman candidate belonging to EWS category. Similarly, in case of non-availability of a suitable Exempted Category candidate belonging to EWS category for Roster Point Nos. 3, 34 and 85, the said three vacancies shall be filled up by a non-Exempted Category candidate belonging to EWS category.

11. This order issues in partial modification of this Department Notification No. 50-Emp/1M-25/98 dated 01-03-2011, *read* with Labr/280/Emp/EMP/1M-2/16 dated 08-07-2019 and 18-Emp(EC)/LABR-27011(20)/1/2020-EC dated 07-02-2023 to the extent it is considered necessary for implementation of the 10% and 7% reservation quota respectively for Backward Classes under category-A and Category-B as laid down in BCW Department's Notification No. 1106-BCW/MR-33/2025 dated 03-06-2025.

12. All appropriate authorities have been consulted on respective issues concerning them.

By order of the Governor,

Sd/-

(Dr. Manoj Pant, IAS)

Chief Secretary

to the Govt. of West Bengal.