

**Bangladesh Gazette**



**Additional Unit**

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**Government of the People's Republic of Bangladesh**

**Ministry of Labor & Employment**

**Sub branch-6**

**Notice**

**Date: December 04, 2013**

**SRO No. 369- Law/2013-** According to Bangladesh Labor law, 2006 (42 no law of 2006), sub-article (1) of article 140, Government under article 139 “Garments” industrial sectors, or industrial sectors mentioned ‘Minimum wage board’ suggested below schedules mentioning minimum wage rate, conditions mentioned below, are serially declared for that industry’s labor and employees:

**Schedule‘Ka’ (a)**

**Labor Wages**

**Month: 26 days (208 hours)**

**Day: 8 hours (excluding lunch & rest break)**

Serial No	Labor classification & grading	Basic Wages (Tk)	Yearly Wages (increment rate)	House rent allowance (Tk) (40% of basic wages)	Medical allowance (Tk)	Transport allowance (Tk)	Food allowance (Tk)	Total Wages (Tk)
1	2	3	4	5	6	7	8	9
1.	<b><u>Grade 1:</u></b> 1. Pattern Master 2. Chief Quality Controller 3. Chief Cutting Master/ Cutting Chief 4. Chief Mechanic	8,500	5%	3,400	250	200	650	13,000
2.	<b><u>Grade- 2:</u></b> 1. Mechanic/Electrician 2. Cutting Master	7,000	5%	2,800	250	200	650	10,900

<p><b>3.</b></p>	<p><b><u>Grade-3:</u></b></p> <ol style="list-style-type: none"> <li><b>1. Sample Machinist</b></li> <li><b>2. Mechanic</b></li> <li><b>3. Senior Sewing Machine Operator</b></li> <li><b>4. Senior Winding Machine Operator</b></li> <li><b>5. Senior Knitting Machine Operator</b></li> <li><b>6. Senior Linking Machine Operator</b></li> <li><b>7. Senior Cutter</b></li> <li><b>8. Senior Quality Inspector</b></li> <li><b>9. Senior Marker/Senior Drawing man/Senior Drawing woman</b></li> <li><b>10. Senior Line Leader</b></li> <li><b>11. Senior Over lock Machine operator</b></li> <li><b>12. Senior Button Machine Operator</b></li> <li><b>13. Senior Kanchai Machine Operator</b></li> </ol>	<p><b>4,075</b></p>	<p><b>5%</b></p>	<p><b>1,630</b></p>	<p><b>250</b></p>	<p><b>200</b></p>	<p><b>650</b></p>	<p><b>6,805</b></p>
<p><b>4.</b></p>	<p><b><u>Grade- 4:</u></b></p> <ol style="list-style-type: none"> <li><b>1. Sewing Machine Operator</b></li> <li><b>2. Winding Machine Operator</b></li> <li><b>3. Knitting Machine Operator</b></li> <li><b>4. Linking Machine Operator</b></li> <li><b>5. Marker/Drawing Man/ Drawing women</b></li> <li><b>6. Cutter</b></li> <li><b>7. Molding Operator</b></li> <li><b>8. Pressing man/Pressing woman/ Finishing Iron Man/Finishing Iron woman</b></li> <li><b>9. Folder (Finishing Section)</b></li> <li><b>10. Packer</b></li> <li><b>11. Quality Inspector</b></li> <li><b>12. Over lock Machine Operator</b></li> <li><b>13. Button Machine Operator</b></li> <li><b>14. Kanchai Machine Operator</b></li> </ol>	<p><b>3,800</b></p>	<p><b>5%</b></p>	<p><b>1,520</b></p>	<p><b>250</b></p>	<p><b>200</b></p>	<p><b>650</b></p>	<p><b>6,420</b></p>

	<b>15. Poly man/Poly woman</b> <b>16. Packing man/Packing woman</b> <b>17. Line Leader</b>							
<b>5.</b>	<b><u>Grade-5:</u></b> <b>1. Junior Sewing Machine Operator</b> <b>2. Junior winding Machine Operator</b> <b>3. Junior Knitting Machine Operator</b> <b>4. Junior Linking Machine Operator</b> <b>5. Junior Marker/Junior Drawing Man/Junior Drawing Woman</b> <b>6. Junior Cutter</b> <b>7. Junior Molding Operator</b> <b>8. Junior Pressing Man/Junior Pressing Woman/Junior Finishing Iron Man/Junior Finishing Iron Woman</b> <b>9. Folder (Finishing Section)</b> <b>10. Junior Electrician</b> <b>11. Junior Packer</b> <b>12. Junior Over lock Machine Operator</b> <b>13. Junior Button Machine Operator</b> <b>14. Junior Kanchai Machine Operator</b>	<b>3,530</b>	<b>5%</b>	<b>1,412</b>	<b>250</b>	<b>200</b>	<b>650</b>	<b>6,042</b>

<b>6.</b>	<b><u>Grade-6:</u></b>  <b>1. General Sewing Machine Operator</b>  <b>2. General Winding Machine Operator</b>  <b>3. General Knitting Machine Operator</b>  <b>4. General Linking Machine Operator</b>  <b>5. General Molding Operator</b>  <b>6. General Fusing Machine Operator</b>  <b>7. General Color Tanning Machine Operator</b>  <b>8. General Over lock Machine Operator</b>  <b>9. General Button Machine Operator</b>  <b>10. General Kanchai Machine Operator</b>	<b>3,270</b>	<b>5%</b>	<b>1,308</b>	<b>250</b>	<b>200</b>	<b>650</b>	<b>5,678</b>
<b>7.</b>	<b><u>Grade-7:</u></b>  <b>1. Assistant Sewing Machine Operator</b>  <b>2. Assistant Winding Machine Operator</b>  <b>3. Assistant Knitting Machine Operator</b>  <b>4. Assistant Linking Machine Operator</b>  <b>5. Assistant Molding Machine Operator</b>  <b>6. Assistant Cutter</b>  <b>7. Assistant Marker/Assistant Drawing Man/Assistant Drawing Woman</b>  <b>8. Pocket Creasing Machine Operator/Creasing Man/Creasing Woman</b>  <b>9. Line Iron Man/Line Iron woman</b>  <b>10. Assistant Dry Washing Man/Assistant Dry Washing Woman</b>  <b>11. Over lock Machine Assistant</b>  <b>12. Button Machine Assistant</b>	<b>3,000</b>	<b>5%</b>	<b>1,200</b>	<b>250</b>	<b>200</b>	<b>650</b>	<b>5,300</b>

	<b>13. Kanchai Machine Assistant</b>							
	<b>14. Finishing Assistant</b>							
<b>8.</b>	<b><u>Trainee:</u></b> (1) Training period for Trainee will be for 3 months. (2) During training period, Trainee labor monthly training allowance will be BDT 4,180. (Basic salary 2,200, house rent is 40% of basic wage amounting to 880, medical allowance 250, transport allowance 200, food allowance 650. (3) Labor's training period can be extended for another 3 months if in case first three months are not sufficient enough to evaluate his performance. After completing the training program successfully, the labour will be appointed as per the designated grade.							

**Schedule 'Kha' (b)**

**Employee Wages**

**Month: 26 days (208 hours)**

**Day: 8 hours (employee's total working hour excluding lunch and rest)**

Serial No	Labor classification & grading	Basic Wages (Tk)	Yearly Wages increment rate	House Rent allowance Tk (40% of basic wages)	Medical Allowance (Tk)	Transport Allowance (Tk)	Food allowance (Tk)	Total Wages (Tk)
1	2	3	4	5	6	7	8	9
1.	<b><u>Grade-1:</u></b> 1. Store keeper	6,500	5%	2,600	250	200	650	10,200
2.	<b><u>Grade-2:</u></b> 1. Account Assistant 2. Store Assistant 3. Cashier 4. Import Assistant/Export Assistant 5. Computer Operator	5,000	5%	2,000	250	200	650	8,100
3.	<b><u>Grade-3:</u></b> 1. Typist 2. Clark/Office Assistant 3. Telephone Operator 4. Time Keeper 5. Care taker 6. Security Guard	4,500	5%	1,800	250	200	650	7,400

	<b>7. Driver</b>							
	<b>8. Cash Assistant</b>							
<b>4.</b>	<b><u>Grade-4:</u></b> <b>1 Peon</b> <b>2 Guard/Checker</b> <b>3 Cook</b> <b>4 Sweeper</b>	<b>3,250</b>	<b>5%</b>	<b>1,300</b>	<b>250</b>	<b>200</b>	<b>650</b>	<b>5,650</b>
<b>5.</b>	<b>Trainee:</b>  (1) Training period will be 6 months.  (2) During the training period, a trainee will receive monthly training allowance of Tk 4,320 (basic wages 2,300, house rent allowance 40% of basic wages amounting to 920, medical allowance 250, transport allowance 200, food allowance 650)  (3) Trainee will be appointed to their designated grade after the successful completion of their training period.							

### **Conditions**

(1) Considering the labors' and employees' designation, nature of work, employment tenure, experiences & expertise, skills, other environmental factors etc:

(a) Labors will be classified and graded according to the grades mentioning in Schedule –Ka (a) as Grade-1, Grade-2, Grade-3, Grade-4, Grade-5, Grade-6 and Grade-7.

(b) Employees will be classified and graded according to the grades mentioning in Schedule- Kha (b) as Grade-1, Grade-2, Grade-3 and Grade-4.

(2) Labors and employees will get minimum monthly wages and other allowances mentioned in different columns of schedules and will be applicable for all garment industries of Bangladesh.

(3) Labors and employees of that respective industry will get the increased/amended wage mentioned in schedules according to their current employment grading. No employee/labor will be graded below this standard.

(4) After the publication of this notice, owners of respective industry, grades mentioned in Schedules Ka (a) and Kha (b) salary will be registered according to their grades and receipts will be given to them.

(5) Salary mentioned in Schedules Ka (a) and Kha (b), will be considered as minimum wage and less wage cannot be provided to them. But in case, existing wage is higher than the minimum wage mentioned here, the worker will get the existing wage.

(6) If Owners/employers wish, they can individually, jointly employ workers at higher wage.

(7) Labors and employees appointed by the contractors in respected industries will be identified as 'labors' as per Bangladesh Labor Law 2006, Article 2 (65). Owners/

employers will be responsible for any problem in regards to their appropriate dues. Contractors cannot pay the wage below the rate mentioned in the Wage Board.

(8) Contractors will act as employers/owners according to Bangladesh Labour Law 2006, Article 121, Article 150 and Article 161.

(9) If the owner/employer pays “Piece Rate” to the workers of other garment industries including sweaters, then rate mentioned in Schedule- Ka (a), conditions mentioned as per this schedule will also be implemented, but cannot pay below this fixed minimum wage rate. Labors that are getting “Piece Rate” wage and working at other garment industries including sweaters will yearly get an increment of 5% of basic wages.

(10) Extra facilities provided other than mentioned in Schedule Ka (a) and Kha (b), will be continued as per section 149 & 336 of Bangladesh Labor act 2006.

**General/Other benefits:**

**(1) Yearly wage increment:**

(a) Wage will be increased at a rate of 5% of basic wage.

(b) This rate will be increased at an increasing rate in the next year.

**Explanation:** If a labor’s basic wage is Tk 3,000, then after 1 year of employment, his yearly wage will be increased to Tk 3,150. In the next year the wage will increase again at an increasing rate of 5%. Means the basic wage will be increased from Tk 3,150 to 3,307.50 with a 5% increment.

**(2) Food Allowance:**

(a) Everyday Tk 25 will be given, which means monthly allowance of Tk 650 for 26 working days.

(b) Industries which are already paying this amount of food allowance cannot reduce the existing allowance rate.

**Explanation:**

(1) If an industry is currently paying Tk 700 as food allowance, then the industry needs to allocate Tk 650 for food allowance and rest of the money Tk 50 for additional food allowance, total Tk 700 as food allowance.

(2) Industries which are paying less than Tk 650 as food allowance or are not providing any food allowance at all, their owners are bound to provide Tk 650 as food allowance.

**This minimum wage structure and other allowances will be applicable from 1st December, 2013.**

With the Order from the Honorable President  
(Mahiuddin Ahmed Khan)

Joint Secretary