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Ministry of Labor and Employment

Sub-division-06

S, R, O No 369-Act/2013. As per the Sub-Clause (1) of 140 Clause of the Bangladesh Labour Act, 2006 (Act No. 42 of 2006), the Government under the act of 139, the 'Garments' industrial sector, and thereafter it is stated as of that sector, for the workers, the following minimum wages mentioned in the following Schedules, recommended by 'Minimum Wage Board' is announced with the following conditions:

10303

Schedule (A)
Workers' Wages
Month: 26 days (208 hours)
Day: 8 hours (a worker's daily service duration except eating and resting time)

10304 Bangladesh Gazette, Additional, December 5, 2013

Serial no	Workers position and classification	Main wages (BDT)	Rate of annual wages growth	House rent Allowance (BDT) (40% of total wages)	Medical allowance	Conveyance allowance	Food allowance (BDT)	Total wages (BDT)
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
1	Grade-1 1. Pattern Master 2. Chief Quality Controller 3. Chief Cutting Master/Cutting Chief 4. Chief Mechanic	8500/-	5%	3400/-	250/-	200/-	650/-	13000/-
2	Grade-2 1. Mechanic/electrician 2. Cutting master	7000/-	5%	2800/-	250/-	200/-	650/-	10900/-
3	Grade-3 1. Sample machinist 2. Mechanic 3. Senior Stitch Machine Operator 4. Senior Winding Machine Operator 5. Senior knitting machine operator 6. Senior linking machine operator	4075/-	5%	1630/-	250/-	200/-	650/-	6805/-

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	7. Senior Cutter 8. Senior quality inspector 9. Senior Marker/Senior Drawing Man/Senior Drawing Woman 10. Senior Line Liver 11. Senior Overlock Machine Operator 12. Senior Button Machine Operator 13. Senior Kanchai Machine operator	4075/-	5%	1630/-	250/-	200/-	650/-	6805/-
4	Grade-4 1. Sewing Machine Operator 2. Winding Machine Operator 3. knitting machine operator 4. Linking machine operator 5. Marker/ Drawing Man/ Drawing Woman 6. Cutter 7. Melding Operator 8. Pressing man, pressing women, finishing, iron man, finishing ironman 9. Folder (finishing section) 10. Packer	3800/-	5%	1520/-	250/-	200/-	650/-	6420/-
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Grade-4 11. Quality Operator 12. Over lock Machine Operator 13. Button Machine Operator 14. Kanchai Machine operator 15. Poly man/Poly women 16. Packing man/packing woman 17. Line Leader	3800/-	5%	1520/-	250/-	200/-	650/-	6420/-
5	Grade-5 1. Junior Sewing Machine Operator 2. Junior Winding Machine Operator 3. Junior knitting machine operator 4. Junior Linking machine operator 5. Junior Marker/ Drawing	3500/-	5%	1412/-	250/-	200/-	650/-	6042/-

	Man/ Drawing Woman 6. Junior Cutter 7. Junior Melding Operator 8. Junior Pressing man, pressing women, finishing, iron man, finishing ironman 9. Junior Folder (finishing section) 10. Junior Electrician 11. Junior Packer 12. Junior Overlock Machine Operator 13. Junior Button Machine Operator 14. Junior Kanchai Machine Operator							
06	Grade-6 1. General Sewing Machine Operator 2. General Winding Machine Operator 3. General knitting machine operator 4. General Linking machine operator 5. General Melding Operator 6. General Fusing Machine Operator 7. General Color Turning Machine Operator 8. General Over Lock Machine Operator 9. General Button Machine Operator 10. General Kanchai Machine Operator	3270	5%	1308/-	250/-	200/-	650/-	5678/-
07	Grade-7 1. Assistant Sewing Machine Operator 2. Assistant Winding Machine Operator 3. Assistant knitting machine operator 4. Assistant Linking machine operator 5. Assistant Melding Operator 6. Assistant cutter 7. Assistant Marker/Assistant Drawing man/Assistant Drawing Women 8. Assistant pocket creasing	3000	5%	1200/-	250/-	200/-	650/-	5300/-

	<p>machine operator/Creasing man/creasing women</p> <p>9. Line Iron man/line iron woman</p> <p>10. Assistant Dry Washing man/Assistant Dry Washing women</p> <p>11. Assistant Overlock Machine Operator</p> <p>12. Assistant Button Machine Operator</p> <p>13. Assistant Kanchai Machine Operator</p> <p>14. Finishing Assistant</p>							
8	<p>Apprenticeship</p> <p>(A) Apprenticeship duration shall be up to 3 months</p> <p>(B) During the apprenticeship, the apprentice shall be given the apprenticeship training allowance on monthly basis which is total BDT 4180 (Four thousand one hundred and eighty), (basic-2200, house rent-880, medical allowance-250, conveyance-200, food allowance-650)</p> <p>(C) The apprenticeship period could be extended up to another 3 months, if the assessment of the apprentice performance is not measured within first three months. After completion of apprenticeship period, the apprentice would be appointed as a worker with having the same grade.</p>							

Conditions

With the consideration of positions of workers, types of works and nature, duration of services, knowledge and experience, skill and surrounding situation of this industrial sector:-

1. Stated in the Schedule 'a' of Worker respectively Grade-1, Grade-2, Grade-3, Grade-4, Grade-5, Grade-6, Grade-7; these 7 (seven) grades
2. Stated in the Schedule 'b' of workers respectively Grade-1, Grade-2, Grade-3, Grade-4; the positions and classifications shall be formulated with these 4 (four) grades
3. For workers of this industrial sector, the monthly wages and other allowances shall be fixed in the different column of the schedules and it shall be applicable for all garments factories located in Bangladesh.
4. The current positions of the workers stated in the Schedule 'a' and 'b' of this industrial sector shall be remaining as it is and they shall again be positioned as in the same category and class and their wages shall be fixed following the recommended wages with the adjustment of the current ones. No labor and workers shall be downgraded.
5. After this gazette notification, the owners of these industrial sectors shall register the new wages with ensuring the positions of the stated in the Schedule 'a' and 'b' of this industrial sector respectively and provide them the pay slip
6. Stated in the Schedule 'a' and 'b' would be considered as lowest wages; and no lesser wages

shall be given than that stated wages; but the condition is that if the present wages is higher than that mentioned lowest wages, then it shall not reduced

7. If the owners or recruiters want, they can provide higher wages to any labor or workers through their individual or combined initiatives through made agreements
8. The labors and workers employed in these industrial sector through contractors and being paid with the organization's wages shall be considered as 'Labor' as per the Bangladesh Labour Act 2006, 2 (65) Clause. If the labors face any problems regarding receiving their payment caused by the contractors, the owners of these industrial sectors shall be responsible
9. The contractors shall not pay any lesser amount from the circulated wages for labors and workers recommended by the Minimum Wage Board
10. As per the Condition (7), the Contractors should follow the same actions like the owners of the these industrial sectors following the Clause 121, 150 and 161 of the Bangladesh Labour Act 2006.
11. If the owner of the these industrial sectors pay the labors of sweater and other factories as per Piece Rate, then they shall be paid in such rates which follows the Schedule (a) and mentioned conditions so that they shall not be paid less that the fixed rates of other different category of labors
12. Apart from the allowances mentioned in the Schedule of (a) and (b), the facilities from the factories which are being given to the workers shall be continued as per the Bangladesh Labor Act 2006, Clause 149 and Clause 336.

Marginal Facilities:

(1) Annual wage increment

(A) The wage increment shall be taken place annually at the rate of 5% of basic salary

(B) This increment would be taken place in the next years as a cumulative ratio

(C) Explanation: If BDT 3000 (Three thousand taka) is a basic salary of a worker, then his/her basic salary would be increased up to BDT 3150 (Three thousand one hundred and fifty) after completion of one-year service. In next year, it would be again increased by 5% as a cumulative ratio. It means the basic salary would be BDT 3307/50 (three thousand three hundred and seven taka and fifty paisa) with the 5% increment of the basic salary of BDT 3150.

(2) Food Allowance

(1) With the rate of per day BDT 25 (twenty five), food allowance would be provided for 26 working days in a month amounting BDT 650 (six hundred and fifty).

(2). However, those factories are already providing more amount for food allowance, shall not be reduced their current amount

Explanation: If any factory already provides BDT 700 (seven hundred) as food allowance, they have to pay the amount of BDT 650 (six hundred fifty) as per the mentioned rate in the Schedule and then they have to add additional BDT 50 (Fifty) i.e. BDT 700 (seven hundred) as the Food Allowance.

(3) Those factories are paying less than BDT 650 (six hundred fifty) or not paying any amount as

food allowance, they have to pay the amount of 650 (six hundred fifty) as stated in the published Schedule.

The wages rates and allowances mentioned in this Gazette shall be effective from 1st of December, 2013.

By order of the President

Mohiuddin Ahmed Khan
Deputy Secretary