



**Government of West Bengal**  
**Office of the Labour Commissioner**  
**6, Church Lane, 4<sup>th</sup> floor, Kolkata – 700 001.**

No. 889 /Stat/RW/67/179/96/LCS/JLC.

Dated:05.07.2016

**CIRCULAR**

(a) The following shall be the minimum rates of wages in the employment of ‘**Brick Manufactories**’ in the State of West Bengal as per notification number 120-MW/2W-08/14dated 19.11.2015. These rates have become effective from **1<sup>st</sup> July, 2016 to 31<sup>st</sup> December, 2016.**

Categories of Employees	Monthly Minimum Rates of Wages	
	Without Accommodation	With Accommodation
(a)Unskilled	Rs.5839.00	Rs.5548.00
(b)Semi-Skilled	Rs.6423.00	Rs.6103.00
(c)Skilled	Rs.7067.00	Rs.6712.00

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 Wage per thousand brick	
	Without accommodation	With accommodation
1. (a) Brick mouldingpugmill		
(i) Pathora	Rs. 473.00	Rs.444.00
(ii) Mutphulia	Rs.120.00	Rs.106.00
(iii) Tubwaya	Rs.60.00	Rs.53.00
(iv) Mukkata	Rs.60.00	Rs.53.00
(v) Boyel Hakka	Rs.19.00	Rs.16.00
(b) Lathgung	Rs.530.00	Rs.502.00
2. (a) Loader of Bricks in Bhatta	Rs.252.00	Rs.211.00
(b) Unloader of Bricks from Bhatta	Rs.238.00	Rs.211.00
(c) Earth Cutter	Rs.199.00 (Per 100 cft.)	Rs.171.00 (Per 100 cft.)

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

**Unskilled:** 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:** Loading Mistry, Belder, Sajnder, Sorting Mistry, Sorter, Pathora.

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

Contd....P/2.

- (c) There will be one rate of minimum wages for the whole of West Bengal.
- (d) To arrive at daily rates, monthly rates will have to be divided by 26 and to be rounded off to the nearest rupee and to arrive at weekly rates, daily rates will have to be multiplied by 6;
- (e) A normal working day shall consist of eight and half hours of work including interval for half-an-hour for rest;
- (f) One day in any period of seven days as may suit the local convenience shall be the day of weekly rest;
- (g) 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.;
- (h) 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;
- (i) The minimum rates of wages are applicable to employees employed by contractors also;
- (j) The minimum rates of wages for disabled persons shall be same as payable to the workers of appropriate category;
- (k) 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).
- (l) The daily earnings of a piece rated employee shall not be less than the rate for a daily rated employee.



(Md. A. Haque)  
Joint Labour Commissioner,  
West Bengal.

MEMO. NO.: 889/ Stat/2RW/111/575/2012/LCS/JLC.

Dated: 05.07.2016

1. The Additional Chief Secretary, Labour Department, New Secretariat Buildings, 12<sup>th</sup> floor, 1, K.S. Roy Road, Kolkata – 700 001.
2. The Labour Commissioner, West Bengal, N. S. Buildings, 11<sup>th</sup> Floor, Kolkata-1.-This has reference to his kind approval dated 05.07.2016.
3. The Secretary (Central Trade Unions/ All Chambers of Commerce),.....with the request to circulate this among his constituents.
4. The Joint/Deputy/Assistant Labour Commissioner.....With the request to circulate this among the Inspectors, M.W. under his jurisdiction.



( Md. A. Haque )  
Joint Labour Commissioner,  
West Bengal