



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

No. 373/Stat/2RW/17/94/LCS/JLC.

Dated. 22.01.2016

CIRCULAR

- (a) The following shall be the minimum rates of wages in the employment of ‘**Cinema Industry**’ in the State of West Bengal as per notification number 121-MW/2W-08/14 dated 10.11.15. These rates have become effective from **1st January, 2016 to 30th June, 2016**. In effect, the rates published under Memo No. 1752/2RW/17/94/LCS/JLC dated 08.10.2015 shall remain effective w.e.f. August, 2015 to 19th November, 2015.

Categories of Employees	Monthly Minimum Rates of Wages	
	Zone A	Zone B
(a) Unskilled	Rs.7230.00	Rs.6634.00
(b) Semi-Skilled	Rs.7954.00	Rs.7296.00
(c) Skilled	Rs.8750.00	Rs.8026.00
(d) Highly Skilled	Rs.9624.00	Rs.8830.00

- (b) **Implementing areas:**

Zone - A: Areas under all Municipal Corporations, Municipalities, Notified Area Authorities,

Development Authorities, Thermal Power Plants including Township areas.

Zone - B: Rest of West Bengal.

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

CINEMA HOUSE EXHIBITION

Unskilled: Peon, Bearer, Maid-servants, Sweeper, Poster Boys, Durwans, Watchman, Shifter, Dispensers, Bar-attendants, Chocolate Boy, Soda Fountain Hamal, Mali, Traffic Linesman or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled: Usher, Doorman, Liftman, Gate-keeper, Fireman, Assistant Painter, Assistant Carpenter, Assistant Polishwala, MCOT (Member of Customer Dealing Team), Ticket Seller, Food/Snacks Seller or any other employee engaged in a similar nature of semi-skilled work by whatever name called.

Skilled: Assistant Engine Driver, Electrician, Operator, Projectionist, Polishwala, Painter, Carpenter, Caretaker, Telephone Operator, Soda Fountain Manager, Bar Manager, Booking & other Clerks, Cashier, Publicity Officer, Engine Driver, 1st Assistant/A.C. Operator, 1st Assistant Operator or any other employee engaged in a similar nature of skilled work by whatever name called.

Contd. P/2.

Highly Skilled: Head Operator, Head A.C. Operator, Head Electrician, Assistant Manager, Supervisor, Accountant or any other employee engaged in a similar nature of highly skilled work by whatever name called.

DISTRIBUTION UNITS

Unskilled: Peon, Sweeper, Mali, Bearer, Durwan, Watchman or any other employee engaged in a similar nature of unskilled work by whatever name called.

Skilled: Clerks, Accessories Clerks, Shipping, Filing and Mailing Clerks, Representative/Field Inspector, Stenographer, Booker/Salesman, Accountant/Cashier or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled: Manager or any other employee engaged in a similar nature of highly skilled work by whatever name called.

PRODUCTION UNITS

Unskilled: Production Boy or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled: 2nd Assistant Director and/or Continuity man, 2nd Assistant Cameraman and/or Focus Puller, Assistant Production Manager, Junior Artist C-Grade or any other employee engaged in a similar nature of semi-skilled work by whatever name called.

Skilled: Clerks, Driver, Junior Artist Special Grade Child/Old, Junior Artist A-Group with costume + dialogue, Junior Artist B-Group (with dialogue), Cat work or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled: Assistant Cameraman (1st Asstt.), Assistant Art Director (1st Asstt.), Stunt Man/Fighter, Duplicate/Dummy, Effect Man, Dancer A Grade, Dancer B Grade, Dancer C Grade, Asstt. Fight Master, Hair Styler, Costume man, Still Photographer, Make-up Artist or any other employee engaged in a similar nature of highly skilled work by whatever name called.

STUDIOS

Unskilled: Office Boy, Durwan, Sweeper and Mali or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled: 3rd Assistant Cameraman, Camera Mazdoor, Junior Carpenter, Painter, Setting Mazdoor, Studio Lighting, Electrician, Assistant Make-up-Man, Dresser or any other employee engaged in a similar nature of semi-skilled work by whatever name called.

Skilled: 2nd Assistant Cameraman and/or Focus Puller, Sound Boom Man, Senior Carpenter, Charge-hand setting Mazdoor, Setting Outdoor Indoor, Setting Construction/Art Setting, Studio Maintenance and Shop, Electrician, Clerks, Accountant/Cashier or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled: Assistant Cameraman (1st Assistant), Assistant Sound Recordist, Modeller/Designer, Title Card Writer, Setting Deptt.-in Charge, Charge-hand Carpenter, Floor Charge hand Lighting Electrician (Head Electrician), Back-ground Painter, Assistant Manager/Laboratory Officer-in-charge or any other employee engaged in a similar nature of highly skilled work by whatever name called.

Contd. P/3.

LABORATORIES

Unskilled: Sweeper, Durwan, Watchman, Office Boy or Laboratory Boy, Mali or any other employee engaged in a similar nature of unskilled work by whatever name called.

Semi-skilled: Dark room Mazdoor, Sound Mazdoor or any other employee engaged in a similar nature of semi-skilled work by whatever name called.

Skilled: Dark room Assistant, Grading Assistant, Assistant Projectionist, Assistant Electrician, Film Checking and Clearing-in-charge, 2nd Assistant Sound Recordist, Chemical Bath-in-charge, Clerk or any other employee engaged in a similar nature of skilled work by whatever name called.

Highly Skilled: Chief Projectionist, Chief Electrician, Maintenance Mechanics, Assistant Sound Recordist, Accountant/Cashier, Assistant Manager/Laboratory Office-in-charge or any other employee engaged in a similar nature of highly skilled work by whatever name called.

- (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 men and women employees shall get the same rates of wages for the same work or work of similar nature;
- (l) 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 (11 of 1948).



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

Contd. P/4.

MEMO. NO. 373/Stat/2RW/17/94/LCS/JLC.

Dated. 22.01.2016

1. The Secretary, Labour Department, 20B, Abdul Hamid Street, East India House, 2nd floor, Kolkata – 700 069.
2. The Labour Commissioner, West Bengal, N. S. Buildings, 11th Floor, Kolkata-1.-This has reference to his kind approval dated 19.01.2016.
3. Secretary (Central Trade Unions/ All Chambers of Commerce),.....
.....with the request to circulate this among his constituents.
4. 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.