

**The**



**Kolkata** **Gazette**

सत्यमेव जयते

*Extraordinary*  
Published by Authority

KARTIKA 29]

FRIDAY, NOVEMBER 20, 2015

[SAKA 1937

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

**GOVERNMENT OF WEST BENGAL**

**Labour Department**

**M. W. Branch**

**NOTIFICATION**

No. - 120-MW/2W-08/14, dated -19/11/2015 WHEREAS the proposal to revise the minimum rates of wages payable to the employees employed in the employment in “**Brick Manufactories**”, was published in *The Kolkata Gazette, Extraordinary*, Part-I, dated 02.07.2015, for information of persons likely to be affected thereby;

AND, WHEREAS, no objection has been received against the matters so published within the stipulated two months' time;

NOW, THEREFORE, under Clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, the Governor, after considering the proposal in depth and in consultation with the Minimum Wages Advisory Board for the State of West Bengal, is pleased hereby to revise the minimum rates of wages payable to the employees employed in respect of the employment in “**Brick Manufactories**” in the State of West Bengal, as specified in the Schedule below:-

**The Schedule**

1. (a) The following shall be monthly minimum rates of wages for different categories of employees employed in the employment of ‘**Brick Manufactories**’ in the State of West Bengal:-

Categories of Employees	Monthly Minimum rates of Wages	
	Without Accommodation	With Accommodation
(a) Unskilled	Rs. 3312.00	Rs. 3146.00
(b) Semi-skilled	Rs. 3643.00	Rs. 3461.00
(c) Skilled	Rs. 4007.00	Rs. 3807.00

The following shall be the piece rates of wages for different categories of employees employed in ‘**Brick Manufactories**’ in West Bengal :

Category	Rates of Minimum Wages per thousand brick	
	Without Accommodation	With Accommodation
1. (a) Brick moulding pugmill		
(i) Pathora	Rs.268.00	Rs.252.00
(ii) Mutphulia	Rs. 68.00	Rs. 60.00
(iii) Tubwaya	Rs. 34.00	Rs. 30.00
(iv) Mukkata	Rs. 34.00	Rs. 30.00
(v) Boyel Hakka	Rs. 11.00	Rs. 9.00
(b) Lathgung	Rs.301.00	Rs.285.00
2. (a) Loader of Bricks in Bhatta	Rs.143.00	Rs. 120.00
(b) Unloader of Bricks from Bhatta	Rs.135.00	Rs. 120.00
(c) Earth Cutter	Rs. 113.00 (Per 100 eft.)	Rs. 97.00 (Per 100 eft.)

(b) There will be one rate of minimum wage for the whole of West Bengal.

(c) The classification of employees are as follows:-

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

**Semi-Skilled:** Loading Mistry, Belder, Sajnder, Sorting Mistry, Sorter, Pathora.

**Skilled:** Fireman, Lorry Driver, Munshi.

(d) The proposed minimum rates of wages correspond to the half-yearly average of Consumer Price Index for Agricultural Labourers (CPI-AL), West Bengal, Base 1986-87 = 100 from October, 2008 to March, 2009, which is 431. This point will be considered as fixation point;

(e) The minimum rates of wages shall be adjusted half-yearly both upward and downward and be paid from 1st January and from 1st July of each year on the basis of half- yearly average Consumer Price Index Number for the period from April to September and October to March respectively. Consumer Price Index Number for Agricultural Labourers, Base 1986-87 = 100 should be taken for wage adjustment;

(f) Rate of adjustment of minimum wages for the purpose of neutralization per point per month will be as shown below:-

Category of Employees	Rate of Neutralization	
	Without Accommodation	With Accommodation
(a) Unskilled	Rs 7.68	Rs 7.30
(b) Semi-Skilled	Rs 8.45	Rs 8.03
(c) Skilled	Rs 9.30	Rs 8.83

The rates of neutralization have been arrived at by dividing the minimum wages proposed for different categories of employees by the respective fixation points as noted in serial (d) above. The final calculation of wages will be done after rounding off to nearest rupee;



- (g) There will be no adjustment of minimum wages below the fixation point;
  - (h) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee, to arrive at weekly rates; daily rates will have to be multiplied by 6;
  - (i) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
  - (j) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
  - (k) 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 rate of wages;
  - (l) 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;
  - (m) The minimum rates of wages are applicable to employees employed by contractors also;
  - (n) The minimum rates of wages for disabled persons shall be same as payable to the employees of appropriate category;
  - (o) The minimum rates of wages and Variable Dearness Allowance, if any, both constitute the minimum rates of wages to be enforceable under the Minimum Wages Act, 1948 (11 of 1948).
  - (p) The daily earnings of a piece rated employee shall not be less than the rate for a daily rated employee.
2. It shall come into force from the date of the publication of the NOTIFICATION in the Official Gazette.

By order of the Governor,

SITAL CHANDRA MONDAL  
*Joint Secretary to the Government of West Bengal.*