



Government of West Bengal
Office of the Labour Commissioner, Statistics Section,
6th Church Lane, 3rd Floor, Kolkata-700 001.

No: 47/Stat/14/RW/24/2023/LCS/JLC

dated 12/12/2023

CIRCULAR

The minimum rates of wages payable to the employees employed in the employment of '**Brick Manufactories**' was last revised vide Labour Department's Notification No. 120-MW/2W-08/14, dt 19.11.2015 and was published in *The Kolkata Gazette Extraordinary*, dated November 20, 2015.

Now, with reference to the said notification, the following shall be **Minimum Rates of Wages** in the said employment for the period from 1st **January 2024 to 30th June 2024**:

| Categories of Employees | Minimum Rates of Wages (Rs) | | | |
|-------------------------|-----------------------------|---------|--------------------|---------|
| | Without Accommodation | | With Accommodation | |
| | Per Month | Per Day | Per Month | Per Day |
| Unskilled | 8104 | 312 | 7701 | 296 |
| Semi Skilled | 8916 | 343 | 8472 | 326 |
| Skilled | 9810 | 377 | 9317 | 358 |

With reference to the said notification, the following shall be **Piece rates of wages** in the said employment for the period from 1st **January 2024 to 30th June 2024**:

| Category | Rates of Minimum Wages Per Thousand Bricks (Rs) | |
|------------------------------------|--|----------------------------|
| | Without Accommodation | With Accommodation |
| 1. (a) Brick Moulding pugmill | | |
| (i) Pathora | Rs. 656.00 | Rs. 616.85 |
| (ii) Mutphulia | Rs. 166.47 | Rs. 146.86 |
| (iii) Tubwaya | Rs. 83.23 | Rs. 73.43 |
| (iv) Mukkata | Rs. 83.23 | Rs. 73.43 |
| (v) Boyel Hakka | Rs. 26.91 | Rs. 22.04 |
| (b) Lathgunj | Rs. 736.80 | Rs. 697.65 |
| 2. (a) Loader of Bricks in Bhatta | Rs. 350.04 | Rs. 293.72 |
| (b) Unloader of Bricks from Bhatta | Rs 330.44 | Rs. 293.72 |
| (c) Earth Cutter | Rs. 276.61 (per 100 cft) | Rs 237.46 (per 100 cft) |

(1) The classification of employees in the above employment is as follows:

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

Semi-skilled Workers: Loading Mistry, Belder, Sajander, Sorting Mistry/Sorter, Pathora;

Skilled Workers: Fireman, Lorry Driver, Munshi.

- (2) There shall be one minimum rate of wages for the whole State of West Bengal;
- (3) 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;
- (4) A normal working day shall consist of eight hours of actual work and not less than half an 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;
- (6) 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;
- (7) 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;
- (8) The minimum rates of wages are applicable to employees employed by contractors also;
- (9) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (10) The men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (11) 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;
- (12) The daily earnings of a "piece rated" employee shall **not** be less than the rate for a "daily rated" employee.

This is issued with due approval of the Labour Commissioner, West Bengal.



(P S Chakraborty)

Additional Labour Commissioner,
West Bengal