



# The Punjab Gazette

PUBLISHED BY AUTHORITY

LAHORE FRIDAY NOVEMBER 03, 2023

GOVT. OF THE PUNJAB  
LABOUR & HR DEPARTMENT

Dated Lahore the 2<sup>nd</sup> November, 2023

## NOTIFICATION

No.SO(D-II)MW/2011: In supersession of the earlier notification of even No. dated 19.09.2023, the Governor of the Punjab, in exercise of the powers conferred under section 6 of the Punjab Minimum Wages Act, 2019 (XXVIII of 2019), on the recommendation of Minimum Wages Board, is pleased to specify the following minimum rates of wages for unskilled adult & adolescent workers employed in all industrial and commercial establishments of Punjab Province:

- (a) Rs. 1230.77/- per day (for eight working hours);  
and
- (b) Rs. 32,000/- per month (for 26 working days).

2. The following deductions shall be allowed to the employers for providing housing accommodation and transport facility to the workers employed by them subject to agreement between the employer and the worker:


- (a) For providing housing accommodation: Rs. 397/- per month;  
and
- (b) For providing transport facility: Rs. 85/- per month.

3. As per provision of Rule 15 of the West Pakistan Minimum Wages Rules, 1962, for work of equal value, a female worker of the category shall get the same minimum wages as allowed to a male worker of the category for such work.

4. The daily / weekly working hours, condition of overtime work, work on weekly days of rest and paid holidays, etc, in respect of the unskilled adult and adolescent workers of given category shall be regulated by the by, the Factories Act, 1934 (Act XXVI of 1934), Payment of Wages Act, 1936 (No. IV of 1936) and other relevant Labour Laws.

5. The minimum rates of wages of other categories of workers (highly skilled, skilled and semi-skilled) employed in any industry shall in no case be less than the minimum rates of wages, now, fixed for unskilled adult and adolescent workers in the Province of Punjab.

6. This notification shall come into force with effect from 1<sup>st</sup> July, 2023.

  
SECRETARY  
GOVT. OF THE PUNJAB  
LABOUR & HR DEPARTMENT



# The Punjab Gazette

PUBLISHED BY AUTHORITY

LAHORE FRIDAY NOVEMBER 03, 2023

GOVT. OF THE PUNJAB  
LABOUR & HR DEPARTMENT

Dated Lahore the 2<sup>nd</sup> November, 2023

## NOTIFICATION

No.SO(D-II)MW/2011: In supersession of the earlier notification of even No. dated 19.09.2023, the Governor of the Punjab, in exercise of the powers conferred under section 17 of the Punjab Domestic Workers Act, 2019 (Act II of 2019), Governor of the Punjab, on recommendation of Minimum Wages Board, is pleased to specify the following minimum rates of wages for the all Domestic Workers employed in all households of Punjab Province:-

- |     |     |   |
|-----|-----|---|
| (a) | Rs. | 32,000/- per month (for 26 working days). |
| (b) | Rs. | 1,230.77 per day (for 8 working hours).   |
| (c) | Rs. | 153.84 per hour.                          |

2. The following deductions shall be allowed to the employers for providing housing accommodation and transport facility to the workers employed by them subject to agreement between the employer and worker:


- |     |                                      |                      |
|-----|--------------------------------------|----------------------|
| (a) | For providing housing accommodation: | Rs. 397/- per month; |
|     | and                                  |                      |
| (b) | For providing transport facility:    | Rs. 85/- per month.  |

3. The existing wages where higher than the minimum wages now fixed, shall not be reduced. The employers shall, however, be free to pay higher wages either unilaterally on their initiative or by collective agreement in view of any special considerations including higher grade of skill or experience or higher cost of living in a particular locality or other reasons.

4. For work of equal value, a female worker shall get the same minimum wages as a male worker for work of equal value.

5. Where a worker whose minimum rate of wages is fixed under the Act, works for his employer on any day of rest or on specified holidays, the employer is required to pay the worker at a rate double the minimum rate fixed for work during normal hours or alternatively to give the worker a day of rest or holiday within a period of not more than six days of the day of rest or holiday on which he worked.

6. This notification shall come into force with effect from 1<sup>st</sup> July, 2023.

  
SECRETARY  
GOVT. OF THE PUNJAB  
LABOUR AND HR DEPARTMENT



# The Punjab Gazette

PUBLISHED BY AUTHORITY

LAHORE FRIDAY NOVEMBER 03, 2023

GOVT. OF THE PUNJAB  
LABOUR & HR DEPARTMENT

Dated Lahore the 2<sup>nd</sup> November, 2023

## NOTIFICATION

No.SO(D-II)MW/2011: In supersession of the earlier notification of even No. dated 19.09.2023, the Governor of the Punjab, in exercise of the powers conferred under section 6 of the Punjab Minimum Wages Act, 2019 (XXVIII of 2019), on the recommendation of Minimum Wages Board, is pleased to specify the minimum rates of wages as per appendix attached for all categories of workers (Highly Skilled, Skilled & Semi-Skilled) employed in the 102 listed industries & establishments in Punjab Province.

2. The following deductions shall be allowed to the employers for providing housing accommodation and transport facility to the workers employed by them subject to agreement between the employer and the worker:

- |     |                                      |                      |
|-----|--------------------------------------|----------------------|
| (a) | For providing housing accommodation: | Rs. 397/- per month; |
|     | and                                  |                      |
| (b) | For providing transport facility:    | Rs. 85/- per month.  |

3. The existing wages where higher than the minimum wages now fixed, shall not be reduced and employers shall not be forced to increase further. The employers shall, however, be free to pay higher wages either unilaterally on their initiative or by collective agreement in view of any special considerations including higher grade of skill or experience or higher cost of living in a particular locality or other reasons.

4. As per provision of Rule 15 of the West Pakistan Minimum Wages Rules, 1962, for work of equal value, a female workers of the category shall get the same minimum wages as allowed to a male worker of the category for such work.

5. The daily/weekly working hours, condition of overtime work, work on weekly days of rest and paid holidays, etc, in respect of the workers of given category shall be regulated by the Factories Act, 1934 (Act XXVI of 1934), Payment of Wages Act, 1936 (No. IV of 1936) and other relevant Labour Laws.

6. The employer shall place the missing job-classification in suitable category of worker or refer it back to Minimum Wages Board for necessary advice.

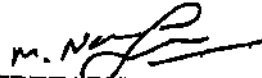
7. The minimum rates of wages for all categories of workers (Highly Skilled, Skilled & Semi-Skilled) shall apply to the workers employed in the following industries:-

- 1 Aluminum & Other Alloys Manufacturing Molding & Bending Industry,
- 2 Animal Feed & Animal Farms,
- 3 Bakeries & Sweets Manufacturing,
- 4 Battery (Auto & Other) Manufacturing,
- 5 Beverage,
- 6 Body Building Auto Vehicle,
- 7 Brick Kiln,
- 8 Building & Road Construction Industry,
- 9 Carpet,
- 10 Cement,

- 11 Ceramic,
- 12 Chambers & Commission Agents,
- 13 Chemicals and Dyes,
- 14 Cigarettes Mfg,
- 15 Cinema Houses and Film Studios,
- 16 Clock & Optical Manufacturing,
- 17 Contractors & Vendors (All Type),
- 18 Cotton Ginning and Pressing,
- 19 Cotton Textile,
- 20 Custom, Tax Clearing and Insurance Agencies,
- 21 Cutlery and Allied Goods,
- 22 Cycle and Cycle Parts Manufacturing,
- 23 Dairy Products,
- 24 Electric Goods Manufacturing (Including Fans),
- 25 Electronic Equipment & Accessories Industry,
- 26 Embroidery & Stitching Industry,
- 27 Fertilizer Manufacturing & Allied Industry,
- 28 Fishery & Hatchery Industry,
- 29 Flour Milling,
- 30 Foam & Foam Products Industry,
- 31 Food Products,
- 32 Foot Wear,
- 33 Fruit Products,
- 34 Gas & Gas Distributor's and Allied Appliances manufactures,
- 35 Glass,
- 36 Glues, Gel tine & Allied Industry (Bone & Hide etc.),
- 37 Hair Saloon & Beauty Clinics,
- 38 Handy Craft Industry,
- 39 Hardware (Tanks, Containers),
- 40 Heating & Ventilation Industry,
- 41 Hosiery and Knitted Goods,
- 42 Hospitals, Clinics & Labs and waste Management Works,
- 43 Hotels and Restaurants,
- 44 Ice and Cold Storage,
- 45 Industrial Chemicals & Gas filling, Packing, Sales and Allied Industry,
- 46 Interior Decoration & Poshash etc.,
- 47 Iron and Steel (Foundries and Workshops),
- 48 Jute,
- 49 Leather (Including Artificial Leather),
- 50 Marble & Stone Crushing Industry,
- 51 Marriage & Banquette and Community Halls & event management,
- 52 Match Box Mfg.,
- 53 Media (Print & Electronic),
- 54 Metal (Primarily Concerned with Utensils),
- 55 Mining and Quarrying (Other than Coal Mines),
- 56 Motor Road Transport,
- 57 Motorcycle, Scooter, Three Wheel Automobiles & Allied Parts Manufacture,
- 58 Nursery Growers and Allied Services,
- 59 Paint Varnish & Allied Products,
- 60 Paper and Printing,
- 61 Paper Board & Paper Products Industry,
- 62 Perfumes, Cosmetics and Other Toilet Preparations,
- 63 Petroleum Refining,
- 64 Pharmaceutical,
- 65 Pipe Industry (Iron, Steel & Plastic),
- 66 Plastic Products,
- 67 Plastic Recycling & Plastic Raw Material Manufacturing,
- 68 Pottery & Crockery Industry,
- 69 Poultry & Poultry Farms & Animal Medicine,
- 70 Power Generation Plants,

- 71 Radiators & Boilers Manufacturing Industry,
- 72 Ready Made Garments,
- 73 Rice Milling,
- 74 Rubber & Rubber Goods Manufacturing Industry,
- 75 Schools, Academies & Educational Institutions (All Type),
- 76 Security Service Providers and Security Instruments, Installation & Manufacturing,
- 77 Seeds, Pests & Allied Industry,
- 78 Sewing Machines and Parts Mfg.,
- 79 Shops and Commercial Establishments,
- 80 Silk and Rayon,
- 81 Silver, Gold & Artificial Ornaments Manufacturing,
- 82 Small Units Power Looms,
- 83 Soap and Detergent,
- 84 Sports Goods(Including Sports Bags),
- 85 Steel Re-rolling,
- 86 Sugar,
- 87 Surgical Medical and Dental Instruments and Equipments Manufacturing,
- 88 Tanning (Tanneries),
- 89 Tea, Coffee, Kahwa Blending, Packing, Trading & Allied Industry,
- 90 Telecommunication Equipments & Accessories Industry,
- 91 Tent & Sheds Manufacturing,
- 92 Textile Printing, Dyeing and Finishing,
- 93 Thermo Pore & Packing Material Manufacturing,
- 94 Tools & Tools Parts Manufacturing,
- 95 Tractors, Agriculture Implements and Allied Industry,
- 96 Tube well, Turbines Water Pumps Industry,
- 97 Vegetable Ghee and Edible Oils,
- 98 Water purification Plants & Allied items Manufacturing / Assembling Industry,
- 99 Wood and Wood Products (Including Furniture and Fixture),
- 100 Woolen Textile,
- 101 Workshops (All Type),
- 102 Yarn & Thread and Fiber Industry,

**This notification shall come into force with effect from 1<sup>st</sup> July, 2023.**

  
**SECRETARY**  
**GOVT. OF THE PUNJAB**  
**LABOUR AND HR DEPARTMENT**

**SCHEDULE****01. APPLICABLE TO WORKERS EMPLOYED IN ALUMINUM & OTHER ALLOYS MANUFACTURING MOLDING & BENDING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager/Deputy Manager all type 2. Foreman /Supervisor all types 3. Incharge all types 4. Assistant Manager all types 5. Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Polish Man Driver LTV/Cook 2. Junior Fitter/Molder/ Karegar 3. Junior Quality Checker 4. Senior Rollman 5. Junior Crane Operator	35,306/-
<b>Ministerial-A</b> 1. Assistant all types 2. Stenographer/Head Clerk	38,514/-	<b>Semi-Skilled-A</b> 1. Delivery Person/Roll Man 2. Assistant Fitter/Molder 1. Junior Polishman 2. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Telephone Operator 2. Store Keeper/Stenotypist 3. Senior Clerk all types	36,164/-	<b>Semi-Skilled-B</b> 1. Mali/Helper all types 2. Assistant Rollman/Polishman	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerks all types 2. Time Keeper/Record Keeper	34,770/-	<b>Unskilled</b> 1. Labourer/Coolie/Watchman 2. Peon/Naib Qasid/Chowkidar 3. Cleaner/Sweeper	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Foreman/Supervisor all 2. Head Fitter/ Molder/Karegar	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Fitter/Molder/Karegar 2. Senior Quality Checker 3. Senior Crane Operator	36,910/-	<b>Miscellaneous-B-I</b> 1. Iman Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Karegar /Fitter/Molder 2. Quality Checker /Crane Operator 3. Driver HTV /Senior Polishman	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**02. APPLICABLE TO WORKERS EMPLOYED IN ANIMAL FEED & ANIMAL FARMS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Manager/Deputy Manager all type 2. Foreman/Supervisor all typ 3. Accountant/Sales Executive 4. Officers/ Incharge all types	Wages left for mutual bargaining between the employers & workers	<b>Skilled-B</b> 1. Junior Fitter/Electrician 2. Assistant Mechanic 3. Driver LTV/Cook 4. Mixer	35,306/-
<b>Ministerial-A</b> 1. Assistant all types 2. Stenographer/Head Clerk	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/Electrician 2. Senior Packer/Junior Mixer 3. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Senior Clerks/Store Keeper 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Packer/Mali/Assistant Mixer	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerks all types 3. Time Keeper/Record Keeper	34,770/-	<b>Unskilled</b> 1. Worker/Peon/Watchman 2. Labourer/Coolie/Chowkidar 3. Cleaner/Sweeper	32,000/-
<b>Highly Skilled-A</b> 1. Head Electrician /Fitter 2. Senior Mechanic	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Electrician /Fitter 2. Mechanic	36,910/-	<b>Miscellaneous-B-I</b> 1. Iman Masjid 2. Sub-Inspector	34,770/-

<b>Skilled-A</b> 1. Electrician/ Fitter/Driver HTV 2. Junior Mechanic/Senior Mixer	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-
--	----------	---	----------

**03. APPLICABLE TO WORKERS EMPLOYED IN BAKERIES AND SWEETS MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager/Accountant all 2. Assistant Accountant 3. Sales Officer 4. Incharge/Supervisor all types	Wages left for mutual bargaining between the employers & workers	<b>Skilled-B</b> 1. Mixing Man 2. Sweet Maker 3. Confectioner 4. Cook 5. Driver	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant/Cashier 2. Stenographer/Head Clerk	38,514/-	<b>Semi-Skilled-A</b> 1. Second Mistri//Security Guard 2. Junior Cook/Sweet Maker	33,806/-
<b>Ministerial-B</b> 1. Store Keeper 2. Senior Sales man 3. Senior Clerk	36,164/-	<b>Semi-Skilled-B</b> 1. Packing Man/Bread Packing 2. Biscuit Packing/Office Boy 3. Helper all types	33,166/-
<b>Ministerial-C</b> 1. Sales Man/Clerk all types 2. Dispatcher	34,770/-	<b>Unskilled</b> 1. Sweeper 2. Peon	32,000/-
<b>Highly Skilled-A</b> 1. Head Cook/Head Baker 2. Head Confectioner 3. Head Mistri	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 3. Senior Baker/Senior Cook 4. Mechanic/ Mistri	36,910/-	<b>Miscellaneous-B-I</b> 1. Sub-Inspector 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. Baker /Confectioner 2. Bread Maker/Biscuit Maker 3. Electrician	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**04. APPLICABLE TO WORKERS EMPLOYED IN BATTERY (AUTO & OTHER) MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Assistant Engineer 2. Supervisor/Forman all types 3. Manager/ Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Machine Operator 2. Cook/Driver Ltv 3. Junior Electrician 4. Junior Plate man	35,306/-
<b>Ministerial-A</b> 1. Office Assistant 2. Accounts Assistant 3. Stenographer/Head Clerk	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Filler//Security Guard 2. Assistant Electrician 3. Assistant Plate man	33,806/-
<b>Ministerial-B</b> 1. Store Keeper 2. Cashier 3. Stenotypist/Senior Clerk	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Gardner/ Office Boy 3. Packer	33,166/-
<b>Ministerial-C</b> 1. Clerk/Typist 2. Time Keeper	34,770/-	<b>Unskilled</b> 1. Cleaner/Sweeper/Naib Qasid 2. Peon/Chowkidar/Watchman	32,000/-
<b>Highly Skilled-A</b> 1. Quality Inspector 2. Assistant Supervisor/Forman	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 3. Senior Operator/Electrician 4. Senior Plate man/Senior Filler	36,910/-	<b>Miscellaneous-B-I</b> 1. Sub-Inspector 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 3. Quality Man/Electrician 4. Filler// Plate man	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**05. APPLICABLE TO WORKERS EMPLOYED IN BEVERAGES INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory &amp; Managerial</b> 1 Officer/Assistant Officer all type 2 Assistant Manager all types 3 Assistant Accountants all type 4 Accountant all type 5 Engineer all types 6 Foreman/ Supervisor all types 7 Chief Accountant/Chemist all 8 Deputy Manager all types 9 Departmental Head	Wages left for mutual bargaining between the employers and the workers	<b>Supervisory &amp; Managerial</b> 10 Incharge all types 11 Office Superintendent 12 Senior Officer all types 13 Territory Controller 14 Computer Programmer 15 Senior Supervisor 16 Overseer //Food Technologist 17 General Manager //Secretary 18 Senior Chemist	Wages left for mutual bargaining between the employers and the workers
<b>Ministerial-A</b> 1. Administrative Assistant 2. Fair Price shop Incharge 3. Head Cashier/Senior Cashier 4. Personal/Accounts Assistant 5. Store Keeper/Depot Incharge 6. Computer Operator 7. Section/Office Assistant 8. Stenographer /Dispenser 9. Sales Assistant 10. Assistant Sales Supervisor 11. Senior Store Keeper	38,514/-	<b>Skilled-A</b> 1 Auto Electrician/Motor Winder 2 Boiler Engineer III-/Boiler Attendant/ Operator 3 Carpenter/Mason /Painter 4 Driver Htv//Operator all types 5 Electrician/Fitter/Fireman 6 Shipper//Turner/Welder 7 S. Writer//Denter 8 Junior Mechanic 9 Blending Assistant 10 Quality Control Assistant	36,164/-
<b>Ministerial-B</b> 1 Assistant Transport Incharge 2 Cashier/ Purchaser 3 Junior Office Assistant 4 Senior Sales Man/Senior Clerk 5 Store Keeper 6 Press Incharge 7 Telephone Operator 8 Time Keeper/Issue Incharge 9 Key Punch Operator (KPO)	36,164/-	<b>Skilled-B</b> 1 Assistant Mechanic 2 Compressor Operator / Ammonia Plant Operator 3 Cook/Driver Ltv// Checker 4 Empty Bottle Checker 5 Machine Operator 6 Syrup Man //Fork Lift Driver 7 Photo Copier Operator 10 Packing Machine Operator	35,306/-
<b>Ministerial-C</b> 1 Clerk all types/ Typist 2 Assistant Fair Price Shop 3 Assistant Cashier 4 Dispatcher/Record Keeper 5 Sales Maker/Sales Man 6 Assistant Time Keeper 10 Assistant Store Keeper 11 Order Booker	34,770/-	<b>Semi-Skilled-A</b> 1 Assistant Shipper/ Painter 2 Assistant Electrician/Fitter 3 Assistant Operator all types 4 Light Man/Screen Inspector 5 Labour Jamadar /Incharge 6 Mate/Head Mal 7 Security Guard//Oil Man 8 Still Man/Pump man	33,806/-
<b>Highly Skilled -A</b> 1 Assistant Syrup Incharge 2 Head Fitter// Carpenter Incharge 3 Shift/Workshop Incharge 4 Senior Technician/Mechanic 5 Artist/Assistant Supervisor all	38,514/-	<b>Semi-Skilled-B</b> 1 Helper all types 2 Gate Keeper/Gun Man 3 Tyreman/Head Watchman 4 //Transporter 5 Mali/Washerman	33,166/-
<b>Highly Skilled-B</b> 1 Assistant Chemist 2 Mistry/Technician/Machinist all 3 Boiler Engineer Second Class 4 Mechanic all types 5 Plant Operator/Technical Assistant	36,910/-	<b>Unskilled</b> 1 Chowkidar/Watchman 2 Assistant Gate Keeper 3 Loader /Labourer/ Sweeper 4 Office Attendant 5 Peon/Naib Qasid	32,000/-

**06. APPLICABLE TO WORKERS EMPLOYED IN MANUFACTURING OF BODY BUILDING AUTO VEHICLES INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager/Assistant Manager all 2. Accountant/ Senior Assistant 3. Foreman /Supervisor 4. Engineer/Junior Engineer 5. Service Advisor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1 Junior Mechanic 2 Black Smith /Tin Smith 3 Carpenter //Denter 4 Drilling man 5 Fitter /Pipe Fitter/Bench Fitter	36,164/-



<b>Ministerial-A</b> 1 Assistant Secretary 2 Assistant all types 3 Stenographer/Head Clerk	38,514/-	6 Electrician 7 Grinding man 8 Moulder //Turner //Painter 9 Upholsterer //Vulcaniser 10 Wireman//Welder 11 Head Serviceman 12 Sheet Maker	
<b>Ministerial-B</b> 1 Purchaser /Store Assistant 2 Steno typist /Store Keeper	36,164/-		
<b>Ministerial-C</b> 1 Clerk all types 2 Typist 3 Time Keeper	34,770/-	<b>Skilled-B</b> 1 Cook/Driver Auto 2 Hammer man/Service Man 3 Assistant Mechanic	35,306/-
<b>Highly Skilled-A</b> 1. Assistant Foreman 2. Senior Mechanic 3. Head Fitter /Head Electrician 4. Head Carpenter //Head Turner 5. Head Vulcaniser/Upholsterer 6. Head Painter	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician/Fitter 2. Assistant Black Smith/ainter 3. Assistant Vulcaniser 4. Assistant Hammer man. 5. Oilman//Greaser//Tyreman 6. Tube well Operator//Security Guard	33,806/-
<b>Highly Skilled -B</b> 1. Instrument Mechanic 2. Mechanic/Work Mistri 3. Senior Fitter/ Senior Electrician 4. Senior Carpenter/Senior Turner	36,910/-	<b>Semi-Skilled-B</b> 1 Grounds man/Washer man 2 Helper all types 3 Picker/Mali/ 4 Head Peon	33,166/-
<b>Unskilled</b> 1. Chowkidar/Watchman 2. Peon/Sweeper/ Cleaner/ Scraper	32,000/-		

**07. APPLICABLE TO WORKERS EMPLOYED IN BRICK KILN INDUSTRY**

**PART-I FOR PIECE-RATED WORKERS**

Nomenclature	Approved minimum rates of wages per thousand bricks
1 Pathaiwala/Brick Layer (Ordinary Bricks)	Rs. 2,368/-
1. Special Brick Layer 2 Gutka Brick Layer 3 Tiles Layer	Rs. 2,797/-
1. Nikasi Wala	Rs. 599/-
1. Donkey Man 2. Rehra Wala	Rs. 769/-

**PART-II FOR TIME-RATED WORKERS**

Nomenclature	Approved minimum rates of wages per month for 26 days in Rs.
1. Munshi	40,120/-
<b>Highly Skilled</b> 1. Mistry 2. Truck Driver/Tractor Trolley Driver	44,397/-
<b>Skilled</b> 1. Car Driver 2. Cook	35,844/-
<b>Semi-Skilled</b> 1. Jalai Wala/Bharai Wala /Coal Man 2. Kari Wala/Safai Wala 3. Tubewell Driver 4. Security Guard	34,340/-
<b>Unskilled</b> 1. Chowkidar/Watchman/Mashki 2. Loader/Unloader	32,000/-

**08. APPLICABLE TO WORKERS EMPLOYED IN BUILDING & ROAD CONSTRUCTION INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Senior Engineer//Site Engineer. 1. Foreman /Supervisor all types. 2. Material Incharge. 3. Accountant. 4. Foreman Nigran 5. Manager all types	Wages left for mutual bargaining between the employers & workers.	<b>Skilled-B</b> 1. Tractor Driver/Roller Driver 2. Road Roller Operator 3. Equipment Driver 4. Glazer/Polisher//Plasterer 5. Operator all types 6. Cook	35,306/-
<b>Ministerial-A</b> 1. Surveyor/Stenographer. 2. Assistant 3. Head Clerk	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Fabricator 2. Assistant Mason 3. Insulator/ Steel Fixer 4. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Store Keeper //Cashier. 2. Senior Clerk	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mate//Carpet Layer	33,166/-
<b>Ministerial-C</b> 1. Clerk all types 2. Typist 3. Time Keeper	34,770/-	<b>Unskilled</b> 1. Chowkidar/Watchman 2. Mazdoor/ Labourer/Coolie 3. Peon/Naib Qasid	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor 1. Head Mason//Fabricator 2. Senior Mechanic	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateweb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Mason//Senior Fabricator 2. Mechanic	36,910/-	<b>Miscellaneous-B-I</b> 1. Sub-Inspector 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. Mason//Tile Setter// Steel Binder 2. Landscaper//Fabricator//Carpenter 3. Grander Operator//Painter//Plumber 4. Electrician/ Welder// Pipe Fitter	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**09. APPLICABLE TO WORKERS EMPLOYED IN CARPET INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1 Assistant Senior Foreman 2 Incharge all types 3 Chief Cashier 4 Designer 5 Dyeing Master 6 Foreman/Senior Foreman 7 Quality Examiner 8 Supervisor 9 Sales Supervisor//Senior Supervisor.	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. A.C. Fitter/ Operator 2. Electrician//Boiler Operator 3. Welder/Black Smith/ Carpenter/ 4. Cardener/Darner//Fitter//Mason 5. Driver Heavy Vehicle 6. Frames Repairer/Mender 1 Motor Winder /Wireman 2 Moulder /Shaper man/Turner 7. Weaver/ Clipper /Warper	36,164/-
<b>Ministerial-A</b> 1 Accounts Assistant 2 Cost Assistant 3 Head Time Keeper 4 Inspector 5 Office Assistant	38,514/-	<b>Skilled-B</b> 1. Cook/Driver Car 3. Design/ Artist Assistant 4. Fireman/ Senior Cutter 5. Lab. Assistant/ Tailor Master 6. Operator all types 7. Shearing Man/Scouring Man	35,306/-

<b>Ministerial-B</b> 1. Cashier 2. Dispenser 3. Purchaser/Store Keeper 4. Senior Clerk/Stenotypist 5. Senior Time Keeper 6. Telephone Operator	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter all types 2. Assistant Weaver/Operator 3. Assistant Welder /Turner/Fireman 4. Assistant Wireman/Electrician 5. Assistant Carpenter/Mason 6. Cutter /Oil Man/Tea Man 7. Head Gardener /Head Mali 8. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Clerk/Junior Clerk 2. Typist 3. Time Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Gardner/Mali 2. Gate Keeper / 3. Helper all types	33,166/-
<b>Highly Skilled-A</b> 1. Artist/Designer/Callam Writer 2. Assistant Foreman/Supervisor 3. Boiler Attendant/Operator 4. Head Fitter 5. Jobber/ Junior Supervisor	38,514/-	<b>Unskilled</b> 1. Attendant 2. Coolie/Labourer 3. Naib Qasid/Peon 4. Sweeper 5. Watchman	32,000/-
<b>Highly Skilled-B</b> 1. Mechanic 2. Senior Fitter/Senior Electrician 3. Senior Weaver/Operator	36,910/-	-----	

10. APPLICABLE TO WORKERS EMPLOYED IN CEMENT INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Accountant 2. Assistant Officer all types 3. Assistant Accountant 4. Chemist 5. Charge Hand 6. Engineer 7. Shift Engineer 8. Foreman 9. Manager 10. Officer 11. Transport Officer 12. Overseer 13. Supervisor Blasting 14. Supervisor 15. Yard Supervisor 16. Sardar	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A,</b> 1. Assistant Burner 2. Winder //Motor Winder 3. Assistant Miller/Mechanic 4. Black Smith// Tin Smith 5. Fitter //Electrician all types 6. Carpenter//Plumber//Mason 7. Dumper//Crane //Dozer//Pay Loader//Buldozer Operator 8. Driver Htv/ Moulder/ Welder 9. Drill man/Driller/Turner/ 10. Guager / Guagernal 11. Loco Driver/Loco Shunter 12. Machine Tools Operator 13. Plate smith /Shaperman 14. Printer/Shot Firer 15. Senior Blaster/ Fireman 16. Switch Board Attendant 17.	36,164/-
<b>Ministerial-A.</b> 1. Accounts Assistant 2. Computer operator//Stenographer 3. Nurse //General Nurse/ 4. Office Assistant/ Dispatch Assistant//Establishment Assistant/Share Assistant. 5. Senior Store Keeper 6. Senior Assistant 7. Security Inspector/Safety Inspector 1. Section Head. 2. Lady Health Visitor 3. Senior telephone Operator 8. X-Ray Assistant	38,514/-	<b>Skilled-B.</b> 1. Boiler Attendant 2. Boiler House Fireman 3. Crusher operator//C.D. Operator 4. Compressor Operator/ Driver 5. Cable Joiner//Points man 6. Car /Light Vehicle Driver 7. Fork Lift Operator 8. Greaser/Hammer Man//Wireman 9. Nozzler Operator 10. Operator (not elsewhere classified) 11. Tailor/ Cook/Driver Ltv 12. Water Pump Attendant /Driver.	35,306/-
<b>Ministerial-B.</b> 1. Cashier/Munshi 2. Draughtsman//Dispenser 3. Junior Assistant//P.W.Inspector 4. Senior tracer//Store Keeper 5. Senior Clerk//Senior Time Keeper 6. Stenotypist/Senior Typist 7. Telephone Operator.	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/Painter/Welder 2. Assistant Plumber/Moulder 3. Assistant Operator all type 4. Assistant Electrician/Turner 5. Assistant Driver 6. Security Guard. 7. Oil Man/Senior Helper	33,806/-

<b>Ministerial-C.</b> 1. Assistant Store Keeper/Clerk all 2. Dresser Typist Assistant Typist 3. Junior Draughtsman /Tracer 4. Store Issuer Sales Man 5. Record Time Keeper 6. Junior Tracer.	34,770/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Poker Man//Packer// Mali 3. Senior Sample Boy 4. Sample Catcher //Sample Boy	33,166/-
<b>Highly Skilled-A.</b> 1. Assistant Foreman/Supervisor 2. Turner/ Miller 3. Head Fitter/Head Turner 4. Head Electrician/Mason 5. Head Operator /Gauger/Khalasi 6. Senior Mechanic 7. Chemical Assistant// Engineers Assistant// Assistant P Plant	38,514/-	<b>Unskilled.</b> 1. Labourer//Loader 2. Peon //Qasid/Sweeper 3. Watchman//Chowkidar	32,000/-
		<b>Miscellaneous-A.</b> 1. Pesh Imam //School Teacher 2. Sanitary Inspector 3. Inspector Security	37,985/-
		<b>Miscellaneous-B-I.</b> 1. Head Qasid/Head Mali 2. Head Security Guard 3. Midwife/Tandoorchi	34,770/-
<b>Highly Skilled-B</b> 1. Pattern Maker/Jamadar Khalasi 2. Mechanic/Mistry all types 3. Machinist/Technician 4. Senior Electrician	36,910/-	<b>Miscellaneous-B-II.</b> 1. Dai 2. Patrolman	33,166/-

### 11. APPLICABLE TO WORKERS EMPLOYED IN CERAMICS INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Accountant. 2. Assistant supervisor all 3. Engineer Chief Engineer all 4. Chief Accountant 5. Designer/Chief Modeler 6. Electrical Foreman 7. General Manager 8. Incharge all types 9. Officer all types 10. Manager all types 11. Supervisor (all sections)	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Ball Mill Operator 2. Carpenter /Mason/ Painter 3. Crushing M/C Operator 4. Driver (Heavy)/Fork Lift Driver 5. Decorator/ Sorter 6. Electrician/Fitter 7. Filter Press Operator 8. Finisher (Casting)/ Caster 9. Generator operator 10. Glazing Sanitary 11. Glazing M/C Operator 12. Gold Liner/Goldman 13. Jigger/ Jaliman 14. Kiln Operator/Goldman 15. Kharadia/ Lather man 16. Mould Caster/ Moulder 17. Turning Machine Operator 18. Turner/Welder/Winder	36,164/-
<b>Ministerial-A.</b> 1. Computer Operator 2. Head Clerk 3. Office Incharge 4. Store Keeper 5. Time Office Incharge 6. Stenographer	38,514/-		
<b>Ministerial-B.</b> 1. Cashier /Munshi 2. Purchaser/ Store Assistant 3. Sale Man 4. Telephone Operator 5. Upper Division Clerk	36,164/-	<b>Skilled-B.</b> 1. Cook/Driver Ltv/ Packer 2. Clay man/Glaze man// Pressman 3. Lab/Testing Assistant 4. Operator (Not elsewhere classified)	35,306/-
<b>Ministerial-C.</b> 1. Clerk all types 2. Lower Division Clerk 3. Typist/Record Keeper 4. Time Keeper	34,770/-	<b>Semi-Skilled-A</b> 1. Assistant Machine operator all 2. Assistant Filter Press operator 3. Assistant Fitter/Winder/Welder 4. Assistant Moulder/turner 5. Assistant Kiln Operator 6. Slab Man /Assistant Packer 7. Assistant Cook //Security Guard 8. Challaya/ Gandya 9. Foot Finisher (with Knife) 10. Handle Attacher /Spout Attacher 11. Head Mali/Gardener/ Peon 12. Label Transferring Man 13. Shifter/Seemywals	33,806/-
<b>Highly Skilled-A.</b> 1. Assistant Foreman 2. Artist 3. Assistant Supervisor 4. Modeler	38,514/-		
<b>Highly Skilled-B.</b> 1. Analyst 2. Mechanic/Mistry 3. Senior Turner	36,910/-		

<b>Semi-Skilled-B</b> 1. Foot Finisher (with Foam) 2. Helper all types 3. Mali/Gardener/Storeman 4. Loader/ Un-Loader	33,166/-	<b>Unskilled</b> 1. Chowkidar /Watchman. 2. Coolii/Labourer/Masalchi 3. Peon/Qasid/Sweeper	32,000/-
---	----------	---	----------

**12. APPLICABLE TO WORKERS EMPLOYED IN CHAMBERS AND COMMISSION AGENTS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager 2. Supervisor 3. Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Driver Ltv 2. Cook 3. Junior Boli wala 4. Junior Auction Man	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Admin/Office Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assitant Boli wala 2. Assistant Auction Man 3. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Munshi 2. Telephone Operator 3. Senior Clerk//Stenotypist	36,164/-	<b>Semi-Skilled-B</b> 1. Helper 2. Mali 3. Office Boy	33,166/-
<b>Ministerial-C</b> 1. Clerk/Typist 2. Record Keeper	34,770/-	<b>Unskilled</b> 1. Peon/Coolie 2. Sweeper/Cleaner	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Head Boli Wala/ Auction Man	38,514/-	<b>Miscellaneous-A</b> 1. Inspector Security 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Boli Wala 2. Senior Auction Man	36,910/-	<b>Miscellaneous- B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Boli wala 2. Auction Man	36,164/-	<b>Miscellaneous- B-II</b> 1. Moazza.	33,166/-

**13. APPLICABLE TO WORKERS EMPLOYED IN CHEMICAL AND DYES INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager //Accountant 2. Deputy Superintendent 3. Mine Sardar/ Charge Hand. 4. Office Supervisor//Supervisor	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A</b> 1. Analyst (G-II)/Drill man/Driller 2. Boiler Attendant/Boiler Engineer-III Class/Boiler man 3. Carpenter/ Mason /Black Smith 4. Electrician/Fitter all types 5. Head Cook /Senior Driver 6. Operator (G-I)/Head Fireman 7. Lineman/Wireman// Welder 8. Moulder/ Painter/Turner/ 9. Rigger//Roller man/Shot Firer	36,164/-
<b>Ministerial-A</b> 1. Accounts/Office Assistant 2. Senior Store/Chief TimeKeeper 3. Dispenser//Draftsman 4. Senior Telephone Operator 5. Chemical Assistant	38,514/-		

<b>Ministerial-B</b> 1. Assistant Security Inspector 2. Care Taker/Store Keeper 3. Draftsman (G-II) 4. Munshi //Steno typist 5. Sales-man// Telex operator 6. Senior Meter Reader 7. Upper Division Clerk.	36,164/-	<b>Skilled-B</b> 1 Analyst (G-III) 2 Cook/ Driver/Compressor Driver//Cane Weaver 3 Operator/Operator (G-II) 4 Junior Welder/uto Mechanic 5 Junior Electrician/Fitter 6 Laboratory man// Fireman	35,306/-
<b>Ministerial-C</b> 1 Draftsman (G-III) 2 Lower Division Clerk 3 Clerk all types 4 Meter Reader 5 Tracer	34,770/-	<b>Semi-Skilled-A.</b> 1 Assistant Electrician/Moulder 2 Assistant Pipe Fitter 3 Assistant Pay loader Operator 4 Assistant Dumper Driver 5 Hammer Man /Junior Fireman 6 Junior Operator/Operator(C-III) 7 Jamadar/Mate /Head Mali 8 Security Guard	33,806/-
<b>Highly Skilled-A</b> 1 Analyst //Junior Foreman 2 Naib Supervisor	38,514/-	<b>Semi-Skilled-B</b> 1 Helper //Attendant	33,166/-
<b>Highly Skilled-B</b> 1 Instrument Mechanic/Technician 2 Senior Operator/Electrician 3 Senior Turner/Fitter/Tool Maker/Black Smith/ Welder 4 Mechanic/Auto Mechanic/Mistry	36,910/-	<b>Unskilled</b> 1 Bearer/Coolie 2 Chowkidar/Watchman 3 Misalchi 4 Naib Qasid/Peon 5 Sweeper/Cleaner	32,000/-

#### 14. APPLICABLE TO WORKERS EMPLOYED IN CIGARETTES MANUFACTURING INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Department Incharge/Section Incharge 2. Assistant Department Incharge 3. Supervisor 4. Incharge Quality Control 5. Excise Incharge/Incharge Personnel 6. Senior Supervisor/ Senior Departmental Supervisor 7. Master Technician 8. Senior Office Assistant 9. Manager	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Section Man/Quality Checker 2. Fitter/Fitter-II 3. Electrician/Electrician-II 4. Carpenter//Senior Cook 5. Turner/Welder /Tin Smith 6. Paste man/Technician-II 7. Senior Service Man 8. Boiler House Attendant-II/Boiler Operator 9. Senior Lab. Attendant 10. Operator Grade-I 11. M.V. Driver Grade-I.	36,164/-
<b>Ministerial-A.</b> 1. Cashier //Stenographer 2. Accounts/ Office Assistant 3. Head Time Keeper 4. Tool Store Head 5. Computer Attendant	38,514/-	<b>Skilled-B.</b> 1. Operator /Service Operator 2. Lab Attendant//Driver/ Cook 3. Boiler Attendant-III 4. Machine Attendant-I/Machine Operator all types 5. Pump man/ Oilman 6. Soft Cup Parceller/ 7. Electrician-III/ Tool Store Hand 8. Fitter-III//Fire Engine Driver 9. Technical Operator Grade-II.	35,306/-
<b>Ministerial-B.</b> 1. Senior Clerk 2. Senior Typist 3. Store Keeper//Time Keeper 4. Telephone Operator	36,164/-	<b>Semi-Skilled-A</b> 1. Central Vacuum Compressor 2. Attendant /Daftri /Havaldar 3. Machine Attendant-II 4. Packer /Head Mali 5. Fitter Class-IV//Assistant Fitter 6. Electrician Class-IV 7. Tea Maker G-I/Security Guard	33,806/-
<b>Ministerial-C.</b> 1. Clerk/Junior Clerk 2. Typist/Typist Cum Clerk Grade-I 3. Assistant Cashier Fair Price Shop	34,770/-	<b>Semi-Skilled-B</b> 1. Head Watchman/Head Sweeper 2. Cleaner / Tea Maker 3. Gate Sargent/Naik/Durwan 4. Mali/ Helper all types 5. Machine Attendant Grade-III 6. Service Man /Attendant	33,166/-
<b>Highly Skilled-A.</b> 1. Assistant Supervisor 2. Quality Control/Head Mechanic 3. Inspector/Quality Monitor-I 4. Senior Technician 5. Senior Section Machinist	38,514/-		

<b>Highly Skilled-II.</b> 1. Fitter/ Detector Mechanic 2. Senior Section Man//Lead Cook 3. Technician-I/Section Machinist 4. Senior Fitter/Fitter Grade-I 5. Boiler House Attendant 6. Quality Monitor-II 7. Electrician-I/Senior Electrician	36,910/-	<b>Unskilled.</b> 1. Laborer 2. Watchman 3. Sweeper 4. Lance Naik 5. Penn/Bank Peon 6. Naib Qasid.	32,000/-
--	----------	--	----------

**15. APPLICABLE TO WORKERS EMPLOYED IN CINEMA HOUSES AND FILMS STUDIOS INDUSTRY.**

**PART-I FOR WORKERS EMPLOYED IN THE FILM STUDIOS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Art Director 2. Manager/Assistant Manager all 3. Accountant/Chief Accountant 4. Chief Cameraman 5. Sound Engineer/Foreman 6. Laboratory Superintendent 7. Incharge all types 8. Auditor/Legal Advisor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A.</b> 1. Assistant Recordist 2. Assistant Cameraman 3. Assistant Laboratory Man 4. Carpenter/Plumber/ Painter 5. Electrician 6. Operator (Projection Dept.) 7. Turner 8. Printer	36,164/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office Assistant	38,514/-	<b>Skilled-B.</b> 1. Assistant Printer/Developer 3. Sound Assistant	35,306/-
<b>Ministerial-B.</b> 1. Purchaser 2. Store Keeper 3. Senior Clerk 4. Telephone Operator	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Operator 2. Assistant Plumber 3. Boom Boy/Boom Man/Light Man 4. White Washer// Security Guard.	33,806/-
<b>Ministerial-C.</b> 1. Clerk (Not elsewhere classified) 2. Laboratory Clerk 3. Record Clerk/Store Clerk	34,770/-	<b>Semi-Skilled-B</b> 1. Gate Keeper 2. Mali 3. Helpers	33,166/-
<b>Highly Skilled-A</b> 1. Developer 2. Head Sound Department 3. Head Camera Department 4. Head Electrician	38,514/-	<b>Unskilled.</b> 1. Cooli (all types) 2. Chowkidar 3. Sweeper.	32,000/-
<b>Highly Skilled-B.</b> 1. Recordist /Camera Man 2. Senior Electrician 3. Junior Developer	36,910/-	-----	-----

**PART-II FOR WORKERS EMPLOYED IN THE CINEMA HOUSES.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Accountant 2. Manager 3. Supervisor	Wages left for mutual bargaining between the employers and workers.	<b>Skilled-A.</b> 1. Air-Conditioning Plant Operator 2. Carpenter/Electrician 3. Rewinder/Operator	36,164/-
<b>Ministerial-A.</b> 1. Accounts Assistant 2. Office/Admin Assistant 3. Head Booking Clerk	38,514/-	<b>Skilled-B.</b> 1. Junior Operator/Rewinder 2. Junior Electrician/Carpenter 3. Driver Ltv/Cook	35,306/-
<b>Ministerial-B.</b> 1. Senior Booking Clerk 2. Senior Clerk 3. Stenotypist 4. Store Keeper	36,164/-	<b>Semi-Skilled-A</b> 4. Assistant Air-conditioning Plant Operator 5. Security Guard 6. Assistant Operator/ Rewinder 7. Assistant Electrician/Carpenter	33,806/-
<b>Ministerial-C.</b> 1. Booking Clerk 2. Record Keeper/Typist	34,770/-	<b>Semi-Skilled-B</b> 1. Fire Fighting Man 2. Gate Keeper //Helper	33,166/-

<b>Highly Skilled-A.</b> 1. Head Operator 2. Assistant Supervisor	38,514/-	<b>Unskilled.</b> 1. Chowkidar/Watchman/Sweeper 2. Peon/Naib Qasid	32,000.-
<b>Highly Skilled-B.</b> 1. Senior Operator 2. Senior Electrician/Carpenter 3. Senior AC Plant Operator	36,910/-		

**16. APPLICABLE TO WORKERS EMPLOYED IN CLOCK AND OPTICAL MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager 2. Supervisor 3. Forman 4. Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Driver/Cook 2. Junior Fitter/ Turner 3. Junior Repairer 4. Junior Metal Caster	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office/Admin Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/Turner 2. Security Guard 3. Assistant Metal Caster/Repairer	33,806/-
<b>Ministerial-B</b> 1. Senior Clerk 2. Store Keeper 3. Stenotypist	36,164/-	<b>Semi-Skilled-B</b> 1. Packer //Mali 2. Helper all types 3. Visitor Attendant	33,166/-
<b>Ministerial-C</b> 1. Clerk all types 2. Time Keeper	34,770/-	<b>Unskilled</b> 1. Watchman/ Chowkidar/Peon 2. Labourer/ Coolie	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Assistant Forman	38,514/-	<b>Miscellaneous-A</b> 1. Inspector Security 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Technician/Mechanic 2. Senior Electrician/Senior Fitter 3. Senior Turner/Metal Caster	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Fitter /Repairer 2. Turner/Metal Caster	36,164/-	<b>Miscellaneous-B-II</b> 1. Gate Keeper 2. Moazzan	33,166/-

**17. APPLICABLE TO WORKERS EMPLOYED IN CONTRACTORS AND VENDORS (ALL CATEGORIES) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days.	Nomenclature	Approved minimum rates of wages per month for 26 days.
<b>Managerial and Supervisory Group</b> 1. Accountant/Assistant Accountant 2. Dispatch Officer// Office all types 3. Foreman /Shift Incharge 4. Labour Welfare Officer 5. Secretary/System Analyst 6. Supervisor all types	Wages left for mutual bargaining between the employers and worker	<b>Skilled-A</b> 1. A.C. / L. Operator 2. Black Smith /Fireman 3. Operators all types 4. Carpenter/Mason/Plumber 5. Cook Senior / Head 6. Dentist/Painter/Polisher 7. Driver (Auto / Heavy) 8. Electrician / Grade-II 9. Karegar /Motor Winder 10. Welder// Fabricator 11. Boiler Attendant / Boilerman 12. Grander Operator 13. Technician all types	36,164/-
<b>Ministerial-A</b> 1. Assistant Auditor 2. Cashier / Treasurer/ Head Clerk 3. Computer Operator/Stenographer 4. General Assistant/ P.A. 5. Imam Masjid / Khatib 6. Labour Office Assistant 7. Security/Safety Inspector	38,514/-	<b>Skilled-B</b> 1. Boiler Engineer C-III 2. Cook //Driver //Hammer Man 3. Generator operator 4. Junior Machinist / Welder 5. Tailor //Lab Attendant 6. Technician-II//Operator (G-II)	35,306/-
<b>Ministerial-B</b> 1. Assistant Time Keeper 2. Assistant Transport Incharge 3. Senior Dispatch Rider 4. Junior Office Assistant 5. Salesman//Receptionist	36,164/-		



<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Courier/Despatch Rider 3. Record Keeper	34,770/-	<b>Semi-Skilled-A</b> 1. Greaser / Oil Man / 2. Head Gardner/ Mali 3. Security Guard// Lady Searcher 4. Helper all types//Lead Baildar	33,806/-
<b>Highly Skilled-A</b> 1. Artist / Mistr 2. Junior Supervisor 3. Boiler Engineer / Operator 4. Carpenter Incharge 5. Die Foreman/ Senior Mechanic 6. Head Mason/Lead Painter	38,514/-	<b>Semi-Skilled-B</b> 1. Bread Packing //Packing Man 2. Gardner / Mali//Second Mistr 3. Khadim Masjid / Moazzan 5. Tea Man//Lead Sweeper 6. Dak Runner/Qasid 7. Senior Baildar	33,166/-
<b>Highly Skilled -B</b> 1. Assistant Supervisor/ Chemist 2. Auto/Motor/Instrument Mechanic 3. Technician/Laboratory Technician 4. Plant Mechanic / Operator 5. Quality Monitor-II 6. Senior Electrician/Fireman	36,910/-	<b>Unskilled</b> 1. Attendant / Bearer/ Coolie 2. Labourer/Loader / Unloader 3. Misalchi//Peon / Naib Qasid 4. Sweeper / Cleaner/Baildar B. Watchman / Chowkidar	32,000/-

**18. APPLICABLE TO WORKERS EMPLOYED IN COTTON GINNING & PRESSING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant /Chief Accountant 2. Manager/Assistant Manager all 3. Foreman/Supervisor all types 4. Incharge all types 5. Sajin Fitter	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. Assistant Press Driver 2. Black Smith// Electrician 3. Driver Heavy Transport 4. Expeller man/Saw man//Arra Man 5. Fitter (Ex- epl Sajin Fitter) 6. Press Mal er/Press Oil Man 7. Sajin Oilman//Wall man Press 8. Turner//W elder//Mochi	36,164/-
<b>Ministerial-A</b> 1. Cost Assistant// Office Assistant 2. Gate Incharge	38,514/-	<b>Skilled-E</b> 1. Driver C // Cook 2. Operator 3. Junior Expellerman	35,306/-
<b>Ministerial-B</b> 1. Cashier// Senior Clerk 2. Store Keeper 3. Time Keeper	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter (all types) 2. Bora Maker//Ginning Worker 3. Refine man//Volve Man 4. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Bill Clerk//Binola Clerk 2. Clerk//Delivery Clerk 3. Oil Clerk/Press Clerk	34,770/-	<b>Semi-Skilled-B</b> 1. Gate Keeper 2. Helper all types	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Fitter Sajin 2. Head Fitter 3. Head Expeler Man	38,514/-	<b>Unskilled</b> 1. Chowkidar/Watchman 2. Labourer/Coolie 3. Peon/Naib Qasid 4. Sweeper/Cleaner	32,000/-
<b>Highly Skilled-B</b> 1. Press Driver 2. Senior Fitter//Senior Electrician 3. Senior Expeller Man 4. Senior Turner/Welder	36,910/-		

19. APPLICABLE TO WORKERS EMPLOYED IN COTTON TEXTILE INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<p><b>Supervisory</b></p> <p>1 Accountant/ Senior Accountant                  2 Assistant Master all types                  3 Assistant Officer all types                  4 Assistant Production Coordinator                  5 Assistant Engineer all types                  6 Supervisor all types/Master all types                  7 Engineer/Chief Engineer all types                  8 Manager all types                  9 Chief Accountant/Cost Accountant                  10 Chief Artist/Chief Designer                  11 Officer/ Deputy Officer all types                  12 Chemist.                  13 Deputy Chief Accountant                  14 Deputy Manager all types                  15 Foreman all types                  16 Jobber/Head Jobber all types                  17 Inspector Retail Stores                  18 Incharge all types                  19 Assistant /Junior Master all types                  20 Overseer/ Quality Controller                  21 Printer (Printing Department)                  22 Secretary Superintendent all types                  23 Senior Foreman/ Supervisor all types                  24 Technical Assistant Maintenance</p>	<p>Wages left for mutual bargaining between the employers and workers</p>	<p><b>Skilled-B</b></p> <p>1 Drawing and Slubbing Tenter                  2 Double Tenter Simplex                  3 Double Sider Comber Tenter                  4 Single Piecer Wash Plant                  5 Twisting Doubler / Doubler                  6 Aijing Maching Man                  7 Assistant laboratory Technician                  8 Assistant Refrigerator Mechanic                  9 Back Printing machine Operator                  10 Bentle Plant Operator                  11 Bale Checker Stamper                  12 Boiler Attendant Class-III Fire Man                  Boiler//Boiler Operator -III                  13 Clandering Machine Operator                  14 Creeper (High Speed)                  15 Calvano Machine Operator                  16 Continuous Dyeing Plant Operator                  17 Cook/Khansama                  18 Cobbler//Belt Maker//Head Belt Maker                  19 Cut Looker//Card Tenter                  20 Double Sider/Drawing Tenter                  21 Driver Transport Light Vehicles                  22 Dye Padder Machine Man                  23 Double Lap Former Tenter                  24 Drilling Man/Doffer                  25 Drawing Tenter (Conventional)                  26 Drawer "B" Grade                  27 Export Checker                  28 Engine Driver//Flat Cutter                  29 Hot Flue Operator                  30 Head Trolley Man                  31 Incharge Fire Brigade/Fire Leader/Senior Fire Leader/Head Fire Man                  32 Junior Electrician                  33 Jet Stenter Machine man                  34 Kuster Squeezing Machine man                  35 Lift Truck Driver/Cloth Lifter                  36 Machine Man all types                  37 Monofrizing Machine man                  38 Mercerising Machine man                  39 Needle man/Needle Boy                  40 Operator Drawer &amp; Knitting Machine                  41 Openwidth Washing Machineman                  42 Open Width Bleaching Operator                  43 Operator Dyeing Range                  44 Operator Steaming Plant                  45 Plumber// Padding Operator                  46 Polishing Machine Operator                  47 Pim Winder "B" Grade                  48 Piece Checker//Stencil Cutter                  49 Rotary Operator// Reed Repairer                  50 Reeler "B" Grade                  51 Rope Washing Operator                  52 Raising Machine man                  53 Single Simplex Tenter                  54 Stenter Machine Man' Operator</p>	<p>38,300/-</p>
<p><b>Ministerial-A</b></p> <p>1. Computer Assistant                  2. Personal/Accounts Assistant                  3. Coordinator observer                  4. Cotton Classifier                  5. Head Cashier/Cashier Incharge                  6. Head Time Keeper                  7. Investigator/Librarian /Nurse                  8. Stenographer/Head typist                  9. Senior Store Keeper                  10. Teacher (B.Ed. Degree Holder)                  11. Head Clerk all types                  12. Assistant Supervisor all types</p>	<p>38,514/-</p>		
<p><b>Ministerial-B</b></p> <p>1 Head Clerk //Cashier//OfficeSupervisor                  2 Key punch Operator                  3 Assistant Supervisor Canteen                  4 Draughtsman//Dispenser                  5 Incharge Cotton Receiving                  6 Incharge Recruitment Labour Office                  7 Incharge Workers Canteen                  8 Incharge Fair Price Shop                  9 Inspector Watch and Ward/Security                  10 Primary Teacher// Imam Masjid                  11 Manager Retail Stores                  12 Office Assistant/Staff Assistant                  13 Quality Assistant//Section Assistant                  14 Radiographer/ Lady Health Visitor                  15 Senior Clerk/ Senior typist//Steno typist                  16 Senior Time Keeper                  17 Store Keeper / Store Assistant                  18 Teleprinter Operator/Telex Operator                  19 Telephone Supervisor Incharge PABX                  20 X-Ray Assistant X-Ray Technician.</p>	<p>36,164/-</p>		

<p><b>Ministerial-C</b></p> <ol style="list-style-type: none"> <li>1 Assistant Store Keeper</li> <li>2 Assistant Draughtsman</li> <li>3 Assistant Cashier Assistant Auditor</li> <li>4 Assistant Librarian</li> <li>5 Adrema Operator</li> <li>6 Assistant Key Punch Operator</li> <li>7 Booking Man Clerk all types</li> <li>8 Control Chart Observer</li> <li>9 Care-Taker Graph man</li> <li>10 Godown Keeper (Matrie)</li> <li>11 Mid wife Die</li> <li>12 Munshi (Matrie)</li> <li>13 Pick Efficiency observer Checker</li> <li>14 Pick Reading Clerk Pick Reader</li> <li>15 Quality Control Observer Checker</li> <li>16 Sub-Inspector Watch and Ward</li> <li>17 Sales Man Time Keeper</li> <li>18 Typist Tracer Record Keeper</li> <li>19 Telephone Operator</li> <li>20 Waste Checker Observer</li> </ol>	<p>34,770/-</p>	<ol style="list-style-type: none"> <li>55 Sonforising Machine man</li> <li>56 Shearing Machine Operator</li> <li>57 Singeing Machine Operator</li> <li>58 Soaper Machine Operator</li> <li>59 Screen Operator</li> <li>60 Stitching Machine Operator</li> <li>61 Sample Checker Sample Cutter</li> <li>62 Stripper Senior Checker</li> <li>63 Senior Operator Knitting Machine</li> <li>64 Switch Board Attendant</li> <li>65 Senior Oil Man</li> <li>66 Two Looms Towel Weaver</li> <li>67 Telephone Repairer Tendoorchhi</li> <li>68 Water Mangle Machine man</li> <li>69 Warptying Machine Man</li> <li>70 Wireless Operator / Passer</li> <li>71 Winder "B" Grade</li> <li>72 Wire Man Grade-I</li> <li>73 Well Sider Warper Conventional</li> <li>74 Leather man Mixing Checker</li> </ol>	
<p><b>Highly Skilled-A</b></p> <ol style="list-style-type: none"> <li>1 Assistant Printer</li> <li>2 Artist Designer</li> <li>3 Assistant Deputy Foreman</li> <li>4 Boiler Engineer II-Class</li> <li>5 Eight Loom Weaver</li> <li>6 Head Over hauler</li> <li>7 Head Boiler Fitter Head Fitter all typ</li> <li>8 Head Machinist /Head Mechanic</li> <li>9 Head Moulder Head Carpenter</li> <li>10 Head Screen Maker</li> <li>11 Head Black Smith</li> <li>12 Warp Repairer</li> <li>13 Head Checker Reeling</li> <li>14 Head Machinist</li> <li>15 Four Sider (440-480 Spindles Frame)</li> <li>16 Instructor Weaving</li> <li>17 Photographer (Engineering &amp; Printing)</li> <li>18 Plate Cutter/Six Sider</li> </ol>	<p>38,514/-</p>	<p><b>Semi-Skilled-A</b></p> <ol style="list-style-type: none"> <li>1 Assistant Armature Winder/Assistant Motor Winder</li> <li>2 Assistant Air-conditioning Plant Attendant Assistant Air Conditioning Plant Operator</li> <li>3 Assistant Soaper Man</li> <li>4 Assistant Black Smith/Tin Smith</li> <li>5 Assistant Carpenter</li> <li>6 Assistant Boiler Attendant</li> <li>7 Assistant Beam Piecer</li> <li>8 Assistant Colour Mixer painter</li> <li>9 Assistant Continuous Dyeing Plant Operator</li> <li>10 Assistant Electrician Drilling Man</li> <li>11 Assistant Fitter Assistant Moulder</li> <li>12 Assistant Grinding Machine Operator</li> <li>13 Assistant jet machine Operator</li> <li>14 Assistant Machine Man (Ager)</li> <li>15 Assistant machine man Back Printing</li> <li>16 Assistant Mason/Assistant Mixer</li> <li>17 Assistant Milling Man</li> <li>18 Assistant Mercerising Machine man</li> <li>19 Assistant Monofrising Machine man</li> <li>20 Assistant Operator Softening Plant</li> <li>21 Assistant Open Width Machine man</li> <li>22 Assistant Operator (Including Assistant Rope Washing operator and Assistant Band saw Operator)</li> <li>23 Assistant Pattern Maker/Shaper Man</li> <li>24 Assistant Shearing Machine man</li> <li>25 Assistant Sienging Machine man</li> <li>26 Assistant Sonforising Machine man</li> <li>27 Assistant Turner/Assistant Welder</li> <li>28 Assistant Warper/Assistant Winder</li> <li>29 Assistant Roller Coverer</li> <li>30 Assistant Padder Machine man</li> <li>31 Assistant Water Mangle Machine man</li> <li>32 Assistant Stenter Machine man</li> <li>33 Assistant Kuster Squeezing Machine man</li> <li>34 Back Sizer/Assistant Sizer</li> <li>35 Crushing Machine man</li> <li>36 Bentler Plant Checker</li> <li>37 Bentler Soaper Checker</li> <li>38 Backing Machine Operator</li> <li>39 Bundler (Reeling / Tola (Reeling).</li> <li>40 Cloth inspector/Cloth Checker</li> <li>41 Cone Checker/Chemical Mixer</li> <li>42 Comber Man/Cloth Cutter</li> <li>43 Caustic Soda Dissolving Man</li> </ol>	<p>33,806/-</p>
<p><b>Highly Skilled-B</b></p> <ol style="list-style-type: none"> <li>1 Assistant Supervisor</li> <li>2 Boiler Operator Class-I</li> <li>3 Boiler Engineer Class-III</li> <li>4 Beam Piecer/Piecer</li> <li>5 Cot Grinder/Head Grinder</li> <li>6 Checker Ring</li> <li>7 Electroplating Mistry</li> <li>8 Four Sider (400 Spindle Frame)</li> <li>9 Four Tenter Simplex</li> <li>10 Head Tin Smith/Senior Tin Smith</li> <li>11 Head Armature Winder/Motor Winder</li> <li>12 Head Checker Weaving</li> <li>13 Head Switch Board Attendant</li> <li>14 Head Dye Maker</li> <li>15 Head Turner/Senior Turner</li> <li>16 Head Welder/Head Mason</li> <li>17 Head Roller Coverer</li> <li>18 Head Sizer/Head Doffer</li> <li>19 Head Piecer/Head Bobbin Shifter</li> <li>20 Instructor Ring</li> <li>21 Jobber (Not elsewhere classified)</li> <li>22 Milling Man/Miller</li> <li>23 Machinist/ Pattern maker</li> <li>24 Mechanic (Not elsewhere classified)</li> <li>25 Over hauler/Mistri</li> <li>26 Pump /Refrigeration Mechanic</li> <li>27 Six Looms Weaver</li> <li>28 Senior Electrician/Head Electrician</li> <li>29 Slay Maker/Trainee Supervisor</li> <li>30 Uster Operator/Works Mistri</li> <li>31 Weaving Jamadar</li> </ol>	<p>36,910/-</p>		

<p><b>Skilled-A</b></p> <ol style="list-style-type: none"> <li>1 Armature Winder/Motor Winder</li> <li>2 Auto Electrician/Electrician</li> <li>3 Air Condition Plant Operator</li> <li>4 Assistant Jobber</li> <li>5 Assistant Mechanic/over hauler</li> <li>6 Auto Coner Winder</li> <li>7 Black Smith//Carpenter// Mason</li> <li>8 Band Saw Operator //Colour Mixer</li> <li>9 Boiler Attendant Class-II</li> <li>10 Boiler Operator Class-II</li> <li>11 Comber Tenter (Hi-Speed Machines)</li> <li>12 Chemical Testing Man</li> <li>13 Cone/Cheese/Spooler Winder</li> <li>14 Drawer "A" Grade</li> <li>15 Pressure Jigger Machine Operator</li> <li>16 Fitter All Types//Head Cook</li> <li>17 Four Looms Weaver</li> <li>18 Double Drawing Tenter (Hi-Speed).</li> <li>19 Flat Grinder//Painter</li> <li>20 Final Checker/Damage Reporter/Head Checker</li> <li>21 Grinder/Grinding Machine Operator/Top Roller Grinder</li> <li>22 Heavy Transport Driver</li> <li>23 Head Tester// Lap Tester</li> <li>24 Line Man(H-P Electricity Deptt)</li> <li>25 Laboratory Technician</li> <li>26 Loading Incharge//Party Incharge</li> <li>27 Moulder// Loom Tuner</li> <li>28 Polish&amp;Varnish Machine Man</li> <li>29 Pirm Winder-A Grade</li> <li>30 Reeler-A Grade//Roller Coverer</li> <li>31 Senior Roller Attendant</li> <li>32 Shaper Man/Planner</li> <li>33 Sub-Station Operator</li> <li>34 Three Sider//Sizer/Polisher/</li> <li>35 Three Simplex Tenter</li> <li>36 Turner//Tin Smith// Welder</li> <li>37 Turbine Driver//Wood Turner</li> <li>38 Waste/ Yarn Testing Man</li> <li>39 Warper (High Speed)</li> </ol>	<p>36,164/-</p>	<ol style="list-style-type: none"> <li>44 Condenser Attendant</li> <li>45 Card Doffer Lap Man</li> <li>46 Creeler (Conventional)</li> <li>47 Damping machine man</li> <li>48 Drawing Range Folding Checker</li> <li>49 Dobby Assistant Lifter</li> <li>50 Feeler Motion Attendant</li> <li>51 Folding Machine man Folder</li> <li>52 Fireman(Foundry) Fireman, Boiler</li> <li>53 Frame man Headman</li> <li>54 Head Bobbin Boy</li> <li>55 Hammer man Jigger operator</li> <li>56 Lapper-Lap man</li> <li>57 Lot Stamping Mercerising Checker</li> <li>58 Laboratory Attendant/ Boy/Man</li> <li>59 Oil Man All Categories</li> <li>60 Operator Uniconer</li> <li>61 Printing Soaper Checker</li> <li>62 Printing Machine Checker</li> <li>63 Picker Tenter ( Two Machines: Double Scutcher Scutcher Man)</li> <li>64 Pressman Folding Bundle</li> <li>65 Picking Man Reed Man</li> <li>66 Roving Tenter Ribbon Tenter</li> <li>67 Reacher Ribbon Fixer</li> <li>68 Rivet Maker/ Rag Checker</li> <li>69 Single Sider Size Mixer</li> <li>70 Senior Operator Knitting Machine</li> <li>71 Sticher/Tailor /Stamper Folding</li> <li>72 Selvedge printing Machine man</li> <li>73 Screen Retoucher /Head Fixer</li> <li>74 Single Machine Checker</li> <li>75 Store Man/Store Marker</li> <li>76 Sticker Man /Yardage Checker</li> <li>77 Stationery Engine Driver</li> <li>78 Touching Man /Tailing Boy</li> <li>79 Two Loom Weaver</li> <li>80 Wide Scutcher Machine man</li> <li>81 Wide Width Padder machine man</li> <li>82 Water Mangle Checker</li> <li>83 Warping operator/Warping Boy</li> <li>84 Helper Weaver /Shuttle Repairer</li> <li>85 Checker Roller Coverer.</li> <li>86 Sepoy Watch &amp; Ward/Security Guard</li> </ol>	
<p><b>Semi-Skilled-B</b></p> <ol style="list-style-type: none"> <li>1 Assistant Size Mixer</li> <li>2 Assistant Cook/Assistant Tape man</li> <li>3 Bobbin Shifter / Boy/ Fixer</li> <li>4 Card Board Cutter</li> <li>5 Cut piece Checker</li> <li>6 Cellophene Wrapper / Wrapper (Reeling)</li> <li>7 Calender Stitcher /Cotton Mixer</li> <li>8 Cone Packer / Cone Marker / Number Marker</li> <li>9 Dise Attendant / Humidity Attendant</li> <li>10 Exhaust Man</li> <li>11 Fear Knaught Tenter</li> <li>12 Helper Roller Coverer</li> <li>13 Helper all types</li> <li>14 Head Cleaner/Head Wrapper</li> <li>15 Jamadar including Quarter Jamadar</li> <li>16 Kier Man/Knotter</li> <li>17 Mali/Gardner/Head Loader</li> <li>18 Opener Tenter</li> <li>19 Pump Attendant power House</li> <li>20 Press operator/Stain Remover</li> <li>21 Sales Man Canteen/Softener Attendant</li> <li>22 Store Jamadar/Store Boy</li> <li>23 Senior Bobbin Carrier</li> <li>24 Tube well Driver/Tube well Operator</li> <li>25 Tape man/ Apprenman</li> </ol>	<p>33,166/-</p>	<p><b>Unskilled</b></p> <ol style="list-style-type: none"> <li>1 Bobbin Sorter/Carrier/Cleaner</li> <li>2 Back Stitcher/Bleaching Issuer</li> <li>3 Bearer/Beldar/Bale Stamper</li> <li>4 Bamboo Cutter /Roll picker</li> <li>5 Coolie (Not elsewhere classified)</li> <li>6 Condition Man/Cop Filler</li> <li>7 Cloth Carrier /Cloth Lifter</li> <li>8 Cotton Feeder /Card Feeder</li> <li>9 Combing Man/Cotton Cleaner</li> <li>10 Cycle Stand Attendant</li> <li>11 Cleaner (not elsewhere classified)</li> <li>12 Cone Carrier/Can Carrier</li> <li>13 Club Attendant/Domestic Servant</li> <li>14 Floor Cleaner/Dropper man</li> <li>15 Cola Boy /Godown Boy</li> <li>16 Grey Cloth Carrier</li> <li>17 Hessian Cloth/Iron Hoop Cutter</li> <li>18 Lot Stamper/Loader</li> <li>19 Peon/Piler/Piece Carrier</li> <li>20 Paper Wrapper Boy</li> <li>21 Packer/Press Worker</li> <li>22 Roof Cleaner/Rag Sorter</li> <li>23 Sweeper/Service Boy</li> <li>24 Sorter/Cut Piece Sorter</li> <li>25 Trolley man/Tape Wala</li> <li>26 Waste picker/Waste opener</li> <li>27 Waste Sorter/Man/ Carrier</li> </ol>	<p>32,000 -</p>

26. Thread Ball Cutter/Thread Ball Maker		28. Water man/Ward Boy	
27. Twisting operator		29. Weigh man Scale	
28. Willow man/Thread Cutter		30. Wrapping Boy/Wrapper	
29. Wire Head Sorter/Hand Folder		31. Zap man/ Chowkidar /Watchman	
		32. Assistant Frame Man	
		33. Beam Carrier/Yarn Man	
<b>Miscellaneous-A</b>	37,985/-	<b>Miscellaneous-B-I</b>	34,770/-
1. Sanitary Inspector / Incharge		1. Head Jamadar/ Head Watchman	
2. Security Inspector		2. Head Daftri Clinical orderly	
3. Imam Masjid		3. Head mali/Head Gardner	
<b>Miscellaneous-B-II</b>	33,166/-	4. Marker (Sports) /Book Binder	
1. Fireman(Fire Fighter)		5. Moazzan mosque Mudarras/	
2. Gate Keeper/Guard man		6. Sanitation Jamadar /Sewer man	
3. Reading Man/Meter Reader		7. Salesman karyana (Under Matric)	
4. Daftri/Head Peon		Shop Attendant/Tea Man/Toila (Fair price Shop)	

**20. APPLICABLE TO WORKERS EMPLOYED IN CUSTOM, TAX CLEARING AND INSURANCE AGENCIES INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b>	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b>	35,306/-
1. Accountant		1. Driver	
2. Sales Officer/Sales Manager		2. Cook	
3. General Manager/Area Manager		3. Messenger	
4. Supervisor			
<b>Ministerial-A</b>	38,514/-	<b>Semi-Skilled-A</b>	33,806/-
1. Office Assistant/Accounts Assistant		1. Daftri //Security Guard	
2. Head Clerk/Stenographer		2. Despatch Rider	
3. Admin Assistant		3. Head Peon	
<b>Ministerial-B</b>	36,164/-	<b>Semi-Skilled-B</b>	33,166/-
1. Senior Clerk//Stenotypist		1. Qasid	
2. Computer Operator		2. Senior Peon	
3. Telephone Operator//Munshi		3. Office Boy	
<b>Ministerial-C</b>	34,770/-	<b>Unskilled</b>	32,000/-
1. Typist //Clerk all types		1. Naib Qasid	
2. Dry Port Representative		2. Peon/Wat :hman	
3. Tax Clerk//Record Keeper		3. Frash//Sweeper	
<b>Highly Skilled-A</b>	38,514/-	<b>Miscellaneous-A</b>	37,985/-
1. Assistant Sales Officer		1. Khateeb	
2. Assistant Supervisor		2. Security Inspector	
<b>Highly Skilled -B</b>	36,910/-	<b>Miscellaneous-B-I</b>	34,770/-
1. Senior Sales Representative		1. Security Sub-Inspector	
2. Senior Cashier		2. Imam Masjid	
<b>Skilled-A</b>	36,164/-	<b>Miscellaneous-B-II</b>	33,166/-
1. Sales Representative		1. Moazzan	
2. Cashier			
3. Senior Driver			

**21. APPLICABLE TO WORKERS EMPLOYED IN CUTLERY AND ALLIED GOODS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b>	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A</b>	36,164/-
1. Accountant		1. Die Fitter// Fitter// Electrician	
2. Manager/Export Manager		2. Driver Ltv//Cook	
3. Foreman/Supervisor		3. Grinder//Turner//Welder	
4. Incharge Section		4. Machine man	
<b>Ministerial-A</b>	38,514/-	<b>Skilled-B</b>	35,306/-
1. Computer Operator		1. Cutter//Fitter//Kn fe Polisher	
2. Sales Assistant		2. Nickel Plating Man//PressMan	
3. Stenographer		3. Junior Fitter//Die Fitter	
4. Works Assistant		4. Junior Machine Man	
		5.	

<b>Ministerial-B</b> 1. Cashier/Store Keeper 2. Senior Time Keeper 3. Telephone Operator	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/Electrician 2. Assistant Turner 3. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Dispatcher/Time Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Gate Keeper/Packer/Mali 2. Helper all types	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Foreman 2. Senior Mistri Surgical 3. Head Fitter/Head turner 3. Head Machine Man	38,514/-	<b>Unskilled</b> 1. Chowkidar 2. Night Watchman 3. Office Boy 4. Sweeper.	32,000/-
<b>Highly Skilled-B</b> 1. Mistri Surgical 2. Senior Fitter/Die Fitter 3. Senior turner/Machine man	36,910/-		

**22. APPLICABLE TO WORKERS EMPLOYED IN THE CYCLE AND CYCLE PARTS MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Manager/Supervisor all types 2. Chief/Senior Accountant 3. Deputy Chief Accountant 4. Assistant Manager all types 5. Officer/Incharge all types 6. Engineer/Assistant Engineer all type 7. Secretary/Superintendent 8. Accountant/Assistant Accountant 9. Foreman/Senior Foreman all types 10. Head Inspector	Wages left for mutual bargaining between the employers and the workers	<b>Skilled-B</b> 1. Operator (Not elsewhere classified) 2. Assistant Inspector 3. Driver Light Transport 4. Cook G-II	35,306/-
<b>Ministerial-A</b> 1. Store Keeper/Senior Drafts Man 2. Cashier/Accounts Assistant 3. Office Assistant/Stenographer 4. Sub-Purchaser/Assistant Purchaser 5. Field Representative 6. Key Punch Operator	38,514/-	<b>Semi-Skilled-A</b> 1. Grinder man G-III 2. Assistant Turner 3. Assistant Welder 4. Assistant Fitter 5. Assistant Machinist 6. Assistant Milling Man 7. Assistant Line Man 8. Assistant Carpenter 9. Assistant Tin Smith/Tin Smith G-II 10. Assistant Spray Man/Spray man G-II 11. Assistant Enameller/Enameller G-II 12. Power Press Operator G-II 13. Assistant Electrician / Electrician G-III 14. Furnace Man 15. Assembler Hub, Brake, Free Wheel & Handle 16. Mudguard Machine Operator 17. Reviter (Machine) 18. Threading and Tapping Machine Operator 19. Shearing Machine Operator Cold Drawing Machine Operator 13. Assistant Pipe Fitter 14. Assistant Cook 15. Saw Man/Oil Man 16. Hammer man Manual 17. Spring Winder 18. Revitor by hand 19. Marker/Fentler 20. Tube Mandral Fixer 21. Rubber Band Fixer 22. Eyelet Fixer 23. Case Maker 24. Sole Cutter/Strap Cutter 25. Tyre Cord Cutter 26. Tape Cord Cutter	33,806/-
<b>Ministerial-B</b> 1. Production Chaser 2. Senior Clerk/Steno typist 3. Drafts Man/Dispenser 4. Time Office Incharge 5. Telephone Operator 6. Canteen Incharge 7. Fair Price Shop Incharge 8. Clearing and Forwarding Incharge 9. Receipt Officer Incharge 10. Sales man/Assistant Cashier 11. Care Taker/Record Keeper	36,164/-		
<b>Ministerial-C</b> 1. Time Keeper/Assistant Store Keeper 2. Assistant Sales Man 3. Assistant Record Keeper 4. Typist/Clerk (all types)/Tracer	34,770/-		
<b>Highly Skilled-A</b> 1. Head Turner/Turner G-I/G-A 2. Head Welder/Welder G-I/G-A 3. Head Fitter/Fitter G-I/G-A 4. Head Tool Setter / Tool Setter G-I / Tool Setter G-A / Die Setter G-A 5. Head milling Man/Milling Man G-I 6. Head Moulder/Moulder G-I 7. Head Black Smith / Black Smith G-I 5. Head Carpenter/Carpenter G-I 6. Machinist/Machinist G-I 7. Hammer man (Power) G-I	38,514/-		

8 Shop Inspector Mistry		27 Tube Cutter Tube Joiner	
9 Mill Wright Over hauler		28 Solutioner/ Security Guard	
10 Technical Assistant Hardener		29 Machine Operator (Not elsewhere classified)	
11 Assistant Foreman Chemical Analyst		30 Helper Inspector	
12 Die Fitter G-A Bench Fitter G-A		31 Dipper/Bender Rim Cutter	
13 Plant Operator G-A		32 Assistant Electroplater	
14 Electroplater G-A		<b>Semi-Skilled-B</b>	33,166/-
15 Die Maker Pattern Maker		1 Gardener/Kiln Loader	
16 Colour Maker Rang Saz		2 Fire Brigade Man	
<b>Highly Skilled-B</b>	36,910/-	3 Assembler (Not elsewhere classified)	
1 Plant Operator Grade-B		4 Assistant Polisher	
2 Instructor/ Telephone Technician		5 Assistant Filer	
3 Auto Mechanic Mechanic		6 Assistant Grinder	
4 Machinist / Machinist-II		7 Water Pump Operator	
Inspector (Not elsewhere classified)		8 Paper and Metal Transfer Fixer	
<b>Skilled-A</b>	36,164/-	9 Viewer	
1 Turner Turner G-II G-B		10 Vat-Man/Store man	
2 Welder Welder G-II G-B		11 Packer	
3 Fitter Fitter G-II G-B		12 Helper	
4 Tool Setter-Tool Sener G-II.Die Setter G-B		<b>Unskilled</b>	32,000/-
5 Milling Man Milling Man G-II		1 Cleaner	
6 Moulder Moulder G-II		2 Sweeper	
7 Carpenter-Carpenter G-II		3 Labourer	
8 Polisher G-II Polisher		4 Coolie	
9 Cobbler G-II Cobbler		5 Peon	
10 Electrician Electrician G-II		6 Water Carrier	
11 Grinder man G-II/Grinder man		7 Baildar	
12 Brazing Man G-II/Brazing Man		8 Watchman	
13 Filler G-II/ Filler		9 Chowkidar	
14 Plumber/ Painter/Tine Smith		<b>Miscellaneous-A</b>	37,985/-
15 Mason Shaper man/Planner		1 Inspector Watch & Ward	
16 Fabricator/Armature Winder		2 Sanitary Inspector	
17 Line Man/Spray Man		<b>Miscellaneous-B-I</b>	34,770/-
18 Electroplater/Electroplater G-B		1 Head Security Guard	
19 Hammer Man (Power) G-II		2 Head Mali	
20 Power Press Operator Forging		3 Head Jamadar	
21 Fork Lift Truck operator		<b>Miscellaneous-B-II</b>	33,166/-
22 Black Smith /Black Smith G-II		1 Coolie Incharge	
23 Rim Machine Operator		2 Daftry	
24 Junior Inspector /Driver HTV		3 Gate Keeper	
25 Upholsterer.Enameler G-I		4 Head Chowkidar	
26 Bench Fitter Grade-B		5 Head Watchman	
27 Crush Man/Cook G-I			

**23. APPLICABLE TO WORKERS EMPLOYED IN DAIRY PRODUCTS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group.</b>	Wages left for mutual bargaining between the employers and the workers	<b>Skilled-A.</b>	36,164/-
1. Accountant /Shift Technician		1. Boiler Operator//Dryer Operator	
2. Assistant Shift Technician		2. Carpenter//Mason//Painter	
3. Engineer/Assistant Engineer all		3. Denter //Driver (Heavy)	
4. Officer/ Assistant Officer all		4. Electrician//Motor Winder	
5. Assistant/Deputy Manager all		5. Fitter //Welder // Shaper man	
6. Assistant Supervisor all types		6. Head man	
7. Incharge all types		7. Junior Mechanic	
8. Biologist/ Chemist		8. Junior Plant Operator	
9. Foreman/Supervisor all types		9. Tetra Pack Technician	
10. Junior Engineer all types		10. Ultra Heat Treatment Operator	
11. Senior supervisor all types			
<b>Ministerial-A.</b>	38,514/-	<b>Skilled-B.</b>	35,306/-
1. Accounts Assistant		1. Boiler Attendant	
2. Computer Operator		2. Cook//Driver Ltv	
3. Fair Price Shop Incharge		3. Chiller/Evaporator Operator	
4. Head Time Keeper		4. Laboratory Assistant	
5. Office/Personal Assistant		5. Operator (Not elsewhere)	
6. Senior Cashier		6. Pasteurizing Operator	
7. Stenographer.		7. Fireman/Senior Blender	

<b>Ministerial-B.</b> 1. Cashier Imam Masjid 2. Steno typist Store Keeper 3. Senior Time Keeper 4. Security Assistant 5. Telephone Operator 6. Work Munshi	36,164/-	<b>Semi-Skilled-A.</b> 1. Assistant Electrician Fitter 2. Blender Milk Tester 3. Laboratory Attendant 4. Mixing Man Mixing Operator 5. Store Attendant Tailor 6. Sticher Trainee Operator 7. Security Guard	33,806/-
<b>Ministerial-C.</b> 1. Assistant Store Keeper 2. Typist Clerk Junior Clerk all 3. Despatcher Sales Man 4. Time Checker Keeper 5. Junior Time Keeper	34,770/-	<b>Semi-Skilled-B.</b> 1. Butter Worker Plant Worker 2. Despatch Rider 3. Helper all types 4. Mali/Gardener/Packer 5. Senior Peon//	33,166/-
<b>Highly Skilled-A.</b> 1. Assistant Foreman Supervisor 2. CIP Operator Kamani Maker 3. Milk Hygienic Coordinate 4. Senior Electrician 5. Senior Auto Electrician 6. Senior Plant Operator Senior Ultra Heat Treatment Operator 7. Senior Tetra Pak Operator	38,514/-	<b>Unskilled.</b> 1. Cleaner Chowkidar 2. Coolie Labourer/ Loader 3. Guest House Attendant 4. Khadim Masjid 5. Peon Office Boy 6. Sweeper Sweepers 7. Water Boy Waterman 8. Weighing man.	32,000/-
<b>Highly Skilled-B.</b> 1. Mechanic A.C. Technician 2. Assistant Chemist 3. Tetra Pak Operator	36,910/-		

24. APPLICABLE TO WORKERS EMPLOYED IN ELECTRIC GOODS MANUFACTURING (INCLUDING FANS) INDUSTRY.

(a) AIR CONDITIONERS, REFRIGERATORS AND DEEP FREEZERS.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Accountant. 2. Manager Assistant Manager all 3. Engineer Assistant engineer all 4. Assistant Accountant 5. Foreman Supervisor all types 6. Incharge all types 7. Officer all types	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Assistant Inspector 2. Black Smith //Lifter Driver 3. Boring Man/Driller 4. Carpenter// Mason// Painter 5. Cone Assembler 6. Machine Operator 7. Generator/Charge Operator 8. Electrician// Winder// Turner 9. Fitter/Die Fitter//Welder 10. Furnace Man //Head Worker 11. Gas Cutter//Cutter //Shaper Man 12. Grinder man //Milling Man 13. Heavy Duty Driver 14. Moulder/Mould Maker 15. S. Pool Operator	36,164/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Cashier//Stenographer 3. Dispatch Assistant	38,514/-		
<b>Ministerial-B.</b> 1. Store Keeper 2. Telephone Operator	36,164/-		
<b>Ministerial-C.</b> 1. Typist//Clerk all types 2. Time Keeper	34,770/-	<b>Skilled-B.</b> 1. Assistant Mechanic/ Machinist 2. Assistant Tank Checker 3. Cook/Driver Ltv//Hammer Man 4. Press Man/Press Operator	35,306/-
<b>Highly Skilled-A.</b> 1. Boiler Operator 2. Die Maker//Senior Pattern maker 3. Head Welder// Head Fitter 4. Head Electrician 5. Senior Mechanic/Technician 6. Senior Machinist/Inspector	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Mason/Painter 2. Assistant Fitter/ Electrician 3. Assistant Winder/Welder/Driller 4. Assistant Furnace Man 5. Assistant Machine Operator 6. Security Guard	33,806/-
<b>Highly Skilled-B.</b> 1. Inspector// Technician 2. Mechanic (all types)//Machinist 3. Plant Operator 4. Pattern Maker//Tank Checker. 5. Senior Electrician/SeniorWelder 6. Senior Fitter//Senior Painter 7. Senior Operator	36,910/-	<b>Semi-Skilled-B</b> 1. Assistant Press Man/Operator 2. Gardener / Mali //Office Boy 3. Helper all types	33,166/-
		<b>Unskilled.</b> 1. Labourer//Loader//Sweeper 2. Watchman/Chowkidar/Peon	32,000/-



**(b) APPLICABLE TO WORKERS EMPLOYED IN ELECTRIC FANS, WASHING MACHINE AND DESERT COOLERS INDUSTRY.**

Nomenclature	Minimum rates of wages per month for 26 days	Nomenclature	Minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Manager /Engineer all types 2. Auditor /Head Accountant 3. Accountant Chief Accountant 4. Foreman /Supervisor all types 5. Incharge all types//Officer all types	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Assistant Technician 2. Checker/ Armature Winder all 3. Driller/Drillman/Turner//Welder 4. Electrician//Fitter all types 5. Die Caster//Chock Maker 6. Mouldman / Moulder 7. Polish man// Painter 8. Patty/Blade/Locknut Maker 9. Tar Plant Operator 10. Winder/Wire Cutter	36,16/-
<b>Ministerial-A.</b> 1. Office Assistant 2. Assistant Accountant 3. Purchaser	38,514/-	<b>Skilled-B.</b> 1. Driver Car/Cook// Pressman 2. Machine Operator 3. Plastic Machine Operator 4. Grinder//Weight Balancer	35,306/-
<b>Ministerial-B.</b> 1. Cashier 2. Telephone Operator 3. Dispenser 4. Store Keeper	36,164/-	<b>Semi-Skilled-A</b> 1. Packer //Assistant Fitter 2. Assistant Needing Machine Operator 3. Security Guard	33,806/-
<b>Ministerial-C.</b> 1. Clerk all types 2. Time Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Gate Keeper	33,166/-
<b>Highly Skilled-A.</b> 1. Assistant Supervisor 2. Quality Inspector/Senior technician 3. Senior Plant Operator	38,514/-	<b>Unskilled.</b> 1. Chowkid ur/Watchman/Coolie 2. Labour/Loader / unloader 3. Peon //Sweeper	32,000/-
<b>Highly Skilled-B</b> 1 Die Maker 2 Plant Operator 3 Technician	36,910/-		

**(c) APPLICABLE TO WORKERS EMPLOYED IN ELECTRIC TRANSFORMERS AND ELECTRIC METER INDUSTRY.**

Nomenclature	Minimum rates of wages per month for 26 days	Nomenclature	Minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Officer all types 2. Engineer/Assistant Engineer all 3. Assistant Officer all types 4. Accountant/Assistant Accountant 5. Chemical Advisor 6. Deputy Manager all types 7. Incharge all types 8. Foreman//Supervisor all types 9. Golf Expert//Head Draftsman 10. Production Programmer 11. Secretary// System Analyst 12. Senior Manager all types 13. Superintendent Engineer 14. Sub-Engineer//Trainee Engineer 15. Senior Production Programmer 16. Trainee Foreman.	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Assistant Inspector 2. Black Smith/ Tin Smith/Welder 3. Boring Man//Coil Maker 4. Carpenter//Plumber 5. Crane/Compressor Operator 6. Cutter/Gas Cutter 7. Charge Operator//Head Worker 8. Drillman/Driller/Electric Welder 9. Electrician//Fitter all types 10. Furnace Man/ Operator 11. Filler/Die Filler/Oil Filler 12. Grinder//Moulder//Winder 13. Generator Operator 14. Heavy Duty Driver 15. Meter Tester/Monitor 16. Assembler all types 17. Machine Operator all type 18. Painter / Rang Saaz 19. Switch Board Attendant 20. Shaper Man/Turner	36,164 -
<b>Ministerial-A.</b> 1. Computer Operator 2. Office Assistant/Purchaser.	38,514/-	<b>Skilled-B.</b> 1. Pressman //Assistant Machinist 2. Assistant Tank Operator 3. Driver Car//Flammer man	35,304/-
<b>Ministerial-B.</b> 1. Draftsman 2. Imam Masjid 3. Receptionist//Telephone Operator 4. Store Keeper	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/ Electrician 2. Assistant Winder/Painter 3. Assistant Furnace Man	33,806/-
<b>Ministerial-C.</b> 1 Clerk all types/Typist 2 Time Keeper	34,770/-		

<b>Highly Skilled-A.</b> 1. Die Maker//Senior Inspector 2. Senior Mechanic/Technician 3. Senior Pattern Maker 4. Boiler Operator/Senior Machinist	38,514/-	4. Assistant Welder/Driller 5. Assistant Machine Operator 6. Trainee Operator 7. Head Mali/Gardener/Packer 8. Security Guard	
<b>Highly Skilled-B.</b> 1. Inspector// Tank Checker 2. Machinist// Technician 3. Motor Checker// Pattern Maker 4. Plant Operator //Senior Operator 5. Radio Mechanic/Mechanic 6. Senior Boring Man 7. Senior Electrician/Fitter 8. Senior Painter//Senior Welder	36,910/-	<b>Semi-Skilled-B.</b> 1. Assistant Press Man /operator 2. Gardener/Mali 3. Helper all types/ 4. Khadim Masjid//Loader	33,166/-
		<b>Unskilled.</b> 1. Chowkidar //Peon/Qasid 2. Dish Washer/Office Boy 3. Sweeper	32,000/-

**(d) APPLICABLE TO WORKERS EMPLOYED IN THE ELECTRIC BULBS AND TUBES AND SWITCHES ETC. INDUSTRY.**

Nomenclature	Minimum rates of wages per month for 26 days	Nomenclature	Minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager/Office Secretary 2. Packing /Shift Incharge. 3. Supervisor// Foreman 4. Store Officer	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Electrician//Fitter 2. Lathe Machine Operator 3. Painter//Stem Operator 4. Turner//Welder	36,164/-
<b>Ministerial-A.</b> 1. Accounts/Office Assistant 2. Wastage Controller	38,514/-	<b>Skilled-B.</b> 1. Driver Car 2. Operator (not elsewhere)	35,306/-
<b>Ministerial-B.</b> 1. Store Keeper 2. Computer Operator	36,164/-	<b>Semi-Skilled-A.</b> 1. Packer/Assistant Electrician 2. Assistant Fitter/Turner. 3. Security Guard	33,806/-
<b>Ministerial-C.</b> 1. Clerk 2. Record Keeper	34,770/-	<b>Semi-Skilled-B.</b> 1. Gardener/Mali 2. Helper all types 3. Office Boy	33,166/-
<b>Highly Skilled-A.</b> 1. Assistant Foreman/ Supervisor. 1. Head Fitter//Head Electrician. 2. Head turner	38,514/-	<b>Unskilled.</b> 1. Cleaner//Labourer 2. Peon//Sweeper. 3. Watchman/Chowkidar	32,000/-
<b>Highly Skilled-B.</b> 2. Senior Fitter//Senior Electrician. 3. Senior turner	36,910/-		

**(e) APPLICABLE TO WORKERS EMPLOYED IN THE ELECTRIC WIRES AND CABLES INDUSTRY.**

Nomenclature	Minimum rates of wages per month for 26 days	Nomenclature	Minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Accountant/Assistant Accountant 2. Assistant Production Manager 3. Field Officer//Security Officer. 4. Manager//Production Manager 5. Quality Control Manager 6. Supervisor/Incharge all types	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-B.</b> 1. Assistant Copper Roll Operator 2. Assistant XLPE Cable Operator 3. Assistant Aluminum Operator 4. Fork Lift Driver//PVC Handler 5. Senior Cable Packer / Senior Conductor Packer	35,306/-
<b>Ministerial-A.</b> 1. Office/Accounts Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant PVC Handler 2. Assistant Wire Drawer 3. Assistant Annealing Operator 4. Assistant Conductor Machine Operator 5. Assistant Cable Extruder Operator 6. Assistant Wire Stranding Operator 7. Security Guard	33,806/-
<b>Ministerial-B.</b> 1. Store Keeper/Senior Clerk	36,164/-		
<b>Ministerial-C.</b> 1. Clerk all types 2. Store Man/typist	34,770/-		
<b>Highly Skilled-A.</b> 1. Senior Lab. Technician 2. Senior Maintenance Technician	38,514/-		

<b>Highly Skilled -B</b> 1. Technician - Senior Wire Drawer 2. Senior Wire Stranding Operator 3. Senior Machine Operator 4. Senior Copper Rod Operator 5. Senior XLPE Cable Operator	36,910/-	<b>Semi-Skilled -B</b> 1. Assistant Packer. 2. Gate Keeper// 3. Mali/Gardener//Head Watchman 4. Helper all types	33,166/-
<b>Skilled-A</b> 1. Annealing Operator 2. Assistant Technician 3. Aluminium Rod Operator 4. Conductor Machine Operator 5. Cable Extruding Operator 6. Copper Roll Operator 7. Driver Hvy //Maching Operator 8. Electrician/Wire Drawer 9. Wire Stranding Operator 10. XLPE Cable Operator	36,164/-	<b>Unskilled</b> 1. Labourer/Coolie 2. Peon//Sweeper 3. Watchman/Chowkidar	32,000/-

**25. APPLICABLE TO WORKERS EMPLOYED IN ELECTRONIC EQUIPMENT AND ACCESSORIES INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Supervisor/Forman 2. Manager 3. Accountant 4. Officer all types	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Driver 2. Capacitor Manufacturer 3. Cook	35,306/-
<b>Ministerial-A</b> 1. Purchaser 2. Office Assistant 3. Accounts Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Mason/Assistant Painter 2. Assistant Electrician/Press Man 3. Assistant Welder/Assistant Winder //Security Guard	33,806/-
<b>Ministerial-B</b> 1. Store Keeper 2. Computer Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Gardener/Mali 2. Helper all types/Packer	33,166/-
<b>Ministerial-C</b> 1. Clerk all types 2. Record Keeper	34,770/-	<b>Unskilled</b> 1. Labourer/Loader 2. Peon//Sweeper	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Inspector	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled -B</b> 1. Machinist//Quality Inspector 2. Senior Electrician 3. Senior Fitter/General Fitter 4. Senior Machine Operator	36,910/-	<b>Miscellaneous-B-I</b> 1. Time Keeper 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. A.C. Technician/ Electrician 2. Carpenter// Painter// Plumber 3. Fitter/General Fitter//Winder 4. Machine Operator// Die Maker 5. Press Man//Gas Cutter 6. Moulder//Welder//Driller 7. Assistant Auto Machanic	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**26. APPLICABLE TO WORKERS EMPLOYED IN EMBROIDERY AND STITCHING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Designer 2. Manager 3. Supervisor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Driver Lty/Cook 2. Junior Operator 3. Junior Rafugar 4. Junior Machine Man /Operator	35,306/-
<b>Ministerial-A</b> 1. Office Assistant 2. Accounts Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Operator/ Rafugar 2. Security Guard	33,806/-

<b>Ministerial-B</b> 1. Store Keeper 2. Senior Clerk	36,164/-	<b>Semi-Skilled-B</b> 1. Gazi//Clipper//Shuttle Man 2. Helper all types	33,166/-
<b>Ministerial-C</b> 1. Clerks all types 2. Typist	34,770/-	<b>Unskilled</b> 1. Watchman//Peon 2. Worker/Labourer	32,000/-
<b>Highly Skilled-A</b> 1. Master 2. Assistant Supervisor	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled-B</b> 1. Senior Machine Operator 2. Senior Rafugar	36,910/-	<b>Miscellaneous-B-I</b> 1. Time Keeper 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. Operator//Rafugar 2. Machine Man /Operator	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**27. APPLICABLE TO WORKERS EMPLOYED IN FERTILIZER MANUFACTURING AND ALLIED INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Foreman 2. Supervisor 3. Production Supervisor 4. Laboratory Control Incharge	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. Rigger 2. Fitter//Welder 3. Fabricator 4. Operator (All Types)	36,164/-
<b>Ministerial-A</b> 1. Office /Accounts Assistant	38,514/-	<b>Skilled-B</b> 1. Driver//Cook	35,306/-
<b>Ministerial-B</b> 1. Store Keeper 2. Senior Clerk	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Rigger/Fabricator 2. Assistant Fitter/Welder 3. Assistant Operator (All types) 4. Stitching Man// Security Guard 5. Folder Man/Adjuster 6. Sewing Machine Operator	33,806/-
<b>Ministerial-C</b> 1. Clerk	34,770/-	<b>Semi-Skilled-B</b> 1. Mali //Helper all types 2. Bag Supply Man 3. Insertion Man/Weight Man	33,166/-
<b>Highly Skilled-A</b> 1. Head Operator 2. Assistant Supervisor/Forman	38,514/-	<b>Unskilled</b> 1. Labourer/Plaidar 2. Naib Qasid/Peon/Cleaner	32,000/-
<b>Highly Skilled-B</b> 1. Technician 2. Senior Rigger 3. Senior Fitter//Senior Welder 4. Senior Fabricator 5. Senior Operator (All Types)	36,910/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
		<b>Miscellaneous-B-I</b> 1. Time Keeper//Imam Masjid	34,770/-
		<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**28. APPLICABLE TO WORKERS EMPLOYED IN FISHERY AND HATCHERY INDUSTRY**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Supervisor 2. Doctor 3. Manager 4. Supervisor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Cook 2. Hatcher.	35,306/-
<b>Ministerial-A</b> 1. Officer Assistant 2. Accounts Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician 2. Assistant Operator 3. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Munshi/Store Keeper	36,164/-	<b>Semi-Skilled-B</b> 1. Helper/Mali	33,166/-
<b>Ministerial-C</b> 1. Clerk/Typist	34,770/-	<b>Unskilled</b> 1. Labourer 2. Attendant Farm	32,000/-

<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Head Operator	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled -B</b> 1. Senior Electrician 2. Senior Operator	36,910/-	<b>Miscellaneous-B-I</b> 1. Time Keeper 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. Electrician 2. Operator	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**29. APPLICABLE TO WORKERS EMPLOYED IN THE FLOUR MILLING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Manager/ Assistant Manager all 2. Accountant/Assistant Accountant 3. Engineer/ Incharge all types 4. Supervisor/Foreman all types 5. Officer /Senior Assistant all types 6. Secretary/Superintendent	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B.</b> 1. Car Driver/Cook 2. Hammer man/Engine Driver 3. Roll Man//Silk Man	35,306/-
<b>Ministerial-A.</b> 1. Accounts/ Officer Assistant 2. Cashier/Munshi//Purchaser	38,514/-	<b>Semi-Skilled-A.</b> 1. Assistant Fitter 2. Filling Man//Head Packer 3. Oil Man//Stitcher 4. Truck Cleaner 5. Washing Man/Washer Man/Hodiwala 6. Security Guard	33,806/-
<b>Ministerial-B.</b> 1. Sales Man//Store keeper 2. Senior Clerk	36,164/-	<b>Semi-Skilled-B.</b> 1. Assistant Roll Man 2. Helper/Cleaner 3. Daftry//Gate keeper 4. Helper all types 5. Masor Coolie //Store Coolie 6. Marker Man 7. Mali/ Packer 8. Weigh man(Tolla)	33,166/-
<b>Ministerial-C.</b> 1. Clerk/Junior Clerk 2. Gate Clerk/Loading Clerk 3. Production Clerk //Wheat Clerk 4. Store Clerk/Tally Clerk 5. Time Keeper//Typist	34,770/-	<b>Unskilled.</b> 1. Chowdar /Watchman 2. Domestic Servant 3. Labour //Peon/Naib Qasid 4. Qasid/ Sweeper 5. Water Carrier	32,000/-
<b>Highly Skilled-A.</b> 1. Assistant Shift Incharge 2. Mill Mistry //Assistant Miller 3. Head Carpenter//Head Fitter	38,514/-	<b>Miscellaneous-A</b> 1. Inspector Security	37,985/-
<b>Highly Skilled-B.</b> 1. Groover/Grooving Man	36,910/-	<b>Miscellaneous-B-I.</b> 2. Imam Masjid	34,770/-
<b>Skilled-A.</b> 1. Assistant Mill Mistry/Naib Mistry 2. Black Smith //Tin Smith 3. Boiler Attendant 4. Carpenter//Mason//Painter 5. Electrician//Fitter// Turner//Welder 6. Fire Engine Incharge 7. Truck Driver/Tractor Driver	36,164/-	<b>Miscellaneous-B-II.</b> 1. Mouzzan 2. Head Watchman/Jamadar	33,166/-

**30. APPLICABLE TO WORKERS EMPLOYED IN FOAM AND FOAM PRODUCTS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Plant Manager 2. Electrical Engineer 3. Supervisor 4. Forman	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Driver//Cook 2. Assistant Mechanic	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Machine Operator 2. Assistant Machine Cutter 3. Assistant Electrician 4. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Cashier/Munshi 2. Purchaser// Store keeper 3. Senior Clerk //Sales Man	36,164/-	<b>Semi-Skilled</b> 1. Helper all types 2. Mali/Packer	33,166/-
<b>Ministerial-C</b> 1. Time Keeper/Typist/Clerk	34,770/-	<b>Unskilled</b> 1. Labour/Sweeper 2. Chowkidar/ Watchman	32,000/-

<b>Highly Skilled-A</b> 1. Assistant Supervisor Foreman	38,514/-	<b>Miscellaneous-A</b> 1. Inspector Security	34,770/-
<b>Highly Skilled-B</b> 1. Mechanic Senior Electrician 2. Senior Machine Operator 3. Senior Machine Cutter	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid	
<b>Skilled-A</b> 1. Machine Operator 2. Machine Cutter / L.H.F. Driver 3. Electrician Operator	36,164/-	<b>Miscellaneous-B-II</b> 1. Mouzzan 2. Head Watchman/Jamudat	33,166/-

### 31. APPLICABLE TO WORKERS EMPLOYED IN THE FOOD PRODUCTS INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Associate Engineer 2. Officer all types 3. Accountant/Chief Accountant 4. Engineer/Assistant Engineer all 5. Assistant Accountant 6. Cost Accountant 7. Manager/ Incharge all types 8. Shift Charge man 9. Shift Chemist/Chemist 10. Superintendent//Supervisor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. Fitter/Baker /Lead Cook 2. Electrician/Black/Tin Smith 3. Carpenter//Mason//Plumber 4. Dry Cleaner/Washing Operator 5. Mistry Khamir/Khamir Car 6. Painter//Polisher//Shipper 7. Senior Operator all type 8. Senior Tractor Driver 9. Winder/Motor Winder 10. Welder /Turner//Wireman Grade-I	36,164/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Computer Operator / Data Entry Operator 3. Draftsman 4. Assistant all types 5. Stenographer 6. Senior Assistant 7. Sales Representative 8. Store Keeper 9. Security Assistant	38,514/-	<b>Skilled-B</b> 1. Lab. Assistant//Assistant Shipper 2. Assistant Mechanic all 3. Boiler man//Expeller man 4. Cook/Nanbal//Fireman 5. Driver Van / Car/Tractor 6. Filler Operator/Operator all types 7. Grinding/Mixing Man 8. Khalasi //Mouchi 9. Shift Monitor/ Leader 10. Saw Man/Saw Mistry 11. Wireman Grade-II	35,306/-
<b>Ministerial-B</b> 1. Store Keeper 2. Cashier 3. Dispenser 4. Imam Masjid 5. Munshi 6. Receptionist 7. Steno typist 8. Senior Clerk 9. Telephone Operator	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician/Fitter 2. Assistant Mason/Carpenter 3. Assistant Welder/Turner 4. Assistant Baker//Hammer man 5. Blending Assistant 6. Head Gardener/ Mali 7. Junior/Assistant Operator 8. Oil Man/Spray man 9. Security Guard// Senior Packer	33,806/-
<b>Ministerial-C</b> 1. Assistant Draftsman 2. Clerk all types//Despatcher 3. Junior Clerk 4. Record Keeper 5. Sales Man/Munshi 6. Store man 7. Assistant Store Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Bardana Repairer 2. Daftry/ Gate Keeper 3. Gardener/Mali 4. Head Watchman//Lead Peon 5. Helper//Packer all types 6. Senior Canteen Boy 7. Sample Man//Sealing man 8. Production Worker	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Shift Chemist 2. Assistant Supervisor 3. Boiler Engineer II-Class 4. Oven Incharge 5. Pattern Maker 6. Senior Computer Operator	38,514/-	<b>Unskilled</b> 1. Labourer/Loader 2. Naib Qasid/Qasid/Peon 3. Assistant Packer 4. Sweeper /Cleaner 5. Watchman/Chowkidar 6. Waterman/Water Carrier	32,000/-
<b>Highly Skilled-B</b> 1. General Operator 2. Machinis//Mechanic all type 3. Oil Refine Soap Mistry 4. Senior Electrician/Fitter 5. Senior Welder//Senior Turner	36,910/-		

32. APPLICABLE TO WORKERS EMPLOYED IN THE FOOTWEAR INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days				
<b>Supervisory</b> 1 Accountant /Assistant Accountant 2 Boiler Engineer (1st Class) 3 Chief Accountant 4 Chief Quality Controller 5 Manager Officer all types 6 Company Secretary/Cost Accountant 7 Computer Incharge 8 Chemist 9 Foreman /Supervisor all types 10 Pay Master/Superintendent 11 Senior Supervisor 12 Secretary/personnel Officer	Wages left for mutual bargaining between the employers and the workers	<b>Ministerial-A</b> 1 Accounts /Office Assistant 2 Senior Monitor 3 Stenographer	38,514/-				
		<b>Ministerial-B</b> 1. Cashier//Draughtsman 2. Imam Masjid/Munshi 3. Store Keeper / Stock Keeper	36,164/-				
		<b>Ministerial-C</b> 1. Assistant Draughtsman 2. Clerk all types /Record Keeper 3. Gate Keeper /Time Keeper 4. Typist	34,770/-				
		<b>Highly Skilled-A</b> 1 Assistant Chemist 2 Boiler Engineer (II-Class) 3 Head Electrician 4 Head of Skilled Operations 5 Head Sewing Machine operator 6 Incharge Yosa/Instructor Confection	38,514/-	<b>Highly Skilled-B</b> 1. Designer 2. Engraver 3. Group Manipulator 4. Mechanic 5. Senior Electrician	36,910/-		
		<b>Skilled-A</b> 1 Fitter all types/Black Smith 2 Boiler Engineer (III-Class) 3 Bottom Man /Chainer 4 Carpenter 5 Chappal maker (Complete) 6 Charge hand 7 Cutting master 8 Dies Checker 9 Electrician 10 Finisher/Fitting Master 11 Grading Machinist (Templates) 12 Heeler/Heel Master 13 Laboratory Assistant 14 Lathe man 15 Laster (Complete Shoe) 16 Marking Man/Milling Man 17 Mochi/ Cobbler 18 Moulder/Mould Maker 19 New machine Maker (Moulds) 20 Shaper Man 21 Sole Master 22 Stitcher/Upper Sewing Man 23 Tin Smith/Vulcanizer 24 Transport Driver 25 Turner/ Welder 26 Motor Winder 27 Upper Man/Upper Shader 28 Upper Skiving Man (by hand) 29 Painter/Textile Printer	36,164/-	<b>Skilled-B</b> 1 Air Bag and Diaphragm Maker 2 Bad Exchange Cutter 3 Banbury Mixer/ Operator 4 Batches Mixer/Bed Lasting Man 5 Channeling and Leveling Man 6 Compound Mixer (Rubber) 7 Cold Knives/Hot knives Maker 8 Compound Preparing Man 9 Cutting Sole Tropical 10 Eraover Chilai/Dyeletter 11 Full and Half Sole Cutter 12 Head Vulcanising man 13 Heal Builder /Masticator 14 High Frequency Welder 15 Injection Moulder//Quality Checker 16 Instructor/Manipulator 17 Middle Sole Jarai//PullingOver Man 18 Preparing Man/PressingMan all type 19 Roller man /Scissor Man 20 Sandal Maker(Complete) 21 Spreader/Sheets Remover 22 Sole Cutter Welman 23 Solution Worker/ man 24 Sole Stitcher/Trimming man 25 Sunpak/Unipak/ PVC Operator 26 Sewing Machine Operator 27 Three Bowl Operator 28 Upper Clicker/Cutter 29 Double Arm Clicker	35,306/-		
				<b>Semi-Skilled-A</b> 1 Across Back Stitcher 2 Ankle Pads Cutter/ Patching Man 3 Attacher Lifts/keder/Steel Shanks 4 Back Sewing Man 5 Bias Stitching and Cutting Man 6 Binding Man all types 7 Blanks/ Board/Paper Cutter 8 Bond Welt Attacher 9 Boiler Man 10 Box Maker/ Stitcher/ Packer 11 Buffing Man Sole and Heel. 12 Burnisher /Book Binder 13 Cement Mixer	33,806/-	<b>Semi-Skilled-B</b> 1 Apperture Applying Man 2 Aluminum Paste Cleaner & Checker 3 Assistant Vulcaniser 4 Buckle Sticher/Back pressing Man 5 Back Seam Plainer 6 Back Seam Rubbing Man 7 Backing man/Back Lasting Man 8 Brushing Man /Binding Finisher 9 Boes Decoration Inserter 10 Buckling Man/Buckle Attacher 11 Box Preparing/Paster/Marking man 12 Boxes Packer & Supplier 13 Box Foler (Car Board)/Board marker	33,166/-

14	Channel Opening Man	14	Boots Tester/ Dusting Man
15	Checker Quality	15	Cementing Man/Pasting Man all
16	Clicker Insole Cover Leather	16	Channel Cementer/Cotton Cutter
17	Clicker Eyelet Stays/Back Reinforcements Leather	17	Cutting and Cementing Foxing man
18	Clicker all types	18	Cutting Hammering & Joining Welt Man
19	Colour Matching Man	19	Cutting Tops Man/Cutter all types
20	Controller Stitcher	20	Controlling/Filling Counter Straps
21	Corporal Man/Counter Man	21	Controlling/Transferring Man
22	Counter Cutter/ Stitcher/Trimmer	22	Controller all types/ Checker Nails
23	Crushing/Hammering & Sievingman	23	Collector Arranger, Supplier
24	Crusher Rubber Rags	24	Collector/ Grinder waste paper
25	Cut Foxing Man	25	Compounds Storing Man
26	Cutter Elastic/Facing/ Sole	26	Clicking Man intacking by the punch
27	Cutter Molino/Side Tapes/Eyelet stays	27	Components preparer
28	Cutting/Binding man	28	Crimping and Embossing Man e
29	Decoration/Toe Caps Stitcher	29	Cord Opener/Separator
30	Derby Joining man (Leather)	30	Colouring Man/Cleaning Man
31	Double Arm Clicker	31	Defective Sole painting&Cleaning Man
32	Dyer/Bleacher	32	Diagonal Cutter/Dipper (Varnish)
33	Edges Setting Man /Stitcher	33	Dressing Man(Upper/Bottom)
34	Embossing Man/Stamp (Foil)	34	Drying and Folding Man
35	Extruding man/ Rammy Straps	35	Edge Cutter/(Folding Man
36	Extrude and Fit top Foxing man	36	Edge &Heel Sinking Man
37	Extruding and Spooling man	37	Edge Hammering Man
38	Eyelet Decoration Stitcher	38	Edge pressing Man/Edge Painter
39	Eyelet Stays Stitcher	39	Evaporation Texting & Pouring Man
40	Facing Stitcher/False Stitcher man	40	Emery Scouring Pads Maker
41	False Vamp Stitcher	41	Fitting Man all types
42	Feathering/leveling Man	42	Fitter Filler-Binder Soles
43	Feeder/Filteration Man	43	Fitter Foxing Vamp Quarters
44	Fireman	44	Fitter String/Decals
45	Flenging Man (Toe and Heels)	45	Foxing Fitter/Opener and Supplier
46	Folding Man /Force Laster	46	Flower Joiner
47	Foxing Joining Man	47	Filling Cementing and Pasting Man/Shank Attacher
48	French Binding Man	48	Front Cutting &Unlasting Man
49	Grinding Manand/ Shaking Man	49	Finishing Man-Bond Welt
50	Half lift/Half Split Lifts	50	Fetcher Cementer and Paster
51	Hand upper Cutter (Canvas)	51	Fixer Applying man
52	Hawai Chapal maker (Complete)	52	Folding Testing & Deliveringman
53	Heel Attacher/ Builder	53	Feeding Man ( 3 Bowls)
54	Heel Front /pads Cutter Cutter	54	Flannel Maker/Folder upper material
55	Heel hollowing Man	55	Glue paster/Gap Covering man
56	Heel Laying and Pressing man	56	Gum Tregacent Applying Man
57	Heel Moulding /Compressing man)	57	Grinder Man/Goods Carrier
58	Heel Seat Lasting /Nailing Man	58	Heel Measuring Man
59	Heel Slugging Man	59	Hammering & Petrolling Man
60	Heel Seat Rounding Man	60	Height Maker/Heel Shining Man
61	Helper Mechanic	61	Helper all types
62	Hand Sprayer/Hot Platter	62	Insole Flexing/Wrapering Man
63	Imitation machine Operator	63	Insole Edge Colouring Man
64	Impregnating Man	64	Inmitation Wheeling Man
65	Inseem Trimming Man	65	Insert Paper & Back Taking Man
66	Insole and Filling Cutter	66	Ironing Man/ Jute Remover
67	Insole Slotting Man	67	Intacker/Derby & Buckle Straps
68	Intaker-Decoration Straps T-Bar	68	Joint Maker /Knot Maker
69	Joining Man (Upper with Quarter/Elastic)	69	Joining Man- Colour/Elastic
70	Knife Sharpener	70	Label Cutting and Pressing Man
71	Lasting Man (Kamborian/Pliers/Toe	71	Lining Joiner (With upper)
72	Lastex Dipping Man (Toes & Side)	72	Lacing Man (Buckles/Straps)
73	Leather man Helper	73	Lining/Toe Puff Fitting Man
74	Leveling Man-Sole/Middle Sole	74	Lasts putting Man / Inserter
75	Lining Clicker (Quarter & Counter)	75	Lastexing Man/Laces Tightener
76	Lining Fitting and Leveling Man	76	Locking Man/ Loosening Man
77	Lining Joining Man (With upper)	77	Leveling/Hammering Insole Man
78	Lifts Nailer/Loose Nailing Man	78	Label Paster/ Packing Man
79	Maker and Measurer	79	Material Receiver/Controller/ Supplier/Arranger
80	Mixing Man/Mixture Preparer	80	Molino Parts preparer
81	Moulding Man	81	Measuring & Spooling Man
82	Mould and Mandrel Cleaner		
83	Moulded Soles Recutter		



84 Mould Maker Helper (Pentograph)	82 Measuring Building Man
85 Neutralizer	83 Maker (Stencelling Cases)
86 Pump man Helper	84 Nails Feeder/Nails Packer
87 Packer Packer (Rubber)	85 Nailing Man/Nail inserter
88 Packer & Checker	86 Netting Spreader/Numbering Man
89 Pulling over and Lasting Man	87 Nets Refixer/Oils Mixing Man
90 Paper and Roll maker	88 Opening Cementing Man
91 Pressing Man all	89 Open Tongue & Sponge Inserting Man
92 Punching Man (Machine or Dice)	90 Overall Cleaner
93 Perforating Man/Pounding Man	91 Pasting Man all types
94 Powdering and Cut Foxing Man (5 Bowl)	92 Perforating Man (Eyelet Holes)
95 Plug Joining Man (Canvas & Leather)	93 Petrolling Man all types
96 Platform and Heel Cover Stitcher	94 Planning and leveling Man all
97 Pigment Applicator	95 Plastic Bows Inserters
98 Quarter Joining Man	96 Plastic Tubes Cutter
99 Re-milling Man	97 Polishing Man (Shoes)
100 Rolling and Binding Cutting Man	98 Poms/Bows and Trim Attacher
101 Rolling & Poly Sheets Cutting man	99 Powdering and Spooling Man
102 Repairer /Receiver	100 Powdering Rolling & Drying Man
103 Rubber Part Cutter (Electric Knife)	101 Pre-Folding & Spooling Man
104 Reviting Man (Regenta or Similar Eyeleting Machine)	102 Pre-Marking Man
105 Reinforcement Clicker	103 Prep & Sole Wetting Man
106 Ripple Sole Cutter	104 Preparing Man & Supplying Man
107 Rough Rounding Man	105 Pressing Rolling Man
108 Side Joining Man /Attaching Man	106 Production Boy
109 Slipper Binding Man	107 Punching Man (by hand)
110 Sticher Bottom of Counter (On Mark)	108 Putting Man & Pressing Filler man
111 Sticher Round Top of Upper	109 Rammy Paster
112 Sticher Back Strap Shaped (Leather)	110 Receiver & Checker & Weigher
113 Saddle Wrapper Stitcher(Leather)	111 Repairing Man/Re-Stamp
114 Socks Sticher	112 Rolling and Counter Waxing Man
115 Sticher (Tongues Reinforcement Loop)	113 Rolling & Dressing Man
116 Sticher Straps all types	114 Roughing Man
117 Sticher Leather and Textile Lining	115 Rubber Bale Cutting Man
118 Shank Eyeleting man (Canvas)	116 Sandals Unuckling Man
119 Spotting Turning Wrapper Man	117 Seat Wheeling Man
120 Sole Pressing Man (California)	118 Scouring Man (Tapes/Upper)
121 Sewing Fur-cuff man	119 Separator & Arranger
122 Sole Adorning Man	120 Shanks Stap er
123 Scouring Man/Socks Cutter	121 Shaping or Trimming man
124 Shanks and Filler Cutter (Board)	122 Sheets and Crepe Supplier/Cutter / Arranger / Storing Man
125 Sole Piece & Under Pad Cutter	123 Shellace Applying Man
126 Shelton Welt Cutter (Leather)	124 Shoes Supplier
127 Sole Piece Cutter/Trimmer	125 Shellace Man (Heels)
128 Sorter and Middle Sole Cutter	126 Shins Pusher/Paint Sprayer
129 Sole & insole Moulding Man	127 Skiver Heel Pads/Rubber Tapes
130 Sole/insole Grooving man	128 Sole Cleaner (Cilicon Oil)
131 Stitch Separator/Splitting Man /Splitter	129 Sole Leveling/ hammering Pressing/ Putting / supplying Man
132 Shadow Sprayer/Screwing Man	130 Solution Applying Man
133 Side Lasting Man (Kamborian)	131 Solutioning Man
134 Sole Layings and Pressing man	132 Spew Removing Man
135 Sole Leveler (with Channel)	133 Splitting Man
136 Scouring Man (Sole/Heel)	134 Sticker Sponage and Insole and pressing Man
137 Selector and Preparing Man	135 Stock Arranger /Slotting Man
138 Scale Man/Stage Controller	136 Staples Extractor
139 Shaper man Helper	137 Sticher all types
140 Sallets Man/Slotting Man	138 Stiffening Man
141 Toes/Toes Pads/Top Pads Cutter	139 Straps Carrier/ Inserting Man
142 Toe & Counter Cutter all types	140 Straps and Guard Cutter
143 Top Lifts/Full Under Lifts Cutter (Leather)	141 Strips Cutter/Striping Man
144 Tapes Sticher (Textile/PVC)	142 Supplier of Laces
145 Textile Marker/ Roll Maker	143 Take Wax Pape off Lining Man
146 Top Line Forming Man	144 Tapes Pressing/putting Man
147 Toe Lasting Man	145 Tapes Wheeling Man
148 Turn & Paste Insole Wrapper man	146 Taping Man (Back/Front Straps)
149 Thread Laster /Tapering Man	147 Tetra Applying man
150 Toe & Heel Lasting Man	148 Tester & Supplier
151 Trimming Man (Electric Knife)	149 Textile Rolling and Drying man
152 Tin Tips Presser M/C	

153 Tyre Repairing Man/Tempering Man 154 Textile Printer/Vamping Man (Leather) 155 Upper Skiver 156 Wrapper Cutter (PVC) Leather) 157 Wire Roughing Man 158 Waist and Lining Lasting Man 159 Welt and Sole Paster 160 Waste/Spews/N. Sole Crusher (Mason Mill) 161 Washing & Drying Man 162 Warming and Mixing Man 163 Zig Zagging Man / Welder Helper 164 Security Guard		150 Thong Inserter 151 Thread Cutter/Burner/Winding man 152 Thread Reinforcement Putting man 153 Tin Tips Fixer / Cutting Man 154 Toe Hardener Applying Man 155 Tops Fitter/Trimming Man/Trimmer 156 T.R.O Applying Man 157 Trolley Man/Truck Cleaner 158 Tubes Filling and Sealing 159 Tyres Cutting Man 160 Textile Drier/Unlasting Man 161 Upper and Lining Cleaner 162 Upper inserter	
<b>Unskilled</b> 1 Cleaner/Sweeper//Peon 2 Chowkidar/Watchman 3 Dirt Cleaner/Dust Cleaner 4 Fleshing Transporter/ Sorter 5 Goods Supplier 6 Lace Opening & Cleaning Man 7 Load Carrier(Crumbs/Scrap) 8 Oil Applier (On PVC Strap) 9 Powdering Man 10 Price Ticket Paster 11 Sheets Bringing Man/Sheets Carrier 12 Sheets Loading/Unloading Man 13 Shoe laces Wrapping man 14 Wrapper moistening Man 15 Water applying man	32,000/-	163 Upper Mulling Man 164 Valves Cleaner/Assembler/ Supplier 165 Washing Man 166 Waste Sorter 167 Wax Applying Man 168 Weigher Arranger and Supplier 169 Welt Wetting Man 170 Wheeling Trimming man(Foxing Rammy) 171 White Sieving Man 172 Wirer/Wire Beads Extractor, Cleaner and Supplier 173 Wood Finisher	
<b>Miscellaneous-B-I</b> 1 Head Mali 2 Imam Masjid	34,770/-	<b>Miscellaneous-A</b> 1 Security Inspector	37,985/-
		<b>Miscellaneous-B-II</b> 1 Gate Keeper 2 Malaria Man//Mali 3 Head Chowkidar / Watchman	33,166/-

### 33. APPLICABLE TO WORKERS EMPLOYED IN THE FRUIT PRODUCTS.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group.</b> 1. Manager/Assistant Manager all 2. Assistant Accountant 3. Officer/Superintendent all types 4. Engineer/Assistant Engineer all 5. Chief Accountant/Depot Incharge/Food Technologist. 6. Foreman/Supervisor all types 7. Senior Officer all types.	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Assistant Mechanic 2. Araq Saz//Dawa Saz//Sharbat Saz 3. Boiler Attendant III-Class /Boiler Operator III-Class/Assistant Boiler Operator. 4. Checker//Black Smith 5. Carpenter//Mason//Plumber 6. Cooking Machine Operator 7. Driver Heavy transport/ 8. Filler Operator/Bottle Filler 9. Fabricator//Shipper //Electrician 10. Generator Operator//Fitter 11. Laboratory Assistant 12. Moulder//Turner//Welder 13. Machine Man/Machine Operator 14. Plant /Washing Operator 15. Painter// Tractor Driver	36,164/-
<b>Ministerial-A</b> 1. Accounts/Office Assistant 2. Computer Operator 3. Excise/Production Assistant 4. F.V. Assistant/P.R. Assistant 5. Head Cashier/ Security Assistant 6. Labour Office Assistant 7. Store Keeper//Stenographer 8. Statistical/Sales Tax Assistant	38,514/-	<b>Skilled-B.</b> 1. Checker//Cook//Driver Ltv 2. Cutting Machine Operator 3. Fireman//Fork Lift Driver 4. Mate//Pure Man//Spray Man 5. Needle Machine Operator 6. Trans Wrap Operator 7. Wrapping Machine Operator.	35,306/-
<b>Ministerial-B.</b> 1. Assistant Store Keeper 2. Cashier 3. Purchaser 4. Telephone Operator 5. Senior Clerk	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician/Fitter 2. Assistant Turner/Welder 3. Assistant Shipper/Operator 4. Head Daftri//Oilman// Tailor. 5. Light Man / Screen Inspector/ 6. Security Guard	33,806/-
<b>Ministerial-C.</b> 1. Assistant Cashier 2. Typist//Clerk all types 3. Dispatcher//Record Keeper 4. Sales Man 5. Time Keeper.	34,770/-		

<b>Highly Skilled-A.</b> 1. Attar 2. Boiler Operator 1st Class 3. Head Fitter 4. Senior Technician	38,514/-	<b>Semi-Skilled-B</b> 1. Daftri 2. Packer//Helper all types 3. Head Watchman//Head Loader 4. Mali//Tandoorchi	33,166/-
<b>Highly Skilled-B.</b> 1. Boiler Attendant/Operator (2 <sup>nd</sup> class) 5. Mechanic//Technician//Mistry 2. Plant Operator//Senior operator	36,910/-	<b>Unskilled.</b> 1. Loader//Labourer 2. Peon//Sweeper 3. Watchman/Chowkidar.	32,000/-

**34. APPLICABLE TO WORKERS EMPLOYED IN GAS AND GAS DISTRIBUTORS AND ALLIED APPLIANCES MANUFACTURES INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Accountant 2. Manager all types 3. Forman/Supervisor all types	Wages left for mutual bargaining between the employers & workers	<b>Skilled-B</b> 1. Lab Assistant 2. Complaint man 3. Assistant Machinist 4. Assembler	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Assistant 3. Computer Operator	38,514/-	<b>Semi-Skilled-A</b> 1. Pressman// Security Guard 2. Assistant Welder 3. Assistant Electrician/Fitter	33,806/-
<b>Ministerial-B</b> 1. Store Keeper //Purchaser 2. Cashier/Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Gate Keeper 2. Mali/Helper	33,166/-
<b>Ministerial-C</b> 1. Clerk all types 2. Dispatcher//Record Keeper	34,770/-	<b>Unskilled</b> 1. Labourer/Loader/Sweeper/Peon 2. Chowkidar/Watchman	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Forman/Supervisor 2. Head Fitter//Head Welder 3. Head Electrician	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled -B</b> 1. Machinist. //Plant Operator 2. Senior Welder//Senior Electrician 3. Senior Fitter	36,910/-	<b>Miscellaneous-B-I</b> 1. Head Chowkidar/Watchman 2. Head Mali	34,770/-
<b>Skilled-A</b> 1. Welder//Electrician//Fitter	36,164/-	<b>Miscellaneous-B-II</b> 1. Gate Keeper	33,166/-

**35. APPLICABLE TO WORKERS EMPLOYED IN THE GLASS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1 Engineer/Assistant Engineer all types 2 Manager/Assistant Manager all types 3 Assistant Material Controller 4 Incharge all types 5 Officer all types 6 Chemist//Quality Controller 7 Deputy Manager all types 8 Deputy Chief Accountant 9 Foreman/Supervisor all types 10 Mould Designer//Mould Calibrator	Wages left for mutual bargaining between the employers and the workers	<b>Skilled-B</b> 1 Bubble Maker/Laboratory Assistant 2 Burner man// Rool Shaw 3 Compressor Attendant 4 Cook//Driver (Auto) 5 Junior Operator//Junior Moulder 6 Junior Electrician/Fitter 7 Junior Quality Control Inspector	35,306/-
<b>Ministerial-A</b> 1. Store Keeper//Draftsman 2. Senior personnel Assistant 3. Excise Assistant/Office Assistant 4. General Assistant/Godown Assistant 5. Production Assistan//Personal Assistant 6. Accounts Assistant	38,514/-	<b>Semi-Skilled-A</b> 1 Assistant Carpenter/Mason 2 Assistant Turner/Fitter 3 Assistant Electrician 4 Aneeler //Sorter //Head Mali 5 Assistant Operator all type 6 Assistant Compressor Attendant 7 Batch Mixing Mate//Cutter G-II 8 Tube well Operator//Security Guard	33,806/-
<b>Ministerial-B</b> 7. Assistant Store Keeper 8. Cashier//Senior Clerk	36,164/-	<b>Semi-Skilled-B</b> 1 Mali//Helper all types 2 Line Man//Mould Cleaner 3 Packer /Marker//Sand Washer	33,166/-

<b>Ministerial-C</b> 1 Typist//Clerk all types 2 Time Keeper	34,770/-	<b>Unskilled</b> 1 Carrier//Labourer 2 Peon//Sweeper//Watchman	32,000/-
<b>Highly Skilled-A</b> 1 Die Maker//Incharge Sorting 2 Rigger Jamadar	38,514/-	<b>Miscellaneous-A</b> 1 Security Inspector	37,985/-
<b>Highly Skilled-B</b> 2. Mechanic//Instrument Technician 3. Mould Fitter//Screen Maker 4. Senior Fitter/Senior Electrician 5. Senior operator all types	36,910/-	<b>Miscellaneous-B-I</b> 1 Dispatcher 2 Fireman/Fire Fighter	34,770/-
<b>Skilled-A</b> 1 Analyst 2 Assistant Screen Maker 3 Press Operator//Blower 4 Black Smith/Tin Smith 5 Batch Mixing Plant Operator 6 Carpenter/ Mason 7 Compressor Operator//Deckle Operator 8 Crusher Plant Operator 9 Cutter G-I /Sheet Cutter 10 Driver (Heavy Duty)//Engine Driver	36,164/-	<b>Miscellaneous-B-II</b> 1. Gate Keeper <b>Skilled-A</b> 11 Fitter/ Moulder/Electrician 12 Furnace//Flotex Operator 13 Generator Operator 14 Fork Lift Driver 15 Melting Machine Operator 16 Automatic Forming/Printing Machine Operator 17 Plumber /Rigger 18 Quality Control Inspector 19 Shaperman/Turner/Welder	33,166/- 36,164/-

**36. APPLICABLE TO WORKERS EMPLOYED IN GLUES, GELTINE AND ALLIED INDUSTRY (BONE AND HIDE ETC.) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Manager 2. Supervisor 3. Accountant 4. Forman	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. Electrician//Fitter//Rigger 2. Turner//Welder//Painter 3. Senior Driver 4. Junior Plant Operator	36,164/-
<b>Ministerial-A</b> 1. Personal Assistant 2. Accounts Assistant	38,514/-	<b>Skilled-B</b> 1. Plant Attendant//Driver Ltv 2. Junior Welder//Junior Fitter 3. Junior Electrician/Rigger	35,306/-
<b>Ministerial-B</b> 1. Assistant Store Keeper 2. Cashier//Senior Clerk	36,164/-	<b>Semi-Skilled-A</b> 1. Lab Attendent//Security Guard 2. Assistant Electrician 3. Packer //Senior Mali	33,806/-
<b>Ministerial-C</b> 1. Typist//Clerk all types 2. Time Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Mali//Qasid //Helper all types	33,166/-
<b>Highly Skilled-A</b> 1. Senior Plant Operator 2. Assistant Supervisor/Forman 3. Head Fitter/turner/Electrician	38,514/-	<b>Unskilled</b> 1. Sweeper// Cleaner 2. Naib Qasid //Junior Mali	32,000/-
<b>Highly Skilled -B</b> 1. Senior Electrician//Senior Fitter 2. Senior Turner//Senior Welder 3. Plant Operator// Boiler Operator 4. Compressor Mechanic	36,910/-	<b>Miscellaneous-A</b> 1 Security Inspector	37,985/-
		<b>Miscellaneous-B-I</b> 1. Dispatcher 2. Fireman/Fire Fighter	34,770/-
		<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**37. APPLICABLE TO WORKERS EMPLOYED IN HAIR SALOON AND BEAUTY CLINICS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager 2. Supervisor 3. Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Massager 2. Junior Hair Cutter/Hair Dresser 3. Junior Beautician//Junior Karigar	35,306/-
<b>Ministerial-A</b> 1. Assistant Accountant 2. Office/Admn Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Hair Cutter/Dresser 2. Assistant Beautician/Karigar 4. Junior Massager//Security Guard	33,806/-

<b>Ministerial-B</b> 1. Cashier 2. Senior Clerk	36,164/-	<b>Semi-Skilled-B</b> 1. Helper	33,166/-
<b>Ministerial-C</b> 1. Clerk 2. Typist	34,770/-	<b>Unskilled</b> 1. Peon/Naib Qasid 2. Sweeper	32,000/-
<b>Highly Skilled-A</b> 1. Senior Make up Artist 2. Head Beautician	38,514/-	<b>Miscellaneous-A</b> 1. Assistant Supervisor	37,985/-
<b>Highly Skilled -B</b> 1. Make up Artist 2. Senior Hair Cutter /Hair Dresser 3. Senior Beautician//Senior Karigar	36,910/-	<b>Miscellaneous-B-I</b> 1. Receptionist.	34,770/-
<b>Skilled-A</b> 1. Hair Cutter// Hair Dresser 2. Beautician//Karigar 5. Senior Massager	36,164/-	<b>Miscellaneous-B-II</b> 1. Assistant Massager	33,166/-

**38. APPLICABLE TO WORKERS EMPLOYED IN HANDY CRAFTS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Manager 2. Supervisor 3. Forman	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Carpenter 2. Junior Wood Treater/Processer 3. Junior Wood working Machine Operator 4. Junior Setter Operator 5. Junior Stone Carver/ Wood Carver 6. Junior Glazer/Decorator/ Painter 7. Firer	35,306/-
<b>Ministerial-A</b> 1. Office Assistant	38,514/-	<b>Sen i-Skilled-A</b> 1. Assistant Cr.penter 2. Assistant Wood Treater/Processer 3. Assistant Wood working Machine Operator 4. Assistant Set ter Operator 5. Assistant Wood Carver/Stone Carver 6. Assistant Gl. zer/Decorator/ Painter 7. Assistant Potter//Security Guard	33,806/-
<b>Ministerial-B</b> 1. Cashier/ Senior Clerk	36,164/-		
<b>Ministerial-C</b> 1. Clerk all types	34,770/-		
<b>Highly Skilled-A</b> 1. Plant Operator 2. Assistant Supervisor	38,514/-	<b>Semi-Skilled-B</b> 1. Helper 2. Mali//Packer	33,166/-
<b>Highly Skilled -B</b> 1. Senior Carpenter// Senior Potter 2. Senior Wood Treater/Processer 3. Senior Wood working Machine Operator 4. Senior Setter Operator 5. Senior Wood Carver/ Stone Carver 6. Senior Glazer/Decorator /Painter	36,910/-		
<b>Skilled-A</b> 1. Carpenter 2. Wood Treater 3. Wood Processer 4. Wood working Machine Operator 5. Setter Operator 6. Wood Carver 7. Stone Carver 8. Potter 9. Glazer/Decorator/Painter	36,164/-	<b>Unskilled</b> 1. Labourer/Loader/Sweeper 2. Peon/Naib Qasid	32,000/-
		<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
		<b>Miscellaneous-B-I</b> 1. Time Keeper 2. Store Keeper	34,770/-
		<b>Miscellaneous-B-II</b> 1. Assistant Firer	33,166/-

**39. APPLICABLE TO WORKERS EMPLOYED IN HARDWARE (TANKS, CONTAINERS) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Admn. Officer. 2. Accountant 3. Manager//Forman 4. Supervisor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Electrician/ Fitter 2. Junior Operate (All Types) 3. Junior Lathe Operator 4. Junior Finishing Man 5. Driver//Cook	35,306/-
<b>Ministerial-A</b> 1. Office Assistant 2. Assistant Accountant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician/ Fitter	33,806/-

<b>Ministerial-B</b> 1. Sales Man 2. Cashier	36,164/-	2. Assistant Operator (All Types) 3. Assistant Lathe Operator 4. Assistant Finishing Man 5. Security Guard	
<b>Ministerial-C</b> 1. Receptionist 2. Clerk	34,770/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali/Packer	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Forman/Supervisor	38,514/-	<b>Unskilled</b> 1. Labourer/Loader 2. Sweeper//Peon//Naib Qasid	32,000/-
<b>Highly Skilled -B</b> 1. Senior Electrician//Senior Fitter 2. Senior Operator (All Types) 3. Senior Lathe Operator 4. Senior Finishing Man	36,910/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Skilled-A</b> 1. Electrician//Fitter 2. Operator (All Types) 3. Lathe Operator 4. Repairer// Finishing Man	36,164/-	<b>Miscellaneous-B-I</b> 1. Time Keeper 2. Store Keeper 3. Imam Masjid	34,770/-
		<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**40. APPLICABLE TO WORKERS EMPLOYED IN HEATING AND VENTILATION INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Accountant 2. Manager 3. Forman/Supervisor 4. Engineer	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Assistant Machinist/Mechanic 2. Junior Electrician 3. Junior Welder//Junior Fitter 4. Driver/Ltv//Cook	35,306/-
<b>Ministerial-A</b> 1. Office Assistant 2. Assistant Accountant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician 2. Security Guard 3. Assistant Welder//Fitter	33,806/-
<b>Ministerial-B</b> 1. Sales Man 2. Cashier//Senior clerk	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Packer//Mali	33,166/-
<b>Ministerial-C</b> 1. Receptionist 2. Clerk all types	34,770/-	<b>Unskilled</b> 1. Labourer/Loader/Sweeper//Peon 2. Naib Qasid/Chowkidar/Watchman	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Forman/Supervisor 2. Assistant Engineer 3. Senior Machinist//Senior Mechanic	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled -B</b> 1. Machinist//Mechanic 2. Senior Electrician/Welder/Fitter	36,910/-	<b>Miscellaneous-B-I</b> 1. Time Keeper 2. Store Keeper	34,770/-
<b>Skilled-A</b> 1. Electrician//Welder//Fitter 2. Junior Machinist//Junior Mechanic	36,164/-	<b>Miscellaneous-B-II</b> 1. Gate Keeper	33,166/-

**41. APPLICABLE TO WORKERS EMPLOYED IN HOSIERY AND KNITTED GOODS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 2. Accountant/ Chief Accountant 3. Assistant Incharge all types 4. Auditor/Internal Auditor 5. Officer/ Assistant Officer all types 6. Manager/Assistant Manager all 7. Engineer all types 8. Computer Programmer 9. Company Secretary	Wages left for mutual bargaining between the employers and the workers	<b>Skilled-A</b> 1. Boiler Engineer (III-Class)/Boiler Operator 2. Black Smith //Welder 3. Checker// Clipping Inspector 4. Carpenter//Mason Fitter 5. Electrician//Motor Winder 6. Machine/Knitting Operator 7. Quality/Roving Inspector	36,164/-

10. Deputy Manager all types		8. Rafugar Woollen	
11. Spinning Master Superintendent		<b>Skilled-B</b>	35,306/-
12. Foreman Supervisor all types		1. Cook//Driver Ltv	
13. Senior Supervisor		2. Fireman/Junior Operator	
14. Sampling Controller		3. Shaper man//Stain Man	
<b>Ministerial-A</b>	38,514/-	<b>Semi-Skilled-A</b>	33,806/-
2. Accounts Assistant		1. Assistant Fitter/Electrician	
3. Assistant Incharge		2. Assistant Operator	
4. Assistant Office Assistant		3. Assistant Shaper man	
5. Computer Operator		4. Bundle/Bundling man	
6. Head Clerk		5. Cutter/Cutting Operator	
7. Assistant Accountant		6. Calendaring Man//CanteenMan	
<b>Ministerial-B</b>	36,164/-	7. Dyer/Darner (Cotton)	
1. Munshi		8. Flat-lock Tailor / Flat Locking Man (Flat-Machine)	
2. Purchaser		9. Fusing man//Finishing man	
3. Receptionist		10. Knitting Machine Operator/Man	
4. Raising Assistant		11. Overlock Tailor/Overlockingman	
5. Store Keeper		12. Oil Man//Pressing Man	
6. Senior Time Keeper		13. Packing man/Packer	
7. Telephone Fax Operator		14. Sewing Man/ / Sewing Cutter // Tailor // Stitcher//Socks Maker	
<b>Ministerial-C</b>	34,770/-	15. Top Locking/Winding Man	
1. Clerk all types		16. Washing Man/Operator	
2. Typist		17. Security Guard	
3. Time Keeper			
<b>Highly Skilled-A</b>	38,514/-	<b>Semi-Skilled-B</b>	33,166/-
1. Assistant Supervisor/Coordinator		1. Bearer/Tea man	
2. Boiler Engineer (IInd Class)		2. Helper all types	
3. Cutter// Jobber//Darner Master		3. Gate Keeper	
4. Dyeing/Washing Master		4. Mali/Gardener	
5. Embroidery/Flat Master		5. Knitting /Thread Cutter	
6. Knitting/Machine Master			
<b>Highly Skilled-B</b>	36,910/-	<b>Unskilled</b>	32,000/-
1. Mistril/Mechanic		1. Coolie/Labourer/Loader/Cleaner	
2. Assistant Pattern Master		2. Sweeper/Peon/Chowkidar	
3. Assistant Master		3. Label man/Washing /Water Man	

**42. APPLICABLE TO WORKERS EMPLOYED IN HOSPITALS, CLINICS & LABS AND WASTE MANAGEMENT WORKS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b>	Wages left for mutual bargaining between the employers and workers	<b>Highly Skilled -B</b>	36,910/-
1. Doctor/Pathologist/ Radiologist		1. Technicians all types	
2. Senior Radiologist/Radiographer		2. X- Ray/Nursing Assistant	
3. Physiotherapist/Neourtionist		3. Nurse/Male/Staff Nurse	
4. Head/Senior Nurse all types		4. Mid Wife Nurse//Phlebotomist	
5. Medical officer all types		5. Senior Welder/Plumber	
6. House Officer all types		<b>Skilled-A</b>	36,164/-
7. Registrar/Senior Registrar all types		1. Machine Operator /Lab Assistant	
8. Accountant/Senior Accountant		2. Electrician//Welder	
9. Pharmacist//Supervisor all types		3. Carpenter// Mason// Painter	
10. Administrator all types		4. Dresser/Mid Wife	
11. Secretary/ Director all types		<b>Skilled-B</b>	35,306/-
12. Assistant Officer all types		1. Rahber//Dispenser//Driver Ltv	
13. Deputy /Senior Manager all types		2. Junior Welder/Plumber//Cook	
14. Manager/Assistant Manager all type		3. Assistant Technician all types	
15. Assistant Director all types		<b>Semi-Skilled-A</b>	33,806/-
16. Incharge/Supervisor all types		1. Ward Boy// Office Boy	
17. Hospitalist/ Officer all types		2. Patient Facilitator//House Keeper	
18. Assistant Administrator all		3. Assistant Welder/Plumber	
19. Engineer/Senior Engineer all types	4. Lift Operator// Security Guard		
<b>Ministerial-A</b>	38,514/-	<b>Semi-Skilled-B</b>	33,166/-
1. Assistant all types//Purchaser/		1. Attendant//Lab Attendant	
2. Cashier/Assistant Accountant		2. Student (Trainee)/Helper alltypes	
3. Computer Operator//Head Clerk		3. Washer Man//Gardener//Mali	
<b>Ministerial-B</b>	36,164/-	<b>Unskilled</b>	32,000/-
1. Senior Clerk all types		1. Sweeper/Cleaner	
2. Telephone Operator		2. Watchman/Chowkidar	
3. Store Keeper//Care Taker		3. Peon/Naib Qasid	

<b>Ministerial-C</b> 1. Record Keeper/Clerk all types 2. Receptionist 3. Sample Courier	34,770/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. SSG Security Guard 3. Khateeb	37,985/-
<b>Highly Skilled-A</b> 1. Technologist//Warden 2. Head Electrician 3. Medical Lab Technologist. 4. Medical Assistant all types 5. Senior Nurse all types 6. Senior technician all types	38,514/-	<b>Miscellaneous-B-I</b> 1. CCV Monitor 2. Security Sub-Inspector 3. Imam Masjid <b>Miscellaneous-B-II</b> 1. Moazzan	34,770 - 33,166/-

#### 43. APPLICABLE TO WORKERS EMPLOYED IN HOTEL AND RESTAURANTS INDUSTRY

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Manager/Assistant Manager all type 2. Officer all types/ Head Cashier 3. Accountant/Assistant Accountant all 4. Airport Representative 5. Chief Steward/Head Steward 6. Chief Receptionist//House Keeper 7. Incharge / Supervisor all types	Wages left for mutual bargaining between the employers and the workers	<b>Skilled-A</b> 1. Assistant Confectioner 2. Backer// Sweet Man 3. Boiler Man //Line Keeper 4. Carpenter/ Mason//Painter //Polisher 5. Cook//Driver Htv //Tailor 6. Electrician//Plumber//Welder	36,164/-
<b>Ministerial-A</b> 1. Accounts/Establishment Assistant 2. Bar/Front Office Cashier//Cashier 3. Computer Operator//Stenographer 4. Office/Personal Assistant 5. Purchaser/Store Keeper 6. Receptionist 7. Security Inspector	38,514/-	<b>Skilled-B</b> 1. Butler//Order Taker 2. Carpet man/Laundryman/Pressman 3. Head Room Bearer 4. Machine Operator/Marker Checker 5. Nanbai/Tandoorchi 6. Swimming Pool Attendant 7. Head Security Guard	35,306/-
<b>Ministerial-B</b> 1. Assistant Store Keeper 2. Steno typist 3. Senior Clerk 4. Telephone/Telex Operator	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Cook// Security Seargent 2. Assistant Linen Keeper 3. Air Conditioner/Tube-well Operator 4. Bar Man//Pantry Man//Bearer 5. Banquet Houseman 6. Head Pan Man 7. House Boy/Locker Attendant 8. Head Mali/Mate 9. Page Boy/Shop Boy/Velet Boy 10. Plant Room Attendant 11. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Assistant Telephone Operator 2. Clerk all types 3. Messenger 4. Record Keeper//Time Keeper 5. Typist	34,770/-	<b>Semi-Skilled-B</b> 1. Bell Boy//Cleaner//Linen Runner 2. Daftry// Packer/Mali /Gardener 3. Helper all types 4. Head Chowkidar/ Watchman 5. Lift Operator 6. Pool Attendant/Life Guard 7. Room Attendant /Boy /Bearer 8. Sports Marker/Table Man 9. Uniform Linen Attendant 10. Waiter Dinning Hall/Beara	33,166/-
<b>Highly Skilled-A</b> 1. Captain//Steward 2. Head Confectioner//Head Cook 3. Assistant House Keeper 4. Khatib//Religious Teacher	38,514/-	<b>Unskilled</b> 1. Assistant Pantry man 2. Chowkidar/Watchman/Peon/Porter 3. Doorman/Door Boy//Naib Qasid 4. Handyman//Masalchi/Dish Washer 5. Sanitary Worker/Sweeper	32,000/-
<b>Highly Skilled-B</b> 1. Confectioner 2. Head Driver 3. Mechanic all types 4. Senior Backer/Senior Cook 5. Imam Masjid	36,910/-		



**44. APPLICABLE TO WORKERS EMPLOYED IN ICE MANUFACTURING AND COLD STORAGE INDUSTRY**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant 2. Factory Manager 3. Manager 4. Supervisor//Forman	Wages left for mutual bargaining between the employers and the workers	<b>Skilled-A</b> 1. Compressor Machine Operator / Driver 2. Driver (Heavy Transport) 3. Electrician//Junior Mistri	36,164/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office Assistant	38,514/-	<b>Skilled-B</b> 1. Driver (Light Transport) 2. Junior Electrician 3. Assistant Mistry	35,306/-
<b>Ministerial-B</b> 1. Cashier 2. Munshi 3. Store Keeper 4. Senior Clerk	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician 2. Helper all types 3. Oil Man//Tank Man 4. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Clerk all types 2. Assistant Store Keeper 3. Typist	34,770/-	<b>Semi-Skilled-B</b> 1. Assistant Tank Man 2. Rehra Man 3. Mali/Gardener	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Mistry Incharge//Senior Mistri 3. Head Electrician	38,514/-	<b>Unskilled</b> 1. Assistant Tank Man 2. Beldar 3. Coolie/ Ice Cutter 4. Chowkidar 5. Sweeper 6. Peon	32,000/-
<b>Highly Skilled-B</b> 1. Technician//Mistry 2. Senior Electrician	36,910/-		

**45. APPLICABLE TO WORKERS EMPLOYED IN INDUSTRIAL CHEMICAL AND GAS FILLING PACKING, SALES AND ALLIED INDUSTRY**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Engineer 2. Manager 3. Supervisor/ Forman 4. Chemist //Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Gas Stewards 2. Gas Keeper 3. Driver 4. Cook	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Operator all types 2. Assistant Mixing Man 3. Assistant Gas Turbine Operator 4. Assistant Gas Turbine Fitter 5. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Store Keeper//Senior Clerks	36,164/-	<b>Semi-Skilled-B</b> 1. Helper//Mali	33,166/-
<b>Ministerial-C</b> 1. Clerk all types 2. Time Keeper	34,770/-	<b>Unskilled</b> 1. Peon //Attendant 2. Sweeper	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman 2. Senior technician	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Imam Masjid	37,985/-
<b>Highly Skilled -B</b> 1. Mechanical/Electrical Technician 2. Instrument Technician 3. Senior Operator all types 4. Senior Fitter all types	36,910/-	<b>Miscellaneous-B-I</b> 1. Security Sub-Inspector	34,770/-
<b>Skilled-A</b> 1. Operator all types 2. Mixing Man 3. Gas Turbine Operator/Fitter	36,164/-	<b>Miscellaneous B-II</b> 1. Moazz 2. Office Boy	33,166/-

**46. APPLICABLE TO WORKERS EMPLOYED IN INTERIOR DECORATION AND POSHISH ETC. INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager 2. Supervisor 3. Foreman	Wages left for mutual bargaining between the employers and workers 38,514/-	<b>Skilled-B</b> 1. Jhari Wala/Silaye Wala 2. Curtain Maker 3. Driver Ltv/Cook	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office Assistant		<b>Semi-Skilled-A</b> 1. Assistant Fitter/Electrician 2. Assistant Poshish Karigar 3. Assistant Wood Cutter 4. Assistant Falls Ceiling Karigar 5. Assistant Painter//Head Mali 6. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Store Keeper 2. Senior Clerks	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali	33,166/-
<b>Ministerial-C</b> 1. Clerk all types 2. Time Keeper	34,770/-	<b>Unskilled</b> 1. Labourer 2. Cleaner/Sweeper	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Design Man	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Imam Masjid	37,985/-
<b>Highly Skilled-B</b> 1. Technician 2. Senior Fitter/ Electrician/Painter	36,910/-	<b>Miscellaneous-B-I</b> 1. Security Sub-Inspector	34,770/-
<b>Skilled-A</b> 1. Fitter// Electrician//Painter 2. Poshish/Falls Ceiling Karigar 3. Wood Cutter//Dhancha Framer 4. Karigar Interior Decoration	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan 2. Office Boy	33,166/-

**47. APPLICABLE TO WORKERS EMPLOYED IN IRON AND STEEL (FOUNDRIES AND WORKSHOPS) INDUSTRY**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant/Assistant Accountant 2. Manager/Deputy Manager all typ 3. Chief Accountant 4. Engineer all types 5. Foreman/Supervisor all types 6. Incharge all types 7. Officer all types 8. Secretary//Senior Supervisor	Wages left for mutual bargaining between the employers and the workers 38,514/-	<b>Skilled-A</b> 1. Black Smith//Carpenter//Mason 2. Boring Man//Milling Man 3. Drive Htv/ Tractor Driver 4. Electrician/Fitter 5. Foundry Operator//Lab Operator 6. Grinder Man/Drill Man 7. Junior Tool/Cone Maker 8. Junior Technical Assistant 9. Kharadia/Lathe Man 10. Maintenance Fitter 11. Moulder//Turner/Turner-I 12. Painter //Erector//Fabricator 13. Randa Man/Roller Operator 14. Shaper Man /Winder 15. Senior Fire Man 16. Tin Maker/Tin Smith 17. Welder/ X-Ray Welder	36,164/-
<b>Ministerial-A</b> 1. Admn Assistant//Office Assistant 2. Accounts Assistant 3. Assistant Sales 4. Cashier 5. Purchaser/Purchase Assistant 6. Planning Assistant 7. Stenographer 8. Senior Store Keeper		<b>Skilled-B</b> 1. Cook/ Driver Ltv 2. Junior Electrician/Fitter/Welder 3. Junior Moulder/Gas Cutter 4. Crane Operator// Lab. Assistant 5. Furnace Man/Fire Man 6. Junior Foundry Operator 7. Kopola Man /Melter 8. Operator//Machine Operator/Man 9. Verma Man/Wandani 10. Junior Erector/Eraction Assistant	35,306/-
<b>Ministerial-B</b> 1. Drafts Man 2. Senior Clerk 3. Store Keeper 4. Time Keeper 5. Telephone Operator	36,164/-		
<b>Ministerial-C</b> 1. Clerk all types 2. Store Man 3. Typist 4. Record Keeper	34,770/-		

<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Head Fitter/Turner 3. Head Winder/Electrician 4. Production Assistant 5. Senior Technical Assistant 6. Senior Moulder 7. Sub Engineer	38,514/-	<b>Semi-Skilled -A</b> 1. Assistant Turner/Turner-II 2. Fork Lift Driver 3. Head Mali /Pressman 4. Assistant Machine Operator 5. Assistant Fitter/Welder 6. Assistant Electrician 7. Metal Saw Man //Security Guard	33,806/-
<b>Highly Skilled-B</b> 1. Cone Maker//Charge Hand 2. Grid Operator//Quality Man 3. Machinist//Mechanic//Mistry 4. Pattern Maker//Tool Maker 5. Senior Electrician 6. Senior Boring Man 7. Technical Assistant	36,910/-	<b>Semi-Skilled-B</b> 1. Attendant//Gate Man 2. Helper (all types)	33,166/-
		<b>Unskilled</b> 1. Coolie/Labourer 2. Peon/ Naib Qasid 3. Sweeper/Chowkidar	32,000/-

**48. APPLICABLE TO WORKERS EMPLOYED IN JUTE INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager all// Chief Accountant 2. Engineer/Chief Engineer all type 3. Officer/Assistant Officer all type 4. Accountant/Senior Assistant 5. Overseer/Senior Overseer 6. Foreman/Supervisor 7. Incharge all types/Head Checker	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-B</b> 1. Drill Man//Plumber//Driver Ltv 2. Switch Board Attendant 3. Boiler Operator 4. Boiler Engineer 3 <sup>rd</sup> Class 5. Two Looms Weaver 6. Spinner Double Frame 7. Finishing Checker/Inspector	35,306/-
<b>Ministerial-A</b> 1. Office/Production Assistant 2. Accounts/Wages Assistant 3. Head Cashier 4. Chief / Head Clerk 5. Head Time Keeper 6. Stenographer//Store Keeper	38,514/-	<b>Semi-Skilled-A</b> 1. Spinner (Heavy) (Light) 2. Hank Winder//Comb Repairer 3. Pre Beam head Operator 4. Cop Winder/Roll Winder 5. Warper/ Sizer/Weaver (OneLoom) 6. Cloth Examiner / Cloth Repairer 7. Security Guard/ Guard Man	33,166/-
<b>Ministerial-B</b> 1. Cashier /Senior Clerk 2. Security Inspector 3. Security Head Jamadar 4. Assistant Store Keeper 5. Fair Price Shop Assistant 6. Telephone Operator 7. Senior Time Keeper	36,164/-	<b>Semi-Skilled-B</b> 1. Scale Man /Dolop Weigher 2. Waste Cleaner Operator 3. Hard Waste Teaser Operator 4. Softener Feeder Operator 5. Rope Cutting Operator 6. Card /and Drawing Operator 7. Finisher Operator 8. Twist Frame Operator 9. Cop Godown Keeper 10. Power Reeler/Dyer 11. Starch Plant Operator /Man 12. Comb Repairer 13. Belt Man / Mouchi 14. Damping Machine Operator 15. Calender Machine Operator 16. Measuring Machine Operator 17. Cutting Machine Operator 18. Cutting head Operator 19. Bag Joiner/Bale Sewer/Bundler 20. Lapping Machine Man 21. Mark Man / Cone Marker 22. Pack Sheet Cutter 23. Finishing Bale Stopper 24. Tube well Operator 25. Assistant Fitter/Electrician 26. Assistant Turner/Black Smith 27. Assistant Welder/Plumber 28. Assistant Air Conditioner Operator 29. Assistant Painter /Oil Man 30. Assistant Motor Mechanic 31. Bag Checker/Jute Selector 32. Pre-Beamer/Reliever (Drawing)	32,631/-
<b>Ministerial-C</b> 1. Typist//Clerk (all types) 2. Time Keeper	34,770/-		
<b>Highly Skilled-A</b> 1. Line Jobber (all sections) 2. Boiler Engineer 2 <sup>nd</sup> Class 3. Assistant Supervisor	38,514/-		
<b>Highly Skilled-B</b> 1. Air Conditioner Mechanic 2. Pattern Maker//Motor Mechanic 3. Weaver (Four Looms)	36,910/-		
<b>Skilled-A</b> 1. Line Sardar (all sections) (not doing maintenance work) 2. Milling Man/Shaper man 3. Fitter (all types)/Turner 4. Black Smith/Tin Smith 5. Carpenter /Mason / Mistry 6. Moulder /Welder/Armature Winder 7. Electrician/Auto Electrician 8. Air Conditioner Operator 9. Over Head Crane Driver 10. Piecer (Spinning)/ Painter 11. Head Sizer / Head Dry Beamer 12. Assistant Air Conditioner	36,164/-		

Mechanic 13. Weaver (Three Looms)		33. Beam Tier / Pusher (Weaving) 34. Hamming Machine Operator 35. Over Head Machine Operator 36. Haracle Machine Operator 37. Press Man/Hand Sewer 38. Binding Machine Operator 39. Bobbin Shiller/ Dry Beamer 40. Mali/Helper	
<u>Unskilled</u> 1. Raw Jute Weigher / Transporter 2. Material/Sliver Roll Transporter 3. Softener Receiver/Pile Man 4. Hoop Cutter /Root Cutter 5. Empty Beam Carrier 6. Cone Carrier/ Spool Carrier 7. Sliver Feeder/Bobbin Cleaner 8. Full Beam Carrier/Bale Carrier 9. Cut Carrier/Cut Weigher 10. Sewing Twist Maker 11. Hessian Cut/Bundle Arranger 12. Coolie/Trolley Man/Baildar 13. Packer/Tola//Weigher//Pin Boy 14. Sweeper/Waterman/Cleaner/Peon 15. Learner/Trainee 16. Watch Man / Chowkidar/	32,000/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Imam Masjid	37,985/-
		<u>Miscellaneous-B-I</u> 1. Security Sub-Inspector	34,770/-
		<u>Miscellaneous-B-II</u> 1. Moazzan 2. Office Boy/Fire Fighter 3. Gate Keeper	33,166/-

**49. APPLICABLE TO WORKERS EMPLOYED IN LEATHER (INCLUDING ARTIFICIAL LEATHER) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<u>Supervisory</u> 1. Manager all types 2. Foreman 3. Supervisor 4. Assistant manager all type 5. Incharge all type 6. Accountant	Wages left for mutual bargaining between the employers and workers	<u>Skilled-A</u> 1. Mistry / Karigar Suitcase, Loose Case, File Case, Document Case, Brief Case, Bags (Hand and Shoulder), Holdall, Saddler 2. Electrician/Fitter/Carpenter 3. Snior Stitcher/Cutter/Colour Man	36,164/-
<u>Ministerial-A</u> 1. Accounts Office Assistant 2. Assistant Store Incharge	38,514/-	<u>Skilled-B</u> 1. Shaver//Press Man 2. Revitter//Stitcher 3. Colour Man 4. Carpenter//Cutter 5. Driver Transport	35,306/-
<u>Ministerial-B</u> 1. Store Keeper 2. Telephone Operator	36,164/-	<u>Semi-Skilled-A</u> 1. Packer //Assistant Colour Man 2. Assistant Mistry/Karigar 3. Assistant Stitcher/ Revitter 4. Assistant Carpenter/Cutter 5. Security Guard	33,806/-
<u>Ministerial-C</u> 1. Clerk 2. Typist 3. Record Keeper 4. Time Keeper	34,770/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Mali	33,166/-
<u>Highly Skilled-A</u> 1. Sample/Shoe Sample Master 2. Assistant Supervisor/Forman	38,514/-	<u>Unskilled</u> 1. Coolie/Labouer 2. Chowkidar/ Watchman 3. Sweeper/Cleaner 4. Peon/ Naib Qasid	32,000/-
<u>Highly Skilled B</u> 1. Senior Mistry / Karigar Suitcase, Loose Case, File Case, Document Case, Brief Case, Bags (Hand & Shoulder), Holdall, Saddler 2. Senior Electrician	36,910/-		

**50. APPLICABLE TO WORKERS EMPLOYED IN MARBLE AND STONE CRUSHING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<u>Managerial and Supervisory Group</u> 1. Accountant 2. Manager 3. Supervisor 4. Forman	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Gote Polish Man 2. Polish Man//Marble Polisher 3. Senior Section/ Measurement Man	35,306/-
<u>Ministerial-A</u> 1. Accounts Assistant 2. Assistant all types 3. Assistant Store Incharge	38,514/-	<u>Semi-Skilled-A</u> 1. Suction Man/Marble Cutting Man 2. Measurement Man/Security Guard 3. Assistant Machine Man 4. Assistant Polish Man/ Cutter	33,806/-
<u>Ministerial-B</u> 1. Store Keeper//Senior Clerk 2. Telephone Operator	36,164/-	<u>Semi-Skilled-B</u>	33,166/-

<b>Ministerial-C</b> 1. Clerk/Typist 2. Record Keeper/Time Keeper	34,770/-	Helper/Mali <b>Unskilled</b> 1. Labourer/Coolie 2. Peon/Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled-B</b> 1. Senior Machine Man 2. Senior Marble Cutting Man 3. Senior Cutter//Polish Maker	36,910/-	<b>Miscellaneous-B-I</b> 1. Security Sub-Inspector 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. Machine Man Marble Cutting Man 2. Cutter //Polish Maker	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan 2. Office Boy	33,166/-

**51. APPLICABLE TO WORKERS EMPLOYED IN MARRIAGE, BANQUETTE AND COMMUNITY HALLS AND EVENT MANAGEMENT INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager //Accountant 2. Finance Manger/Event Manager 3. Supervisor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Senior Waiter 2. Junior Cook 3. Junior Decorator	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office/AdminAssistant 3. Assistant Store Incharge	38,514/-	<b>Semi-Skilled-A</b> 1. Waiter// Security Guard 1. Assistant Cook 2. Assistant Decorator	33,806/-
<b>Ministerial-B</b> 1. Store Keeper 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Helper 2. Mali	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Record Keeper//Time Keeper	34,770/-	<b>Unskilled</b> 1. Peon //Sweeper 2. Watch Man//Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Kitchen Incharge//Head Cook 2. Assistant Supervisor	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled-B</b> 1. Assistant Kitchen Incharge 2. Senior Cook//Senior Decorator	36,910/-	<b>Miscellaneous-B-I</b> 1. Security Sub-Inspector 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. Cook 2. Decorator //Head Waiter	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan 2. Office Boy	33,166/-

**52. APPLICABLE TO WORKERS EMPLOYED IN MATCH BOX MANUFACTURING INDUSTRY**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Engineer/Chief Engineer all typ 2. Chemist//Senior Accountant 3. Supervisor/Senior Supervisor all 4. Assistant Manager/Manager all 5. Accountant/Chief Accountant 6. Officer/ Chief Officer all types 7. Computer Programmer 8. Foreman/Senior Foreman all 9. Superintendent/ Incharge all	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Fitter//Turner 2. Electrician 3. Machine Man/Operator 4. Carpenter 5. Tin Smith 6. Motor Winder 7. Welder 8. Tractor Driver 9. Milling man	36,164/-
<b>Ministerial-A.</b> 1. Computer Operator/ Assistant all 2. Cashier//Assistant Accountant	38,514/-	<b>Skilled-B.</b> 1. Driver (LTV)//Cook 2. Fireman	35,306/-
<b>Ministerial-B.</b> 1. Time keeper 2. Telephone Operator. 3. Stenotypist//Senior Clerk	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter 2. Mixer//Oilman's andoorchi 3. Security Guard/ Daftri	33,806/-
<b>Ministerial-C.</b> 1. Typist /Clerk (all types) 2. Record Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Helper (all types) 2. Mali	33,166/-

<b>Highly Skilled-A.</b> 1. Assistant foreman/Supervisor 2. Quality Controller//Head Fitter.	38,514/-	<b>Unskilled.</b> 1. Coolie/Labourer/Transporter 2. Peon/Sweeper 3. Dish Washer 4. Chowkidar	32,000/-
<b>Highly Skilled-B.</b> 1. Boiler operator//Wood Checker 2. Die Fitter//Miller	36,910/-		

**53. APPLICABLE TO WORKERS EMPLOYED IN MEDIA (PRINT AND ELECTRONIC) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Managing Director 2. Director News 3. Chief Editor//Bureau Chief 4. Incharge all types 5. Manager/Officer all types 6. Engineer all types 7. Supervisor all types	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. I.T. / Social Media Operator 1. Page Maker//Proof Reader 2. Camera Man//Photographer 3. Reporters all types 4. Operator all types 5. Assistant Producer/Editor 6. Animators/Graphic Designers 7. Electrician	36,164/-
<b>Ministerial-A</b> 1. Computer Operator 2. Translator /Personal Assistant 3. Office Assistant/Admn Assistant 4. Accounts Assistant 5. Circulation Assistant	38,514/-	<b>Skilled-B</b> 1. Junior Reporter/ Animators 2. Driver Ltv/Cook 3. Junior Graphic Designers 4. Assistant Make-up Artist 5. AssistantMechanic/technician	35,306/-
<b>Ministerial-B</b> 1. Store Keeper 2. Senior Clerk 3. Purchaser	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Camera Man 2. Assistant Reporter/Animators 3. Assistant Graphic Designers 4. Assistant Electrician 5. Assistant Photographer 6. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Receptionist 2. Record Keeper/ Clerk all types	34,770/-	<b>Semi-Skilled-B</b> 1. Helpers all types 2. Mali	33,166/-
<b>Highly Skilled-A</b> 1. Editor/News Editor 2. Producer// Linear Editor 3. Senior News Caster /Anchors 4. Archive Assistant//Chief Reporter 5. Senior Mechanic/technician	38,514/-	<b>Unskilled</b> 1. Sweeper/ Cleaner 2. Chowkidar/Peon	32,000/-
<b>Highly Skilled -B</b> 1. Satellite Operator 2. Technician//Mechanic 3. Joint Editor//Senior Reporter 4. Junior/Associate Producer 5. News Caster/News Anchors 6. Production Assistant 7. Make-up Artist	36,910/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
		<b>Miscellaneous-B-I</b> 1. Security Sub-Inspector	34,770/-
		<b>Miscellaneous-B-II</b> 1. Dispatch Rider 2. Office Bby	33,166/-

**54. APPLICABLE TO WORKERS EMPLOYED IN METAL (PRIMARILY CONCERNED WITH UTENSILS) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant 2. Supervisor/Foreman (all types) 3. Manager 4. Labour Welfare Officer 5. Assistant Manager 6. Assistant Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. Dabya //Fitter / Jaraya 2. Engine Driver 3. Melter/Rolling Man 4. Machine Man//Areal Man 5. Nihar Man/Rear Man 6. Turner/ Shaper Man 7. Electroplater/ Cromia 8. Electrician//Welder//Grinder 9. Operator/Lathe Man 10. Black Smith /Lohar 11. Moulder/Plastic Moulder	36,164/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office Admin Assistant 3. Head Clerk//Stenographer	38,514/-		

<b>Ministerial-B</b> 1. Cashier/Munshi 2. Store Keeper 3. Purchaser 4. Sales Man 5. Senior Clerk	36,164/-	<b>Skilled-B</b> 1. Fireman/Press Man/ Scrapper 2. Pulling /Pushing Man 3. Polisher / Polishia 4. Driver Ltv/Cook 5. Strating man/Cutter Man 6. Security Guard	35,306/-
<b>Ministerial-C</b> 1. Clerk (all types) 2. Record Keeper	34,770/-	<b>Semi-Skilled-A</b> 1. Assistant Rolling Man 2. Buff Man//Furnace Worker 3. Gutta Man/Gulli Man 4. Rolling Worker 5. Washing Man / Washer 6. Sorter/Packer 7. Rati Man / Regmalwala	33,806/-
<b>Highly Skilled-A</b> 1. Assistant Foreman all types 2. Assistant Supervisor	38,514/-		
<b>Highly Skilled-B</b> 1. Mistry//Joothia 2. Senior Electroplater/Cromia 3. Senior Electrician/Welder 4. Senior Operator 5. Senior Lathe Man/Grinder 6. Senior Black Smith / Lohar	36,910/-	<b>Semi-Skilled-B</b> 1. Gate Keeper 2. Cleaner/Helper (all types) <b>Unskilled</b> 1. Assistant Labourer/ Labourer 2. Chowkidar/Watchman 3. Peon/Sweeper	33,166/- 32,000/-

**55. APPLICABLE TO WORKERS EMPLOYED IN MINING AND QUARRYING (OTHER THAN COAL MINES) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant 2. Assistant Manager/Engineer all typ 3. Geologist/Assistant Geologist 4. Charge Hand//Overseer all types 5. Deputy Superintendent 6. Deputy Manager all types 7. Head Surveyor / Chief Surveyor 8. Inspector/ Supervisor all types 9. Officer/Junior Officer all types 10. Junior Fore Man 11. Sardar all types 12. Office Superintendent	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. Electrician/Auto Electrician 2. Black Smith/Plumber/Short Firer 3. Boiler Operator /Crane Operator 4. Chain Cutter all types 5. Compressor Driver/Operator 6. Carpenter/ Mason/Turner/Welder 7. Driller/Drill Machine man 8. Dipper Operator/Dumber Driver 9. Pay Loader/Elevator Operator 10. Enclid Driver/Loco Driver 11. Engine Wright/Pump Attendant 12. Fitter/ Pipe Fitter/Grinder 13. Head Mate /P. Way Mate 14. Haulage Driver/Inhaulage Driver 15. Motor Winder/ Moulder 16. Mistry/Work Mistry 17. Power House Driver 18. Senior Loader Operator 19. Senior Blaster/Senior Fireman 20. Switch Board Attendant 21. Truck Driver/Tractor Driver	36,164/-
<b>Ministerial-A</b> 1. Accounts/ Store Assistant 2. Cashier Grade-I 3. Drafts Man//Office Assistant 4. Private Secretary / P.A 5. Stenographer/Computer Operator 6. Senior Store Keeper 7. Inspector Watch&Ward / Security 8. Assistant Surveyor	38,514/-		
<b>Ministerial-B</b> 1. Cashier / Cashier Grade-II 2. Quality /Tub/time Checker 3. Steno typist//Telephone Operator 4. Senior Clerk/Upper Division Clerk 5. Store Keeper//Tracer/Munshi alltype	36,164/-	<b>Skilled-B</b> 1. Assistant Mechanic 2. Assistant Shovel Operator 3. Assistant Moulder 4. Converting House Driver 5. Crusher Plant Driver/ Operator 6. Compressor Attendant 7. Incline Driver/Loader Operator 8. Jeep Driver/Car Driver 9. Line Man /Loco Guard 10. Lamp Room Attendant 11. Mate/Survey Khalasi 12. Ventilation Fan Attendant 13. Valve Attendant 14. Timber Man/ Wireman	35,306/-
<b>Ministerial-C</b> 1. Assistant Racer 2. Junior Clerk/Lower Division Clerk 3. Kot Ghasts//Magazine Incharge 4. Time Keeper//Clerk all types 6. Tally Checker//Dispatcher	34,770/-		
<b>Highly Skilled-A</b> 1. Blasting Foreman/ Supervisor 2. Senior Short Firer (Salt Mines) 3. Gang man/Miner (Salt Mines) 4. Heavy Equipment Operator 5. Head Fitter/ Pattern Maker 6. Senior Wagon Drill Operator 7. Senior Shovel Operator	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Wagon Drill Operator/Pay loader Operator 2. Assistant Dumper Driver 3. Assistant Fitter/Loco Driver	33,806/-

8. Senior Auto Electrician 9. Assistant Quarry Supervisor		4. Blaster/Dumber Cleaner 5. Door Man/Explosive Carrier 6. Hammer Man /Hook Man 7. Line Cleaner /Point Man 8. Line Coolie/Quarry Coolie 9. Oil Man/TyreMan/Attendant all 10. Road Worker/Stone Breaker 11. Trolley Man /Mule Driver 12. Security Guard	
<b>Highly Skilled-B</b> 1. Bulldozer Operator 2. Head Driver// Senior Fitter 3. Mechanic/Auto Mechanic 4. Assistant Foreman/ Supervisor 5. Shovel /Wagon Drill Operator	36,910/-		
<b>Miscellaneous-A</b> 1. Assistant Station Inspector Dispenser/Khateeb/Pesh Imam 2. Male Nurse/Radiographer 3. Staff Nurse	37,985/-	<b>Semi-Skilled-B</b> 1. Incline Worker/Helper alltype 2. Mali //Donkey Man 3. M.O. Worker//E. Worker 4. Construction Worker 5. Junior Attendant	33,166/-
<b>Miscellaneous-B-I</b> 1. Cook/Khansama 2. School Teacher (PTC) 3. Nurse/Dai /Dresser// Havaladar 4. Operation Theatre Assistant	34,770/-	<b>Unskilled</b> 1. Bearer//Chowkidar 2. Dak Runner//Qasid 3. Mahtar//Sweeper// Ward Boy 4. Water Man/Water Carrier	32,000/-
<b>Miscellaneous-B-II</b> 1. Daftry //Mid Wife 2. Muazzan//Vaccinator	33,166/-		

**56. APPLICABLE TO WORKERS EMPLOYED IN MOTOR ROAD TRANSPORT INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager/District Manager 2. Traffic/Works Manager 3. Accounts Officer//Technical Advisor 4. Head Mechanic/Foreman Workshop 5. Superintendent Transport 6. Service Station Incharge 7. Stand Incharge 8. Accountant// Supervisor 9. Public Relation Officer 10. Assistant Manager all types 11. Assistant Accounts Officer	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Vulcaniser 2. Wire Man 3. Auto Rickshaw Driver 4. Checker / Ticket Examiner 5. Conductor (Matriculate)	35,306/-
<b>Ministerial-A</b> 1. Assistant Accountant 2. Stenographer//Office Assistant 3. Head Store Keeper//Head Clerk	38,514/-	<b>Semi-Skilled-A</b> 1. Helper (maintenance work) Excluding Helper Conductor 2. Oil Man//Store Man 3. Assistant Tin Smith/ Black Smith 4. Assistant Armature Winder 5. Assistant Welder/ Carpenter 6. Driver Tube well 7. Licensed Conductor 8. Conductor (Under Matric) 9. Security Man/Guard	33,806/-
<b>Ministerial-B</b> 1. Stenotypist/Senior/Clerk Cashier 2. Purchaser/Store Keeper 3. Head Time Keeper	36,164/-	<b>Semi-Skilled-B</b> 1. Helper Conductor// Tyreman 2. Mali/Assistant Conductor	33,166/-
<b>Ministerial-C</b> 1. Junior Store Keeper 2. Clerk/Junior Clerk all types 3. Time Keeper//Munshi	34,770/-	<b>Unskilled</b> 3. Peon/Coolie /Loader /Beldar 4. Hawker//Ward Servant 5. Rest House Attendant 6. Washer Man/Service Man (Bus/Truck) 7. Bahishti/Sweeper/Chowkidar 8. Aya/Ladies Waiting Room Attendant 9. Male Carrier	32,000/-
<b>Highly Skilled-A</b> 1. Mechanic all types//Yard Master 2. Head Black Smith/Welder 3. Head Electrician/Turner 4. Head Carpenter/Painter	38,514/-		
<b>Highly Skilled-B</b> 1. Bus/Truck Driver 2. Air Conditioner Mini Bus Driver	36,910/-	<b>Miscellaneous-A</b> 1. Inspector Watch and Ward	37,985/-
<b>Skilled-A</b> 1. Mistry// Armature Winder 2. Car/Taxi/Wagon Driver 3. Fitter / Bench Fitter//Carpenter	36,164/-	<b>Miscellaneous-B-I</b> 1. Assistant Security Inspector	34,770/-



4. Turner//Moulder// Polisher 5. Electrician//Welder 6. Tin Smith/ Black Smith 7. Service Incharge 8. Service Station Driver/Test Driver 9. Senior Ticket Examiner 10. Assistant Yard Master		<b>Miscellaneous-B-II</b> 1. Gate Keeper 2. Daftry	33,166/-
--	--	--	----------

**57. APPLICABLE TO WORKERS EMPLOYED IN MOTORCYCLE, SCOOTER, THREE WHEEL AUTOMOBILES AND ALLIED PARTS MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager 2. Supervisor //Foreman 3. Accountant	Wages left for mutual bargaining between the employers and workers.	<b>Skilled-B</b> 1. Driver Ltv/Cook 2. Assistant Machinist 3. Assistant Mechanic	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Stenographer 3. Office Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Storeman//Fireman 2. Assistant Tin Smith 3. Assistant Press Operator 4. Assistant Fitter/Electrician/Filler 5. Security Man/Guard	33,806/-
<b>Ministerial-B</b> 1. Senior Clerk 2. Telephone Operator 3. Store Keeper//Time Keeper	36,164/-	<b>Semi-Skilled-B</b> 1. Mali 2. Helper all types	33,166/-
<b>Ministerial-C</b> 1. Typist//Clerk all types 2. Record Keeper	34,770/-	<b>Unskilled</b> 1. Loader//Cleaner//Sweeper 2. Watchman	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Engineering/ Mechanical Supervisor 2. Engine Assembler	38,514/-	<b>Miscellaneous-A</b> 1. Inspector Watch and Ward	37,985/-
<b>Highly Skilled -B</b> 1. Assistant Inspector 2. Senior Fitter/Electrician 3. Mechanic//Machinist	36,910/-	<b>Miscellaneous-B-I</b> 1. Assistant Security Inspector	34,770/-
<b>Skilled-A</b> 1. Welder//Denter/Polisher/Painter 2. Miller /Milling Man 3. Assembler//Tool Settler 4. Electrician //Grinder Man 5. Filler Operator//Machinist Fitter 6. Die Maker/Press Man 7. Operator (all Types)	36,164/-	<b>Miscellaneous-3-II</b> 1. Gate Keeper 2. Daftry	33,166/-

**58. APPLICABLE TO WORKERS EMPLOYED IN NURSERY GROWERS AND ALLIED SERVICES INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Manager 2. Supervisor	Wages left for mutual bargaining between the employers and workers.	<b>Skilled-B</b> 1. Senior Mali 2. Senior Gardener 3. Junior Landscaper	35,306/-
<b>Ministerial-A</b> 3. Accounts Assistant 4. Assistant 5. Assistant Store Incharge	38,514/-	<b>Semi-Skilled-A</b> 1. Mali// Security Guard 2. Gardener 3. Assistant Landscaper	33,806/-
<b>Ministerial-B</b> 1. Senior Clerk 2. Munchi/Cashier	36,164/-	<b>Semi-Skilled-B</b> 1. Helper 2. Junior Mali/Junior Gardener	33,166/-
<b>Ministerial-C</b> 1. Clerk all types 2. Salesman	34,770/-	<b>Unskilled</b> 1. Guard/Chowk dar/Watchman 2. Assistant Gardener/Mali	32,000/-
<b>Highly Skilled-A</b> 1. Head Landscaper 2. Assistant Supervisor	38,514/-	<b>Miscellaneous-A</b> 1. Inspector Security	37,985/-
<b>Highly Skilled -B</b> 1. Senior Landscaper	36,910/-	<b>Miscellaneous-B-I</b> 2. Imam Masjid	34,770/-

<b>Skilled-A</b> 1. Head Mali/Landscaper	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-
---	----------	---	----------

**59. APPLICABLE TO WORKERS EMPLOYED IN PAINT VARNISH AND ALLIED PRODUCTS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Forman /Supervisor all types 2. Incharge all types 3. Officer all types 4. Manager Factory 5. Manager all types 6. Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Operator 2. Driver Ltv//Cook 3. Junior Electrician 4. Junior Fitter 5. Assistant Mechanic 6. Assistant Machinist	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office Assistant/Admin Assistant 3. Head Clerk/ Stenographer	38,514/-	<b>Semi-Skilled-A</b> 1. Packer//Assistant Warehouse Operator 2. Assistant Fitter/Electrician 3. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Computer Operator 2. Senior Clerks	36,164/-	<b>Semi-Skilled-B</b> 1. Sanitary Worker 2. Mali//Helper all types	33,166/-
<b>Ministerial-C</b> 1. Telephone Operator 2. Store Keeper 3. Clerks all types	34,770/-	<b>Unskilled</b> 1. Chowkidar/ Guard 2. Sweeper/Peon 3. Labourer	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor all types 2. Assistant Forman	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Operator 2. Machinist//Mechanic 3. Senior Fitter	36,910/-	<b>Miscellaneous-B-I</b> 1. Security Sub-Inspector 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. Warehouse Operator 2. Fitter //Electrician//Material Filler 3. Assistant Warehouse 4. Machine man/Operator all types	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**60. APPLICABLE TO WORKERS EMPLOYED IN PAPER AND PRINTING INDUSTRY.**

**Part-1 Paper and Paper Products**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Sales Officer 2. Supervisor 3. Foreman 4. Manager 5. Shift Incharge 6. Assistant Shipping Officer 7. Overseer	Wages Left for mutual bargaining between the employers and the workers.	<b>Skilled-A</b> 1. Fitter/Fitter-II 2. Carpenter /Mason 3. Welder/Turner /Motor Winder 4. Operator-II/Crane Operator-II 5. Fabricator/Electrician 6. Senior Lab. Assistant 7. Tractor Driver 8. Junior Mechanic 9. Rewinder Operator 10. Printer/ Offset Printer 11. Crane Driver-II 12. Tine Smith/Black Smith 13. Shaper man-I/Moulder 14. Fire Engine Driver-II 15. Power Plant/Turbine Operator 16. Assistant Mechanic 17. Senior Cook 18. Senior Mate / Mate-I	36,164/-
<b>Ministerial-A</b> 1. Purchaser 2. Accounts Assistant 3. Purchase Assistant 4. Dispenser / Theater Assistant 5. Security Inspector 6. Senior Time Keeper 7. Computer Operator 8. Store Incharge/Waste Incharge 9. Assistant Quality Control 10. Superintendent	38,514/-		

<b>Ministerial-B</b> 1. Computer Attendant 2. Store Keeper 3. Telephone Operator/Telex Operator 4. Assistant Rationalization 5. Time Keeper 6. Senior Clerk /Steno typist 7. Store Assistant 8. Receptionist	36,164/-	<b>Skilled-B</b> 1. Machine Man / Operator-III 2. Crane Operator-III/Crane Driver-III 3. Lab. Assistant 4. Senior Fork Lift Operator 5. Driver/ Cook 6. Plumber /Grinder 7. Coating Plant Operator 8. Shaper Man/Shaper-II 9. Air Compressor Operator 10. Scrubber/Rowing Operator 11. Pump Operator/Damper Operator 12. Book Binder/ Mate-II 13. Fire Engine Driver-III 14. Absorption Machine Operator 15. Junior turner/Electrician	35,306/-
<b>Ministerial-C</b> 1. Clerk all types 2. Typist 3. Assistant Store Keeper 4. Mail Dispatcher	34,770 -		
<b>Highly Skilled-A</b> 1. Senior Boiler Operator 2. Senior Mechanic 3. Quality Control Inspector 4. Waste Control Inspector 5. Research Analyst 6. Lab. Analyst	38,514 -	<b>Semi- Skilled-A</b> 1. Assistant Fitter-I / Junior Fitter 2. Fork Lift Operator/Driver 3. Junior Operator/Assistant Operator-I 4. Assistant Turner/Electrician 5. Head Mali 6. Assistant/Junior Fabricator 7. Shaper man-III// Security Guard 8. Pump Attendant-I 9. Havildar//Tandoorchi 10. Photocopy Machine Operator	33,806/-
<b>Highly Skilled-B</b> 1. Senior Fitter / Fitter-I 2. Senior Welder // Welder-I 3. Senior Fabricator Senior Electrician 4. Boiler Operator 5. Machinist/ Mechanic 6. Technician/ Instrument Technician 7. Senior Operator-I 8. Senior Crane Driver-I 9. Turner-I// Moulder-I 10. Milling Man 11. Quality Control Assistant 12. Senior Offset Printer 13. Plant Maker/Dye Maker 14. Camera Operator 15. Production Trainee 16. Plant Assistant//Senior Printer 17. Assistant Lab. Analyst 18. Assistant Research Analyst	36,910/-	<b>Semi- Skilled-B</b> 1. Helper (all type) 2. Pulp Supplier 3. Fireman/ Darogha 4. Lab. Attendant/Pump Attendant 5. Assistant Operator-II 6. Assistant Fitter-II 7. Mali / Gardener/ Gate Keeper	33,166/-
		<b>Unskilled</b> 1. Peon /Office Boy 2. Floor Attendant /Bearer 3. Loader/Cleaner /Sweeper 4. Store Attendant/Office Attendant 5. Watchman/Chowkidar	32,000/-

**Part-II Printing and Publication**

Nomenclature	Minimum rates of wages per month for 26 days	Nomenclature	Minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Foreman /Supervisor 2. Mechanical Engineer 3. Manager/Assistant Manager all type 4. Accountant/Chief Accountant	Wages Left for mutual bargaining between the employers and the workers	<b>Skilled-A</b> 1. Feeder Man//Machine Man 2. Electrician 3. Assistant Camera Man 4. Dye Man	36,164/-
<b>Ministerial-A</b> 1. Job Assistant/ Office Assistant 2. Purchaser 3. Accounts Assistant	38,514/-	<b>Skilled-B</b> 1. Binder/Book Binder 2. Driver/Head Daftri 3. Cook	35,306/-
<b>Ministerial-B</b> 1. Store Keeper 2. Senior Clerks 3. Telephone Operator	36,164/-	<b>Semi- Skilled-A</b> 1. Assistant Electrician 2. Assistant Feeder Man/Machine Man 3. Ink man//Security Guard	33,806/-
<b>Ministerial-C</b> 1. Clerk all types 2. Time Keeper	34,770/-	<b>Semi- Skilled-B</b> 1. Helper ( all types) 2. Daftri	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Foreman/Supervisor 2. Senior Camera Man 3. Senior Plate Maker	38,514/-	<b>Unskilled</b> 1. Store Boy//Cooli//Labourer Chowkidar/Watchman 2. Jamadar/Sweeper	32,000/-
<b>Highly Skilled-B</b> 1. Plate Maker 2. Camera Man/Grain Man	36,910/-		

**61. APPLICABLE TO WORKERS EMPLOYED IN PAPER BOARD AND PAPER PRODUCTS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Mechanical Incharge 2. Mechanical /Electrical Foreman 3. Boiler Engineer 4. Manager/Accountant/Supervisor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Driver 2. Cook 3. Assistant Mechanic	35,306/-
<b>Ministerial-A</b> 1. Office Assistant 2. Accounts Assistant	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Operator/Lead Operator 2. House Keeper 3. Assistant Feeder Man 4. Assistant Plumber/Electrician 5. Assistant Fort Lifter Driver 6. Assistant Welder /Fitter 7. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Time Keeper 2. Computer Operator 3. Store Keeper	36,164/-	<b>Semi-Skilled-B</b> 1. Mali 2. Helper all types	33,166/-
<b>Ministerial-C</b> 1. Reminder Man 2. Clerk /Record Keeper	34,770/-	<b>Unskilled</b> 1. Peon/Naib Qasid 2. Guard Loader/Sweeper	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Assistant Forman	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Feeder Man 2. Senior Lead Operator 3. Senior Plumber/Senior Electrician 4. Senior Fort Lifter Driver 5. Senior Welder/Senior Fitter 6. Mechanic	36,910/-	<b>Miscellaneous-B-I</b> 1. Security Sub-Inspector 2. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. Feeder Man/Lead Operator 2. Plumber /Electrician// Welder /Fitter 3. Fort Lifter Driver	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**62. APPLICABLE TO WORKERS EMPLOYED IN PERFUMES, COSMETICS AND OTHER TOILET PREPARATIONS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager/Assistant Manager all 2. Chief Analyst 3. Accountant 4. Foreman/Supervisor	Wages Left for mutual bargaining between the employers and the workers	<b>Skilled-A</b> 1. Machine Operator/Machine Man 2. Electrician//Turner//Fitter//Welder 3. Assistant Printer 4. Driver (Heavy Duty) 5. Crown Line Operator	36,164/-
<b>Ministerial-A</b> 1. Computer Operator 2. F.C. Assistant 3. Accounts Assistant	38,514/-	<b>Skilled-B</b> 1. Press Man 2. Driver (Light Duty) 3. Cook	35,306/-
<b>Ministerial-B</b> 1. Store Keeper 2. Sales Man 3. Cashier 4. Telephone Operator	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Machine Operator 2. Assistant Electrician 3. Assistant Fitter 4. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Assistant Store Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Mali/Packer 2. Stamper	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Forman/Supervisor 2. Analyst 3. Senior Mistry	38,514/-	<b>Unskilled</b> 1. Labourer/Coolie 2. Peon/Naib Qasid 3. Chowkidar/Sweeper	32,000/-
<b>Highly Skilled-B</b> 1. Senior Machine Operator/Man 2. Mistry// Printer 3. Senior Electrician/Senior Turner 4. Senior Fitter/Senior Welder	36,910/-		

**63. APPLICABLE TO WORKERS EMPLOYED IN PETROLEUM REFINING INDUSTRY.**

**Part-I Petroleum Refining**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Supervisor/Senior Supervisor 2. Foreman 3. Plant Incharge 4. Senior Surveyor 5. Manger/ Field Officer 6. Assistant Personal Officer	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Fitter / Electrician/ Turner/ Electrician (Auto) all types 2. Lab. Tester 3. Head Compounder 4. Welder /Black Smith 5. Mason /Carpenter/Painter 6. F.S. Trade man 7. Senior Plant Attendant 8. Senior Driver 9. Driver HTV/Specialized Cook 10. Assistant Fire Master 11. Junior Mechanic/Machinist.	36,164/-
<b>Ministerial-A.</b> 1. Senior Nurse 2. Stenographer 3. Personal Assistant/Office Assistant 4. Assistant. 5. Receptionist	38,514/-	<b>Skilled-B.</b> 1. Driver LtV// Cook 2. Compounder 3. Senior Fire Safety Mate 4. Junior Fitter/Welder/Mason/ 5. Junior Carpenter/ Electrician 6. Junior Auto Electrician 7. Plant Attendant 8. Junior Trade man 9. Junior Lab. Tester 10. Head Security Guard	35,306/-
<b>Ministerial-B.</b> 1. Nurse 2. Dresser 3. Head Gate Keeper 4. Telephone Operator/Attendent	36,164/-	<b>Highly Skilled-A.</b> 1. Plant Operator Incharge 2. Fire Master 3. Assistant Foreman/Supervisor all typ 4. Senior Mechanic/General Mechanic-I 5. Lab. Technician 6. Head Lab. Tester 7. Filling Operator//Crane Operator	38,514/-
<b>Ministerial-C.</b> 1. Clerk (all types) 2. Gate Keeper. 3. Typist 4. Record Keeper	34,770/-	<b>Semi-Skilled-A</b> 1. Mate (all types)//Store Man 2. Cook-I/Care taker 3. Junior /Assistant Driver 4. Head Gardener/Head Mali 5. Senior Fire Safetyman 6. Senior Club Servant 7. Senior Fuel Attendant 8. Security Guard	33,806/-
<b>Highly Skilled-B.</b> 1. Oil Movement Operator 2. Senior Welder//Senior Black Smith. 3. Assistant Plant Operator 4. Senior Lab. Tester 5. Senior F.S. Trade man. 6. Senior Fitter/ Fitter Grade-I 7. Senior Electrician/Electrician Grade-I/Senior Electrician(Auto) 8. Senior Machinist/ Machinist Grade-I 9. General Mechanic-II 10. Mechanic/Auto Mechanic 11. Senior Turner/Moulder 12. Senior Mason/Carpenter/Painter 13. Assistant Crane Operator 14. Machinist	36,910/-	<b>Semi-Skilled-B</b> 1. General Worker 2. Helper (all types) 3. Junior Plant Attendant 4. Gardener/Mali 5. Dak Runner 6. Club Servant/ Care taker 7. Fire Safetyman 8. Junior Fuel Attendant 9. Hospital Attendant 10. Tennis Marker	33,166/-
		<b>Unskilled.</b> 1. Peon/Naib Qasid/ Sweeper 2. Chowkidar/Watchman 3. Coolie/Labourer	32,000/-

**Part-II Oil Fields**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Sant/Hort Supervisor 2. Foreman/Senior foreman 3. Supervisor Patrolling 4. Manager	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Operator 2. Driver H. //Painter//Driller 3. Junior Technician 4. Assistant Fire Service Master 5. Laboratory Tester 6. Derrick man	36,164/-

<b>Ministerial-A.</b> 1. Senior Nurse Grade-A 2. Office Assistant 1. Accounts Assistant 2. Supervisor Head Clerk	38,514/-	<b>Skilled-B.</b> 1. T.C.B.E. 2. Cook //Driver Ltv/Over man 3. Well Operator 4. Lab. Assistant 5. Assistant Driller 6. Rig man//Petrol man 7. Fire Service Mate.	35,306/-
<b>Ministerial-B.</b> 1. Nurse Grade-B 2. Senior Clerk 3. Telephone Operator 4. Male Female Nurse	36,164/-		
<b>Ministerial-C.</b> 3. Sick Attendant 4. Clerk, Junior Clerk 5. Typist	34,770/-	<b>Semi-Skilled-A</b> 1. Oil Man// Security Guard 2. Fire Service Man 3. Assistant Well Operator	33,806/-
<b>Highly Skilled-A.</b> 1. Senior Operator. 2. Senior Technician 3. Senior Mechanic	38,514/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali 3. Motor Cleaner/Club Servant	33,166/-
<b>Highly Skilled-B.</b> 1. Technician /Mechanic 2. Senior Laboratory Tester 3. Senior Well Operator 4. Senior Driller	36,910/-	<b>Unskilled.</b> 1. Food Carrier. 2. Peon/ Sweeper 3. Chwkidar/Watchman	32,000/-

**64. APPLICABLE TO WORKERS EMPLOYED IN PHARMACEUTICAL INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory</b> 1. Assistant Manager all types 2. Assistant Quality Controller 3. Accountant Assistant Accountant 4. Senior Foreman Foreman all types 5. Charge Hand / Charge Man 6. Chemist / Pharmacist /Micro Biologist 7. Deputy Manager all types 8. Officer all types /Junior Officer all type 9. Manager/Senior Manager all types 10. Medicine Representative 11. Engineer all types /Incharge all types 12. Secretary /Office Superintendent 13. Sales Representative/Unani DawaSales 14. Chief Accountant /Deputy Accountant 15. Checking Inspector/Supervisor all type	Wages Left for mutual bargaining between the employers and the workers	<b>Skilled-A</b> 1. Assembler// Turner// Winder 2. Belt Incharge 3. Boiler Operator/Boiler Driver 4. Carpenter//Electrician//Fitter 5. Junior Mechanic 6. Junior Analyst 7. Sharbat Saaz 8. Senior Operator 9. Tikkian Saaz/Tablet Maker	36,164/-
<b>Ministerial-A</b> 1. Accounts Assistant//Store Keeper 2. General Assistant//Sub-Editor 3. Computer Operator//Stenographer 4. Excise/Production Assistant 5. Office Assistant /Admn Assistant	38,514/-	<b>Skilled-B</b> 1. A.C. Operator /Operator 2. Coating Machine Operator 3. Cook/Driver 4. Laboratory Assistant 5. Plant Attendant/ Blister Operator 6. Team Leader 7. Cap Machine Operator 8. Murekbat Filler/Filer Ampules 9. Filler Pharma/Tablet Filler 10. Safuf Filler/Powder Filler	35,306/-
<b>Ministerial-B</b> 1. Assistant Security Incharge 2. Assistant Store Keeper/Store Assistant 3. Cashier /Purchaser// Time Keeper 4. Field Assistant//Ledger Keeper 5. Steno typist/Senior Clerk 6. Imam Masjid//Telephone Operator 7. Junior Office Assistant	36,164/-	<b>Semi-Skilled-A</b> 1. Green Keeper /Head Mali 2. House Keeper 3. Injection/Process Worker 4. Packer //Lab. Assistant 5. Office Attendant/Office Boy Security Man/Security Guard	33,806/-
<b>Ministerial-C</b> 1. Clerk/Junior Clerk all types 2. Typist	34,770/-	<b>Semi-Skilled-B</b> 1. Assistant Process Worker 2. Dawa Kob/Dawa Grinder 3. Gardener/Mali/ Helper all types 4. Maintenance Attendant 5. Senior Peon/Assistant Cook 6. Store Attendant/Gate Keeper	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Pharmacist//Chemist 2. Syrup Section/tablet Section Incharge 3. Technical Assistant	38,514/-		

4. Attar/ Chief Electrician 5. Senior Machinist/ Mechanic		<b>Unskilled</b> 1. Bottle Washer/Water Man 2. Peon / Naib Qasid 7. Sweeper/ Cleaner / Loader 3. Chowkidar / Watchman 4. Messenger	32,000/-
<b>Highly Skilled-B</b> 1. Analyst/Laboratory Technician 2. Assistant Supervisor 3. Khamira Saaz /Dawa Saz 4. Senior Checker 5. Assistant Attar 6. Technician//Machinist/ Mechanic	36,910/-		

**65. APPLICABLE TO WORKERS EMPLOYED IN PIPE (IRON, STEEL AND PLASTIC) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Factory Manager 2. Accountant 3. Supervisor 4. Foreman	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Cook//Driver Ltv 2. Junior Mixer Operator 3. Junior Electrician/Fitter 4. Junior Generator Operator 5. Junior Kharadia 6. Junior Loom Operator 7. Junior Operator (all types)	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant/Office Assistant 2. Purchaser 3. Stenographer//Head Clerk	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Machine Operator 2. Assistant Mixer Operator 3. Assistant Electrician/Fitter 4. Assistant Kharadia 5. Assistant Loom Operator 6. Assistant Operator(all types) 7. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Cashier Munshi 2. Computer Operator 3. Store Keeper//Time Keeper 4. Senior Clerks	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali 3. Packer	33,166/-
<b>Ministerial-C</b> 1. Assistant Purchaser 2. Typist/ Clerks all types 3. Record Keeper	34,770/-	<b>Unskilled</b> 1. Labourer /Loader 2. Chowkidar/Watchman/ Guard	32,000/-
<b>Highly Skilled-A</b> 1. Quality Inspector 2. Head Fitter //Head Kharadia 3. Assistant Supervisor 4. Head Machine Operator	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled-B</b> 1. Senior Fitter/Electrician/Kharadia 2. Senior Machine Operator 3. Checker/ Quality Checker	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Machine Operator/Generator Operator 2. Mixer Operator// Loom Operator 3. Electrician //Fitter//Kharadia 4. Operator (all types)	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**66. APPLICABLE TO WORKERS EMPLOYED IN PLASTIC PRODUCTS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Boiler Engineer/Litigation Officer 2. Assistant Accountant 3. Accountant/Chief Accountant 4. Manager/Works Manager 5. Excise Accountant 6. Supervisor/Senior Supervisor 7. Foreman Trainee /Supervisor 8. Shift/Quality Incharge	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. Electrician//Fitter//File man 2. Lathe man / Kharadia / Turner 3. Welder//Carpenter//Winder 4. Senior Driver 5. Machine man/Operator	36,164/-
<b>Ministerial-A</b> 1. Accounts/Admin Assistant 2. Sales Representative//Cashier 3. Office Assistant/Personal Assistant 4. Imam Masjid / Khatib 5. Head Clerk/Stenographer	38,514/-	<b>Skilled-B</b> 1. Driver Ltv /Cook//Mochi 2. Junior Electrician/ Turner 3. Junior Fitter/ File man 4. Junior Lathe man / Kharadia/ 5. Junior Welder/ Winder 6. Junior Carpenter 7. Junior Machine man/Operator 8. Security Guard	35,306/-

<b>Ministerial-B</b> 1. Store Keeper//Godown Incharge 2. Senior Clerks/Senior Time Keeper	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter /File man 2. Assistant Electrician /Turner 3. Assistant Lathe man / Kharadia/ 4. Assistant Welder /Winder 5. Assistant Carpenter 6. Assistant Machine man/Operator 7. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Time Keeper/Record Keeper 2. Typist/Clerk all types 3. Junior Store Keeper	34,770/-		
<b>Highly Skilled-A</b> 1. Head Fitter 2. Senior Plant Operator 3. Assistant Supervisor/Foreman 4. Head Machine Man/Operator	38,514/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali 3. Packer 4. Gate Keeper	33,166/-
<b>Highly Skilled-B</b> 1. Senior Fitter//Senior Electrician 2. Plant Operator/ Trainee Supervisor 3. Senior Lathe man / Kharadia / Turner 4. Senior Welder/Senior Winder 5. Senior Machine Man/Operator	36,910/-	<b>Unskilled</b> 1. Peon/Naib Qasid 2. Chowkidar/Watchman 3. Sweeper/Cleaner 4. Labourer/Coolie 5. Darban	32,000/-

**67 APPLICABLE TO WORKERS EMPLOYED IN PLASTIC RECYCLING & PLASTIC RAW MATERIAL MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Accountant 2. Manager 3. Supervisor 4. Foreman	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Fitter/Electrician/Welder 2. Junior Moulder/ Turner 3. Junior Machine Operator 4. Driver Ltv/Cook	35,306/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Office/Admin Assistant 3. Head Clerk 4. Stenographer	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/Electrician 2. Assistant Welder/Moulder 3. Assistant Turner//Security Guard 4. Assistant Machine Operator	33,806/-
<b>Ministerial-B</b> 1. Computer Operator 2. Senior Clerk/Stenotypist 3. Store Keeper	36,164/-	<b>Semi-Skilled-B</b> 1. Helper 2. Packer 3. Mali	33,166/-
<b>Ministerial-C</b> 1. Typist/ Clerk all types 2. Time Keeper//Record Keeper	34,770/-	<b>Unskilled</b> 1. Chowkidar/Watchman 2. Guard/Labourer/Coolie	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Assistant Forman 2. Head Fitter //Head Machine Operator	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled -B</b> 1. Senior Fitter/Electrician/Welder 2. Senior Moulder//Senior Turner 3. Senior Machine Operator	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Machine Operator 2. Fitter//Electrician//Welder 3. Moulder//Turner	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**68. APPLICABLE TO WORKERS EMPLOYED IN POTTERY AND CROCKERY INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Accountant 2. Manager 3. Supervisor 4. Foreman	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Machine Operator 2. Junior Karigar//Junior Modeler 3. Junior Electrician 4. Junior Filler Man 5. Senior Fireman 6. Driver Ltv/Cook 7. Polishing Man/Polisher	35,306/-
<b>Ministerial-A</b> 1. Assistant all types 2. Head Clerk/Stenographer	38,514/-		
<b>Ministerial-B</b> 1. Computer Operator //Store Keeper 2. Senior Clerk/Stenotypist	36,164/-	<b>Semi-Skilled-A</b> 1. Field Worker//Fire Man 2. Assistant Machine Operator	33,806/-



<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Time Keeper/Record Keeper	34,770/-	3. Assistant Karigar/Modeler 4. Assistant Electrician 5. Assistant Filler Man 6. Security Guard	
<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Assistant Forman	38,514/-	<b>Semi-Skilled-B</b> 1. Packing Man/ Packer 2. Mali//Helper all types	33,166/-
<b>Highly Skilled -B</b> 1. Senior Machine Operator 2. Senior Karigar//Senior Modeler 3. Senior Electrician//Senior Filler Man 4. Head Polishing Man/Polisher	36,910/-	<b>Unskilled</b> 1. Chowkidar/Watchman 2. Labourer 3. Peon/Naib Qasid 4. Coolie/Loader	32,000/-
<b>Skilled-A</b> 1. Machine Operator 2. Karigar 3. Modeler 4. Electrician 5. Filler Man 6. Senior Polishing Man/Polisher	36,164/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
		<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
		<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**69. APPLICABLE TO WORKERS EMPLOYED IN POULTRY, POULTRY FARMS AND ANIMAL MEDICINE INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Group</b> 1. Doctor 2. Pharmacist 3. Manager 4. Supervisor/Forman	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Cook 2. Driver 3. Junior Electrician 4. Hatchery Attendant	35,306/-
<b>Ministerial-A</b> 1. Assistant all types 2. Head Clerk/Stenographer	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician 2. Assistant Hatcher 3. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Computer Operator 2. Senior Clerk/Munshi 3. Stenotypist//Store Keeper	36,164/-	<b>Semi-Skilled-B</b> 1. Attende Cattle Farm 2. Attender Poultry Farm 3. Mali//Helper	33,166/-
<b>Ministerial-C</b> 1. Typist //Clerk all types 2. Time Keeper/Record Keeper	34,770/-	<b>Unskilled</b> 1. Peon/Naib Qasid// Guard 2. Labour// Coolie	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector	37,985/-
<b>Highly Skilled -B</b> 1. Senior Electrician/Senior Hatcher 2. Senior Veterinary Assistant	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Electrician//Hatcher 2. Veterinary Assistant 3. Senior Hatchery Attendant	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**70. APPLICABLE TO WORKERS EMPLOYED IN POWER GENERATION PLANTS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Engineer/Assistant Engineer all type 2. Manager/Assistant Manager all types 3. Deputy/Senior Manager all types 4. Supervisor/ Forman all types 5. Superintendent //Chemist 6. Accountant/Account Executive	Wages left for mutual bargaining between the employers and workers	<b>Skilled-A</b> 1. Electrician/Shift Electrician 2. Fitter// Motor Winder 3. Engine Room Operator 4. Head Coker/Shift Operator 5. Junior Boiler Operator 6. Junior Shift Operator	36,164/-
<b>Ministerial-A</b> 1. Assistant Accountant 2. Office Assistant 3. Head Clerk 4. Stenographer	38,514/-	<b>Skilled-B</b> 1. Driver/Law/Cook 2. Assistant Plant Operator 3. Assistant Boiler Operator 4. Junior Electrician/Motor Winder 5. Junior Shift Electrician/Fitter	33,306/-

<b>Ministerial-B</b> 1. Senior Clerk/ Stenotypist 2. Computer Operator 3. Telephone Operator//Paramedic	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician/ Fitter 2. Assistant Shift Electrician 3. Assistant Motor Winder 4. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Mali//Sanitary Worker 2. Waiter /Qasid 3. Helper	33,166/-
<b>Highly Skilled-A</b> 1. Senior Mechanic/Senior technician 2. Senior Engine Room Operator 3. Assistant Chemist 2. Senior Boiler Operator 3. Senior Boiler Turbine Operator 4. Head Operator//Test Inspector	38,514/-	<b>Unskilled</b> 1. Peon 2. Naib Qasid 3. Labourer/Coolie	32,000/-
		<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Observing Operator 2. Control Room Operator 3. Boiler Operator//Plant Operator 4. Technician //Mechanic 5. Instrument Control Technician 6. Senior Operator	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid	34,770/-
		<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**71. APPLICABLE TO WORKERS EMPLOYED IN RADIATORS AND BOILERS MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Sub Engineer 2. Foreman 3. Manager 4. Supervisor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Fitter/Electrician 2. Junior Welder/Junior Turner 3. Junior Black Smith 4. Junior Radiator Repairer 5. Cook/Driver Ltv	35,306/-
<b>Ministerial-A</b> 1. Assistant Accountant 2. Office Assistant 3. Head Clerk 4. Stenographer	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/Electrician 2. Assistant Welder/Turner 3. Assistant Black Smith 4. Assistant Radiator Repairer 5. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Senior Clerk/ Stenotypist 2. Computer /Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali//Radiator Cleaner	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper	34,770/-	<b>Unskilled</b> 1. Chowkidar/ Watchman 2. Peon 3. Labourer/ Coolie	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Assistant Forman	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Mechanic /Technician//Machinist	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid	34,770/-
<b>Skilled-A</b> 1. Fitter//Electrician 2. Welder//Turner//Black Smith 3. Radiator Repairer	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**72. APPLICABLE TO WORKERS EMPLOYED IN READY MADE GARMENTS INDUSTRY.**

**(a) Woven Garments (Denim/Non Denim) Manufacturing**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager/Deputy Manager all types 2. Assistant Manager all types 3. Incharge/Supervisor/Forman all types	Wages left for mutual bargaining between the employers and the	<b>Skilled-B</b> 1. Driver LTV/Cook 2. Generator Operator 3. Washing Machine Operator	35,306/-

4. Boiler Engineer all types 5. Executive Officer all types 6. Company Secretary 7. Auditor/Computer Programmer 8. Network Administrator 9. Accountant Senior Accountant 10. Assistant Junior Accountant 11. Garment Dyeing Master	workers.	4. Dryer Machine Operator 5. Garment/Accessory checker 6. Rafuger 7. Over lock Machine Operator 8. Rivet Button Machine Operator 9. Junior Machine Operator 10. Assistant Machine Mechanic 11. CCTV Operator	
<b>Ministerial-A</b> 1. Assistants all types 2. Computer Operator	38,514/-	<b>Semi-Skilled-A</b> 1. Security Guard //Lift Operator 2. Spray man Laundry 3. Wisker man//Garment Grinder 4. Chemical Store/Lab Assistant 5. Rubbing Scrubbing man 6. Assistant Fitter/Electrician/Welder 7. Assistant Carpenter/Mason 8. Assistant Machine Operator 9. Assistant Cook/Chapati Maker 10. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Senior Clerk Telephone Operator 2. Khateeb/Inam Masjid 3. Cashier Purchaser/Receptionist 4. Store Keeper	36,164/-	<b>Semi-Skilled-B</b> 1. Helper / Mali 2. Gate Keeper 3. Mali/Office Boy/Head Waiter 4. Label/Tag Man/Packer 5. Fusingman/Pressman/Touchingman 6. Cut penal checker 7. Alter man/Metal Detecting man	33,166/-
<b>Ministerial-C</b> 1. Time Keeper/Junior Time Keeper 2. Record Keeper Clerks 3. Gate Clerk 4. Dispenser Assistant Computer Operator 5. Shipment Dispatcher	34,770/-	<b>Unskilled</b> 1. Clipper/Loop Cutter/Labourer 2. Tread Cutter/Trimmer 3. Trolleyman/Bundle man 4. Line Feeder /Fabric Spreader 5. Spreader man/ Pulley man 6. Chowkidar/Watchman/Sweeper 7. Houser Keeper/Cleaner 8. Peon/NaibQasid/Waiter	32,000/-
<b>Highly Skilled-A</b> 1. Senior Mechanic/ Mistri 2. Assistant Supervisor/Forman all types	38,514/-		
<b>Highly Skilled-B</b> 1. Machine Mechanic/Mistri 2. Fabric Inspector 3. Technician 4. Boiler Operator	36,910/-		
<b>Skilled-A</b> 1. Sample Man/Cutting Man/Cutter 2. Electrician/Welder/Fitter/Mason 3. Carpenter/Motor Winder 4. Lab Operator 5. Water Treatment Plant Operator 6. Stitcher/Stitching Machine Operator 7. Kaj Bartik Machine Operator	36,164/-		

**(b) Readymade Garments except Woven Garments (Denim/Non Denim) Manufacturing**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant/Assistant Accountant 2. Manager/Senior Manager all types 3. Supervisor/Senior Supervisor all types 4. Officer/Assistant Officer all types 5. Office Superintendent 6. Merchandiser/Assistant Merchandiser 7. Cost and Financial Controller 8. Coordinator all 9. Incharge/Executive all types 10. Senior Accountant 11. Deputy/Assistant Manager all types 12. Chief Engineer/Engineer all types 13. Chemist/Forman/Master all types 14. Auditor/Secretary/Administrator	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A</b> 1. Collar Man//Sample man 2. Electrician//Fitter/Mason/Welder 3. Outfit Tailor/Karigar 4. Knitting Operator 5. Jet Operator//Soft Flow Operator 6. Boiler Operator//Vinch Operator 7. Hydro Operator//Lab Operator 8. Winder/Motor Winder /Painter 9. Line Checker//Table Checker 10. Rafugar/Cutter/Cutting Man 11. QualityChecker/Darmer/Carpenter 12. Lot Maker/LaserMachine Operator 13. Control Room Operator 14. Junior Machine Mechanic	36,164/-
<b>Ministerial-A</b> 1. Accounts Assistant/ 2. Assistant Accountant 3. Computer Operator 4. Store Keeper/Khateeb 5. Personal Assistant/Assistant all types 6. Assistant Incharge	38,514/-	<b>Skilled-B</b> 1. Driver //Cook// Operator all types 2. Accessory O/L Operator 3. Alterman/Stain man/Remover 4. Size man/ Card Filler 5. Lab Assistant/Garment Checker 6. Assistant Machine Mechanic 7. Stitcher/Stitching Machine Man	35,306/-
<b>Ministerial-B</b> 1. Assistant Store Keeper 2. Cashier/Purchaser	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/Cutter/Welder/Cook 2. Button Stitcher/ButtonHolesMaker	33,806/-

3. Checker/ time Keeper 4. Sales Man/Imam Masjid 5. Telephone Operator/Receptionist		3. Overlock Machine Operator 4. Rivet Button/CC tv Operator 5. Helper Tailor/Assistant Operator 6. Pressman/Presser/Packer/Fireman 7. Assistant Electrician/Carpenter 8. Lot Stitcher/Bundler/Label/tag Man 9. Fusingman/tracer/touchingman 10. Cut Panel Checker//Wiskerman 11. Mender/Lift Operator/Sprayman 12. Assistant Cook/Chapati Maker 13. Dryer Machine/Oven Operator 14. Chemical Store Assistant 15. Shader/Garment Grinder 16. Rubing Scrubing Man 17. Metal Detecting Man 18. Kaj Batik Machine Operator 19. Security Guard	
<b>Ministerial-C</b> 1. Assistant Salesman 2. Typist Clerk all types 3. Store man/Shipment Dispatcher 4. Junior/Assistant Time Keeper	34,770/-		
<b>Highly Skilled-A</b> 1. Senior Mistry/Mechanic 2. Patter Maker/Senior Dyer 3. Assistant Supervisor	38,514/-		
<b>Highly Skilled-B</b> 1. Deputy Dyeing Master 2. Senior Soft Flow Operator 3. Quality/Rowing Inspector 4. Assistant Knitting Master 5. Assistant Pattern Maker 6. Inspector Trims Inspector 7. Junior Dyer/Fabric Inspector 8. Mistry/Mechanic technician all types	36,910/-	<b>Semi-Skilled-B</b> 1. Clipper/ Thread Cutter/trimmer 2. Loop Cutter /Numbering Man 3. Helper not elsewhere classified 4. Gate Keeper 5. Mali/Office Boy/Head Water	33,166/-
		<b>Unskilled</b> 1. Chowkidar /Watchman/Polyman 2. Trolley Man//Bundle/LineFeeder 3. Peon/Qasid/Waiter/Labour 4. Sweeper/ Cleaner/House Keeper 5. Fabric Spreader/Spreaderman	32,000/-

### 73. APPLICABLE TO WORKERS EMPLOYED IN RICE MILLING INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant/ Senior Accountant 2. Manager/Assistant Manager all type 3. Officer-Assistant Officer all types 4. Foreman Supervisor all types 5. Incharge all types Engineer all types	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A</b> 1. Electrician//Fitter/Operator 2. Plumber/Tin Smith/Wireman 3. Welder	36,164/-
<b>Ministerial-A</b> 1. Office Accounts Assistant 2. Personal Secretary/Assistant 3. Paddy Purchase Assistant 4. Sales Assistant/General Assistant	38,514/-	<b>Skilled-B</b> 1. Driver Ltv/Cock/Junior Operator 2. Junior Electrician/Fitter/Plumber 3. Junior Wireman/Welder/Tin Smith	35,306/-
<b>Ministerial-B</b> 1. Muashil Paddy Master 2. Store Keeper/Steno Typist 3. Paddy Billing Assistant/Dispenser	36,164/-	<b>Semi-Skilled-A</b> 1. Husk man// Spray man 2. Khalasi Laboratory Assistant 3. Assistant Operator 4. Messenger //Security Guard	33,806/-
<b>Ministerial-C</b> 1. Clerk/Typist/Accounts Clerk 2. Time Keeper/Assistant Store Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali/Cleaner/ Gate Keeper	33,166/-
<b>Highly Skilled-A</b> 1. Analyst/Assistant Shift Incharge 2. Assistant Supervisor /Forman	38,514/-	<b>Unskilled</b> 1. Chowkidar/Watchman 2. Peon/Store Boy/Sampler	32,000/-
		<b>Highly Skilled-B</b> 1. Senior Electrician/Fitter/Welder 2. Mistry //Motor Mechanic 3. Senior Plumber/Tin Smith/ 4. Senior Operator	36,910/-

### 74. APPLICABLE TO WORKERS EMPLOYED IN RUBBER AND RUBBER GOODS MANUFACTURING INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Sub Engineer 2. Foreman 3. Manager	Wages left for mutual bargaining between the employers and	<b>Skilled-B</b> 1. Junior Press Man/Builder Man 2. Junior Electrician/Moulder/Turner 3. Junior Machine Operator	35,306/-

4. Supervisor <b>Ministerial-A</b> 1. Assistant Accountant 2. Office Admin Assistant 3. Head Clerk Stenographer	workers 38,514/-	4. Driver Liv/ Cook <b>Semi-Skilled-A</b> 1. Assistant Press Man/Builder Man 2. Assistant Electrician/Moulder /Turner 3. Assistant Machine Operator 4. Security Guard	33,806/-
<b>Ministerial-B</b> 1. Senior Clerk/ Stenotypist 2. Computer /Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Packing Man/Packer 2. Helper/Mali	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper	34,770/-	<b>Unskilled</b> 1. Chowkidar/Watchman/Peon/ 2. Naib Qasid/Sweeper/ Cleaner 3. Labourer/ Coolie	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor 2. Assistant Forman	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Mechanic/ Machinist/Technician 2. Senior Moulder/Turner 3. Senior Machine Operator	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid	34,770/-
<b>Skilled-A</b> 2. Press Man/ Builder Man 3. Electrician/ Moulder//Turner 4. Machine Operator	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**75. APPLICABLE TO WORKERS EMPLOYED IN SCHOOLS, ACADEMIES AND EDUCATIONAL (ALL CATEGORIES) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Principal/Vice Principal 2. Accountant/Officer all types 3. Director/Assistant Director 4. Program Coordinator 5. Lab Administrator// Lecturer 6. Associate/Assistant Professor	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Lab Assistant 2. Junior Teacher 3. Teacher Primary school 4. Art teacher	35,306/-
<b>Ministerial-A</b> 1. Admin Assistant/Accounts Assistant 2. Office Assistant/Stenographer	38,514/-	<b>Semi-Skilled-</b> 1. Lab Attendant //Security Guard 1. Dafri /Office Boy	33,806/-
<b>Ministerial-B</b> 1. Computer Operator 2. Senior Clerk/Stenotypist	36,164/-	<b>Semi-Skilled-B</b> 1. Gate Keeper 2. Mali/Qasid	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerk/Junior Clerk 2. Time Keeper/Store Keeper 3. Record Keeper	34,770/-	<b>Unskilled</b> 1. Peon/ Naib Qasid 2. Sweeper/Cleaner 3. Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Program Assistant 2. Assistant Lab Administrator	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Teacher/Teacher high school 2. Teaching Assistant	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Teacher/Teacher middle school 2. Electrician	36,164/-	<b>Miscellaneous-B-II</b> 1. Head Mali	33,166/-

**76. APPLICABLE TO WORKERS EMPLOYED IN SECURITY SERVICE PROVIDERS AND SECURITY INSTRUMENTS, INSTALLATION AND MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days.	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Officer/Chief Officer all types 2. Managers / Foreman all types 3. Incharge all types 4. Supervisor/Senior Supervisor all types	Wages left for mutual bargaining between the employers and worker	<b>Skilled-A</b> 1. Armourer// Machine Man//Plumber 2. Control Room Operator//Welder 3. Senior Cook/Driver Htv	36,164/-

5. Secretary //System Analyst 6. SSG Commando		4. Electrician //Maintenance Fitter 5. Security Camera Installer 6. Junior Auto Mechanic	
<b>Ministerial-A</b> 1. Account Assistant/Transport Assistant 2. Cashier /Computer Operator 3. Office/Admin Assistant 4. Sales Incharge / Assistant 5. Stenographer / P.A. 6. Security Inspector 7. Khateeb	38,514/-	<b>Skilled-B</b> 1. Cook/Driver//Junior Electrician 2. Wireless Operator//Fireman 3. Junior Security Camera Installer 4. Junior Machine Man//Wireman 5. Junior Maintenance Fitter 6. Assistant Auto Mechanic 7. Assistant Mechanic	35,306/-
<b>Ministerial-B</b> 1. Senior Clerk/Telephone Operator 1. Receptionist //Imam Masjid 2. Sub-Inspector Security	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician 2. Assistant Security Camera Installer //Generator Operator 3. Assistant Machine Man 1. Assistant Maintenance Fitter 2. Security Guard//Security Guard Female //Lady Sercher	33,806/-
<b>Ministerial-C</b> 1. Clerk all types //Courier 2. Typist/Record Keeper	34,770/-		
<b>Highly Skilled-A</b> 1. Assistant Production Supervisor 2. Head Operator 3. Technologist //Quality Monitor 4. Senior Computer Operator	38,514/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali/Office Boy 3. Dak Runner/Qasid	33,166/-
<b>Highly Skilled -B</b> 1. Quality Monitor Assistant 2. Technician //Auto Mechanic 3. Wireless Supervisor/Senior Electrician	36,910/-	<b>Unskilled</b> 1. Attendant /Sweeper/Cleaner 2. Peon/Naib Qasid//Misatchi	32,000/-

**77. APPLICABLE TO WORKERS EMPLOYED IN SEEDS, PESTS AND ALLIED INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Foreman 2. Supervisor all types 3. Manager 4. Laboratory Control Incharge	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Rigger//Junior Welder 2. Junior Fabricator 3. Assistant Technician 4. Junior Machine Man 5. Driver Ltv/Cook	35,306/-
<b>Ministerial-A</b> 1. Assistant all types 2. Stenographer	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Rigger/Welder 2. Assistant Fabricator 3. Assistant Machine Man 4. Security Guard Male/Female	33,806/-
<b>Ministerial-B</b> 1. Computer Operator//Store Keeper 2. Senior Clerk/Stenotypist	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types/Mali 2. Packer/Packing Man	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerk/Junior Clerk 2. Time Keeper/Record Keeper	34,770/-	<b>Unskilled</b> 1. Labourer/Coolie/Naib Qasid 2. Peon/Chowkidar/Watchman	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector/Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Rigger//Senior Welder 2. Technician//Senior Fabricator 3. Senior Machine Man	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Rigger//Welder/Fabricator 2. Machine Man //Junior Technician	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

78. APPLICABLE TO WORKERS EMPLOYED IN SEWING MACHINES AND PARTS MANUFACTURING INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager 2. Assistant Manager 3. Supervisor/Foreman 4. Accountant 5. Assistant Accountant	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-B</b> 1. Car Driver /Cook/Press Man 2. Junior Moulder/ Grinder Man 3. Junior Electrician/Driller 4. Junior Painter/Polisher 5. Junior Nicle Man/ Electroplater 6. Junior Fitter/ Assembler 7. Junior Black Smith/ Welder 8. Cutter Man// Junior Carpenter	35,306/-
<b>Ministerial-A</b> 1. Office Assistant/Accounts Assistant 2. Head Clerk	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Turner/Cutter Man 2. Assistant Milling Man 3. Assistant Black Smith 4. Assistant Moulder/Welder 5. Assistant Carpenter 6. Assistant Electrician 7. Assistant Painter/Polisher 8. Assistant Thread Rolling Machine Man 9. Fireman //Security Guard 10. Assistant Fitter/Assembler 11. Checker/Rammer/Dipper	33,806/-
<b>Ministerial-B</b> 1. Security Assistant 2. Store Keeper//Senior Clerk	36,164/-		
<b>Ministerial-C</b> 1. Salesman//Clerk//Typist	34,770/-	<b>Unskilled</b> 1. Cleaner 2. Peon/Sweeper 3. Chowkidar/ Watchman 4. Naib Qasid	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman	38,514/-		
<b>Highly Skilled-A</b> 1. Die Maker / Die Repairer 2. Pattern Maker 3. Milling Man Grade-I 4. Shaper Man Grade-I	36,910/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Gate Keeper 3. Mali 4. Apprentice	33,166/-
<b>Skilled-A</b> 1. Turner/Lathe Operator/Kharadia 2. Milling Man Grade-II 3. Shaper Man Grade-II 4. Black Smith/Welder 5. Moulder/ Grinder Man 6. Electrician/Driller 7. Painter/Polisher 8. Nicle Man/ Electroplater 9. Furnace Man/ Capula Loader 10. Fitter/ Assembler/Carpenter	36,164/-		

79. APPLICABLE TO WORKERS EMPLOYED IN SHOPS AND COMMERCIAL ESTABLISHMENTS INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Assistant Manager all type 2. Accountant. 3. Assistant Officer all types 4. Chief Accountant/Chief Cashier. 5. Engineer all types 6. Foreman/Supervisor all types 7. Head Salesman 8. Manager all types 9. Officer /Incharge all types 10. Sub-Engineer 11. Secretary/Superintendent 12. Technical Executive	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Carpenter/ Mason/Turner/Welder 2. Auto Electrician/Electrician 3. Fitter all types/ Plumber 4. Tailor /Barber// Lab. Assistant 5. Air Conditioner Plant Operator 6. Boilerman /Shaper man 7. Quality/Computer Checker 8. Battery Charger/Repairer 9. Painter /Spray Painter 10. Dry Cleaning Machine Operator 11. Cobbler/Shoe Repairer 12. Operator / Machine Man	36,164/-
<b>Ministerial-A</b> 1. Accounts Assistant 2. Draughtsman 3. Office Assistant 4. Senior Sales Representative 5. Head Clerk 6. Stenographer	38,514/-	<b>Skilled-B.</b> 1. Driver /Cook/Halwai/Baker 2. Dark Room Worker 3. Junior Carpenter/ Mason 4. Junior Auto Electrician/ Electrician/Fitter all types 5. Junior Turner/Welder/ Plumber/ Operator	35,306/-

<b>Ministerial-B</b> 1. Dispenser. 2. Godown Incharge 3. Purchaser/Store Keeper 4. Munshi/Cashier 5. Assistant Draughtsman 6. Receptionist/Counterman 7. Telephone Operator 8. Salesman/Sales Girls.	36,164/-	<b>Semi-Skilled-A</b> 1. Pressman (Clothing) 2. Serviceman (Auto) 3. Dispensary Assistant. 4. Assistant Carpenter/ Mason 5. Assistant Auto Electrician/ Electrician/Plumber 6. Assistant Fitter all types 7. Assistant Turner/Welder 8. Armed Guard/Security Guard.	33,806/-
<b>Ministerial-C</b> 1. Typist/Clerks all types 2. Dispatcher/Assistant Salesman 3. Record Keeper/Godown Keeper 4. Ledger Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Washerman/Lift Operator 2. Helper all types 3. Marking Man/Tag Man 4. Stock Boy/Book Binder 5. Vaccinator/Dastry 6. Petrol Pump man 7.	33,166/-
<b>Highly Skilled-A</b> 1. Head Operator/Radiographer 2. Senior Mechanic/Mistry all type 3. Senior Pattern Maker	38,514/-	<b>Unskilled</b> 1. Peon 2. Coolie 3. Chowkidar 4. Naib Qasid 5. Sweeper.	32,000/-
<b>Highly Skilled-B</b> 1. Radiographer/Artist/Mechanic all 2. Senior Turner/Welder/Plumber 3. Mistry/Pattern Maker 4. Senior Operator/Tailor 5. Senior Fitter/ Electrician	36,910/-		

**80. APPLICABLE TO WORKERS EMPLOYED IN SILK AND RAYON INDUSTRY.**

**Part-I For Workers Employed in the Embroidery Units**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager/Assistant Manager 2. Head Mechanic 3. Office Incharge / Shift Incharge 4. Superintendent 5. Designer 6. Accountant 7. Electrical Supervisor 8. Incharge Rafugar 9. Mills Secretary	Wages left for mutual bargaining between the employers and the workers	<b>Skilled-A</b> 1. Fitter/Singer Fitter/Electrician 2. Machine Commander 3. Damage Controller 4. Checker (Rafu)/Damage Checker 5. Shuttle Polish man 6. Shoaring Commander 7. Embroidery Machine Operator for Machine Shuttle Filling, Needle Fitting, Replacing frame Fitting	36,164/-
<b>Ministerial-A</b> 1. Office Assistant 2. Accounts Assistant 3. Head Clerk	38,514/-	<b>Skilled-B</b> 1. Thread Cutter /Cobler/Mochi 2. Helper Commander 3. Driver/Cook /Tailor 4. Doubling Winder / Twisting Machine Operator	35,306/-
<b>Ministerial-B</b> 1. Bill Examiner/Senior Clerk 2. Head Time Keeper 3. Lace Incharge/Checking Incharge 4. Purchaser 5. Store Keeper 6. Treasurer/Cashier	36,164/-	<b>Semi-Skilled-A</b> 1. Helper Embroidery Machine Operator for Machine, Shuttle Filling, Needle Fitter, Replacing Frame Fitting. 2. Winder/Lace Cutter 3. Needle Man / Needle Helper 4. Checker (Thread Cutting) 5. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Accounts Clerk 2. Leave Clerk/Office Clerk 3. Receiving Clerk/Store Clerk 4. Security Jamadar/Shift Jamadar 5. Time Keeper/Sales Clerk	34,770/-	<b>Semi-Skilled-B</b> 1. Bobbin Man// Oil Man 2. Helper Fitter 3. Helper Electrician 4. Play Helper//Shearing Helper 5. Shuttle Man/Shuttle Helper 6. Shuttle Fitter 7. Washer/Man//Lace Packer 8. Mali 9. Helper, Not elsewhere Classified	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Designer 2. Assistant Supervisor/Forman 3. Head Rafugar	38,514/-		
<b>Highly Skilled-B</b> 1. Senior Rafugar 2. Senior Machine Operator 3. Senior Fitter/Electrician	36,910/-	<b>Unskilled</b> 1. Oil Cleaner/Sweeper 2. Laborer/Coolie all types 3. Chowkidar/Watchman 4. Peon/Naib Qasid	32,000/-



**Part-II For workers employed in the Units Engaged in Silk and Rayon, Yarn Manufacturing, Weaving, Sizing, Printing, Dyeing and Finishing of Silk and Art Silk Fabrics.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial &amp; Supervisory Staff</b> 1. Manager/Assistant Manager all 2. Accountant Assistant Accountant 3. Master/Assistant Master all types 4. Engineer all types 5. Foreman /Supervisor all types 6. Secretary/Assistant Secretary 7. Designer//Export Assistant 8. Yards Superintendent	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A</b> 1. Assistant Jobber 2. Black Smith/ Carpenter 3. Boiler Engineer Class-II 4. Dyeing Man/ Moulder 5. Electrician/Fitter//MarooriWala 6. Printing Machine Operator 7. Shaper Man/Turner/ Welder 8. Warper/Weaver /Sizer 9. Air Condition Plant Operator 10. Heavy Transport Driver	36,164/-
<b>Ministerial-A</b> 1. Office Incharge 2. Stenographer 3. Store Keeper 4. Sales Incharge 5. Cashier/Treasurer 6. Draughtsman 7. Imam Masjid	38,514/-	<b>Skilled-B</b> 1. Air Conditioner Operator 2. Brush Man/Bhartiwala 3. Checking Man/Checker 4. Drawer /Pan Man/Driver LTV 5. Fore-Warp Knitting Operator 6. Finishing Machine Man 7. Hydro Man/ Hydro Operator 8. Jigger Man/Kier Man 9. Over locking Machine Man 10. Pirn Winder/Twisting Winder 11. Punch/Soaper Machine Man 12. Starch/Maya Machine Man 13. Screen Printer/Spinning Operator 14. Starter Operator/Jet Operator 15. Twisting Machine Operator 16. Twister/Twisting Operator 17. Washing Man . Paddle Man 18. Winder/Winde Man 19. Warp Knitting operator 20. Drawing Ranga Operator 21. Cc ok /Tailor	35,306/-
<b>Ministerial-B</b> 1. Bill Examiner 2. Munshi 3. Telephone Operator 4. Purchaser 5. Senior Clerk 6. Steno Typist 7. Tracer	36,164/-		
<b>Ministerial-C</b> 1. Typist/Clerk/ Junior Clerk all 2. Assistant Store Clerk 3. Sales Man 4. Time Keeper	34,770/-		
<b>Highly Skilled-A</b> 1. Assistant Foreman all types 2. Head Jobber 3. Head Fitter/Head Electrician 4. Head Mechanic 5. Dispenser	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter 2. Assistant Stenter Operator 3. Bale Checker/Creeler 4. Calendar Man/ Fire Man 5. Jamadar/Khalasi /Oil Man 6. Warping Helper /Jet Helper 7. Nully Man/EI-Man 8. Pallah man//Back Sizer 9. Reacher//Security Guard	33,806/-
<b>Highly Skilled-B</b> 1. Jobber /Shift Incharge 2. Mistry/Mechanic 3. Senior Electrician 4. Card Cutter	36,910/-		
<b>Unskilled</b> 1. Cleaner /Mashki/Sweeper 2. Labourer/Coolies all types 3. Peon/Naib Qasid// Kochwan 4. Chowkidar /Watchman	32,000/-	<b>Semi-Skilled-B</b> 1. Beam Man 2. Helper all types 3. Foler/Folding Man 4. Packer//Mali	33,166/-

**81. APPLICABLE TO WORKERS EMPLOYED IN SILVER, GOLD AND ARTIFICIAL ORNAMENTS MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager/Assistant Manager 2. Supervisor//Foreman 3. Accountant 4. Assistant Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Polish Maker/Mo... 2. Junior Karigar Junior Fitter 3. Junior Gold...	35,306/-
<b>Ministerial-A</b> 1. Office Assistant 2. Accounts Assistant/Head Clerk	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Karigar//Assistant Fitter 2. Assistant Gold Smith 3. Packing Man/ Packer 4. Security Guard Male/ Female	33,806/-

<b>Ministerial-B</b> 1. Store Keeper 2. Senior Clerk	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali/Cleaner	33,166/-
<b>Ministerial-C</b> 1. Salesman 2. Clerk/Typist	34,770/-	<b>Unskilled</b> 1. Chowkidar/Watchman 2. Peon/Naib Qasid/Sweeper	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman 2. Head Gold Smith/Head Fitter	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled-B</b> 1. Senior Karigar//Senior Fitter 2. Senior Gold Smith	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Karigar/Fitter/Gold Smith 2. Senior Polish Maker 3. Senior Moti Parowe	36,164/-	<b>Miscellaneous-B-II</b> 1. Apprantee	33,166/-

**82. APPLICABLE TO WORKERS EMPLOYED IN THE SMALL UNITS POWER LOOMS (AND SIZING) INDUSTRY**

**Part-I For Time-rated Workers**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant 2. Foreman 3. Manager/Assistant Manager 4. Officer Incharge 5. Master/Supervisor all types	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A</b> 1. Dyer/Mender 2. Weaver/Warper/Sizer 3. Machine Operator all types 4. Electrician// Fitter all types 5. Damage Controller	36,164/-
<b>Ministerial-A</b> 1. Office Assistant 2. Accounts Assistant 3. Head Clerk	38,514/-	<b>Skilled-B</b> 1. Drawer//Reacher //Carpenter 2. Checker all types 3. Shuttle Polish man 4. Junior Sizer	35,306/-
<b>Ministerial-B</b> 1. Munshi/Cashier/treasurer 2. Senior Clerk/ Bill Examiner 3. Head time Keeper 4. Checking Incharge 5. Purchaser/Store Keeper	36,164/-	<b>Semi-Skilled-A</b> 1. Bobbin Boy/Winding Boy. 2. Oilman//Security Guard 3. Assistant Sizer/Thread Cutter 4. Winder/Back Sizer 5. Needle man/Washer man	33,806/-
<b>Ministerial-C</b> 1. Clerks all types 2. Time Keeper 3. Security Jamadar 4. Shift Jamadar	34,770/-	<b>Semi-Skilled-B</b> 1. Safai wala/Cleaner 2. Mali //Helper all types 3. Bobbin man/Lace Packer 4. Shuttle man/filler	33,166/-
<b>Highly Skilled-A</b> 1. Master all types 2. Senior Rafuger/Senior Designer 3. Senior Mistry 4. Head Sizer	38,514/-	<b>Unskilled</b> 1. Chowkidar/Watchman 2. Peon/Naib Qasid/Sweeper 3. Labourer/Coolie all types	32,000/-
<b>Highly Skilled-B</b> 1. Mistry /Rafuger/Designer 2. Senior Dyer/Mender/Weaver 3. Senior Fitter/Electrician 4. Senior Machine Operator 5. Senior Sizer	36,910/-		

**Part-II For Piece-rated Workers**

- A. Weavers working on jacquard or Drop Box Looms shall be paid @ Rs. 1418.23 per day or Rs. 36,874/- P.M. or the rates per piece or per pick per 100 meters shall be so fixed by the employers as to enable the Weaver to earn not less than Rs. 1418.23 per day by working 8 hours a day.
- B. Weavers working on all kinds of Power Looms(including Velvet ) shall be paid @ Rs. 1418.23 per day or Rs. 36,874/- P.M. or the rate per Ounce per meter for one hundred meter or canvas produced shall be so fixed by the employers as to enable the weavers to earn not less than Rs. 1418.23 per day for working 8 hours a day.
- C. Weavers manufacturing Shawl Gola will be paid @ Rs. 1418.23 per day or Rs. 36,874/- P.M. or rate per Kilogram of cloth produced shall be so fixed by the employers as to enable the weavers to earn not less than Rs. 1418.23 per day for working 8 hours a day.

- D. Weavers manufacturing latha, khasha, poplin, Sooti, Dosooti, Zecn, Stapple, Fabron, Jorget Silky, Shanli etc will be paid @ Rs. 1418.23 per day or Rs. 36,874/- P.M. or rate per Kilogram of cloth produced shall be so fixed by the employers as to enable the weavers to earn not less than Rs. 1418.23 per day for working 8 hours a day.

Note: The weavers mentioned in part-A, B, C & D will operate the No. of looms as follows:

Sr. No	Size of Power Loom	No. of Power Loom
1.	44"-56" inch	Four
2.	72"-76", 81"-96" inch	Two
3.	102"-105", 110"-120" inch,	One

**83. APPLICABLE TO WORKERS EMPLOYED IN SOAP AND DETERGENTS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant 2. Boiler Engineer 3. Supervisor 4. Foreman 5. Manager 6. Packing Incharge 7. Analyst 8. Chemist	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A</b> 1. Assistant Mistri 2. Machine Operator all types 3. Assistant Pan Man/Operator 4. Painter/Bleach Operator 5. Turner/Fitter/Electrician 6. Boiler Attendant 7. Plumber/Welder 8. A.C. Operator	36,164/-
<b>Ministerial-A</b> 1. Sales Representative 2. Head Munshi //Stenographer 3. Computer Operator 4. Senior Office Assistant	38,514/-	<b>Skilled-B</b> 1. Cook/ Driver 2. Pumper 3. Fork Lifter Driver 4. Lab. Assistant//Press Man	35,306/-
<b>Ministerial-B</b> 1. Office Assistant 2. Cashier 3. Sales Man 4. Telephone Operator 5. Store Keeper/Store Issuer 6. Munshi 7. Draughts Man	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Machine Operator all 2. Case Stacker / Sealer/ Fire Man 3. Chamfering Man/Diverter Man 4. Material Receipt Man 5. Rollman/ Oilman/Pumper Man 6. Scrape Reprocessing Man 7. Senior Attendant/Senior Cutter 8. Top Placing Man/TakeOff Man 9. Assistant Fitter 10. Gun Man//Security Guard	33,806/-
<b>Ministerial-C</b> 1. Clerk all types 2. Typist /Time Keeper 3. Counter Man 4. Assistant Store Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Attendant /Laboratory Man 2. Drum Park Man 3. Gate Keeper //Daftry 4. Helper all types 5. Machine/Stamper Feeder 6. Mali/ Gardener /Store Man 7. Packer/Sticker Fixing Man 8. Soap Cutter /Cleaner 9. Weight Checking Man	33,166/-
<b>Highly Skilled-A</b> 1. Plant Operator 2. Quality Controller 3. Process Controller 4. Senior Mechanic/Mistri	38,514/-		
<b>Highly Skilled-B</b> 1. Pan Man/ Pan Operator 2. Instrument Technician 3. A.C. Mechanic/Mechanic/Mistri 4. Senior Machine Operator 5. Senior Turner/Fitter/Electrician 6. Senior Plumber/Welder	36,910/-	<b>Unskilled</b> 1. Labourer /Coolie 2. Peon / Naib Qasid 3. Sweeper 4. Water Man 5. Chowkidar/Watchman 6. Office Attendant	32,000/-

**84. APPLICABLE TO WORKERS EMPLOYED IN SPORTS GOODS (INCLUDING SPORTS BAGS) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Manager/ Assistant Manager all 2. Secretary /Accountant 3. Assistant Accountant 4. Incharge/Foreman all types 5. Chemist/Line Leader 6. Supervisor all//Head Mistry	Wages Left for mutual bargaining between the employers and the workers	<b>Skilled-B</b> 1. Cook/ Driver/Ltv/Electrician 2. Finisher//Leather Panel Cutter 3. Junior Bat Maker//Band Saw Man 4. Junior Painter//Junior Dipper 5. Junior Foot Ball Stitcher 6. Junior Rubberization Man 7. Junior Shaver/Tanner 8. Web Zip Machine Operator 9. Caretaker Daycare centre 10. HF Machine Operator 11. Laser cutter machine operator 12. Last panel stitcher 13. Panel edge folder	35,306/-
<b>Ministerial-A</b> 1. Computer Operator 2. Export Assistant//Incharge Packing 3. Khatib//Personnal Assistant 4. Purchaser/Stenographer	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Electrician 2. Diesel Engine Operator 3. Bundler /Plainer //Tracer all types 4. Mixture Man Foot Ball Rounder 5. Rubber Pipe Machine Operator 6. Shearing Machine Operator 7. Stacking Machine Operator 8. Packer all types//Laminator 9. Saw Helper//Scan Pack Helper 10. Security Guard//Lift Operator 11. Forming machine operator 12. Panel Gluing operator 13. Second operator//TM ball Maker	33,806/-
<b>Ministerial-B</b> 1. Cashier 2. Store Assistant/Store Keeper 3. Sales Man//Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Daftry/ Carton Mover 2. Gardener/Mali /Gate Keeper 3. Helper /Trainees all types 4. Canteen Man//Poly Bag 5. Material Provider/Receiver 6. Bladder Deflator/paster 7. Carcass supplier/Carton provider 8. Conveyar/MD Operator 9. Panel Paster & shaper//Repairer 10. Core Sprayer//Corner corrector 11. Last panel composite/Seam closer 12. Towel machine Operator 12. Towel with ball weight	33,166/-
<b>Ministerial-C</b> 1. Typist/ Clerk all types 2. Dispatcher/Store Man	34,770/-	<b>Unskilled</b> 1. Coolie/loader all 2. Spreader/Inflator/Deflator 3. Chowkidar/Watchman 4. Peon/Naib Qasid/Sweeper 5. Ware House Labour 6. Bladder/Carcass Inflator 7. Ball cleaner/washer/filler 8. Machine cleaner 9. Marker code/Tape remover 10. Panel cleaner/collector/puncher	32,000/-
<b>Highly Skilled-A</b> 1. Artist/Cell Leader 2. Examiner//Head Fitter 3. Group Inspector 4. Setting/Shade/Touching Master	38,514/-		
<b>Highly Skilled- B</b> 1. Mistry/Mechanic all Sections 2. Motor Mechanic/Printer 3. Screen Maker/Screen Exposer 4. Lab Technician// Senior Fitter 5. Printer//Development Printer 6. Final Inspection Crew 7. Japan Quality checking Crew 8. Data Analyzer	36,910/-		
<b>Skilled-A</b> 1. Bat Maker/Band Saw Man 2. Quality Checker//Driver Htv 3. Painter all types//Binder 4. Dipper/Electrician/Finisher 5. Sewer Stitcher all types 6. Glue man/ Ink Mixer// Turner 7. Handle Maker/Handle Fitter 8. Hockey Stick Worker 9. Racket Stringer/Racket Shaper 10. Plumber//Rubberization Man 11. Shaver/Tanner/Carpenter 12. Cutter/Rejection Cutter 13. Welder//Generator Operator 14. Heat Transfer Machine Operator 15. Binding Machine Operator 16. Pressman/Press Operator 17. Ball Assembler// Motor winder 18. Inspection Coordiator 19. Telephone line repairer	36,164/-		

**85. APPLICABLE TO WORKERS EMPLOYED IN THE STEEL RE-ROLLING MILLS.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Manager. 2. Foreman 3. Engineer 4. Supervisor	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Junior Charge man 2. Crane Driver//Karegar all types 3. Tongs man/ Carpenter/Mason 4. Boiler Furnace man/Furnace man	36,164/-

5. Accountant 6. Excise Sales Incharge 7. Security Incharge.		5. Pattern Maker/Fitter/Welder 6. Turner/Moulder/Shaper man 7. Electrician/Armature Winder 8. Black/Tin/Copper Smith 9. Lopper/Vulcanizer.	
<b>Ministerial-A.</b> 1. Assistant all types 2. Cashier 3. Head Munshi/Head Clerk 4. Stenographer	38,514/-	<b>Skilled-B.</b> 1. Driver/Cook//Painter/Plumber 2. Riveter/Wireman /Melter 3. Mill Operator 4. Machine Man/Operator	35,306/-
<b>Ministerial-B.</b> 1. Munshi 2. Time Keeper 3. Store Keeper 4. Senior Clerk	36,164/-	<b>Semi-Skilled-A.</b> 1. Girder man/Bar Stopper 2. Tute-wala/Puller Man 3. Propellerman/Oilman/Cutterman 4. Fireman/Hammer man 5. Pusher man/Billet Feeder 6. Furnace Feeder/Furnace Filler 7. Jamadar/Loop Shifter 8. Sample Cutter/Hot Saw Cutter 9. Pump attendant/Bar Holder 10. Cobbler /Head Mali 11. Security Guard	33,806/-
<b>Ministerial-C.</b> 1. Typist Clerk all types 2. Gate Keeper 3. Record Keeper	34,770/-		
<b>Highly Skilled-A</b> 1. Assistant Foreman Supervisor 2. Senior Charge Man/Mechanic	38,514/-	<b>Semi-Skilled-B.</b> 1. Mali 2. Helper all types	33,166/-
<b>Highly Skilled-B</b> 1. Charge man 2. Mechanic all types 3. Senior Karegar all types 4. Senior Boiler Furnace Man 5. Senior turner Moulder/Fitter	36,910/-	<b>Unskilled.</b> 1. Billet Stacker/Billet Setter 2. Labourer/Coolie 3. Peon/ Naib Qasid 4. Chowkidar/Watchman 5. Bahishti/Sweeper/Baildar.	32,000/-

**86. APPLICABLE TO WORKERS EMPLOYED IN THE SUGAR INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Administrator/Cane Advisor 2. Manager all types// Principal 3. Chief Chemist/Chief Accountant 4. Deputy Manager all types 5. Officer /Assistant Officer all types 6. Chief Engineer Engineer all types 7. Deputy Chief Accountant 8. Deputy Chief Engineer 9. Deputy Chief Chemist 10. Head/Senior Pan Man/Pan Boiler 11. Incharge all types 12. Foreman/Supervisor all types 13. Senior Chemist/Chemist all type 14. Senior/Assistant Engineer all types 15. Assistant Internal Auditor 16. Secretary/Senior Superintendent all 17. Superintendent/Senior Store Keeper 18. Assistant Accountant all types 19. Head Cashier/Accountant all type 20. Pharmacist/Senior Pharmacist 21. Overseer /Field Inspector all types 22. Head Assistant 23. Senior Accounts/Audit Assistant	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Assista Rigger/Khalasi 2. Assista. Boiler Attendant 3. Boiler A tendant/Operator Class-III//Cook/Driver 4. Crane Operator//Cable Jointer 5. Cane Carrier Operator 6. Feeding Jamadar/Feeding Checker /Lab. Assistant 7. Junior Welder/Fitter/Turner 8. Junior Shaper Man 9. Junior Milling Man 10. Junior Winder/Electrician 11. Motor/Car/Jeep Driver 12. Turbine Driver/Turbine Operator/ Sew Man 13. Junior Mate all types 14. Assistant Mechanic	35,895/-
		<b>Ministerial-A.</b> 1. Accounts Assistant/ P.A. 2. Computer Operator/Program Assistant /Senior Dispenser 3. Assistant Overseer//Khatib Masjid 4. Assistant Yard Superintendent 5. Colony Incharge// Store Keeper 6. Head Clerk/Senior Cashier 7. Head Time Keeper /Stenographer 8. Senior Telephone Operator	38,674/-

<p>9. Senior Field Man (Cane) 10. Sugar Godown Incharge 11. Establishment/Office Assistant 12. Dispenser/Purchaser 13. Incharge Fair Price Shop 14. Incharge Petrol Pump 15. Yard Shift Incharge 16. Assistant Field Inspector 17. General Duty Assistant.</p>		<p>15. Carbonator// Book Binder 16. Centrifugal Operator 17. Assistant Carpenter 18. Cane Cutter Attendant 19. Greaser //Oil Man 20. Hammer man/Juice Attendant 21. Laboratory Points man 22. Pump Driver//Pan Attendant 23. Record Attendant 24. Serviceman Mechanical Transport //Security Guard 25. Tube well Driver/Operator 26. Tandoor man// Spray man. 27. Tool Room Attendant 28. Assistant Welder/Driver 29. Junior Turbine Operator</p>	
<p><b>Ministerial-B</b> 1. Assistant Store Keeper 2. Assistant Gate Inspector 3. Cane/Purchase Assistant/ Cashier 4. Draftsman/Junior Draftsman 5. Field Assistant/Field Assistant Can 6. Cane Inspector/Farm Assistant 7. General Duty Assistant 8. Godown Keeper/Senior Storeman 9. Field Man/Agriculture Assistant 10. Imam Masjid /Sales Man 11. Labour Assistant/ Taccavi Assistant 12. Progress/Purchase Assistant 13. Senior Estate Clerk/Section Subedar 14. Senior Clerk/Upper Division Clerk 15. Senior Typist/Senior Clerk all types 16. Telephone/Wireless Operator 17. Senior Time Keeper 18. Yard Assistant/Lady Teacher.</p>	37,012/-	<p><b>Semi-Skilled-B</b> 1. Mali /Cleaner//Gate Keeper 2. Sampler/ Despatch Rider 3. Helper all types/Tea Man</p>	33,166/-
<p><b>Ministerial-C.</b> 1. Time Keeper/StoreMan// Mid-wife 2. Tracer/ Record Keeper 3. Typist/Junior Clerk/Clerk all types 4. Promoting Despatcher</p>	35,410/-	<p><b>Unskilled.</b> 1. Baildar/Coolie (all types) 2. Chowkidar/Colony Guard 3. Dak Runner/Lab. Boy 4. Line Peon /Orderly/Ward Boy. 5. Misalchi/Peon/Naib Qasid 6. Sweeper/Sanitary Worker 7. Watchman/Water Carrier</p>	32,000/-
<p><b>Highly Skilled-A.</b> 1. Head Moulder/Turner/Electrician 2. Head Welder/Winder/Black smith 3. Head Rigger/Khalasi Jamadar 4. Pattern Maker/ Electric Incharge 5. Senior Switch Board Operator 6. Head Armature Winder 7. W.B.F. Driller/Head Khalasi 8. Assistant Supervisor/Foreman 9. Pan Man /Pan Boiler/ Senior Fireman 10. Head Carpenter/Head Shaper man</p>	39,480/-	<p><b>Miscellaneous-A.</b> 1. Inspector Watch and Ward 2. Incharge Security Guard 3. Lady Health Visitor 4. Security Inspector</p>	37,985/-
<p><b>Highly Skilled-B.</b> 1. Head Driver/Senior Khalasi 2. Assistant Jamadar Khalasi 3. Boiler Attendant/ Operator Class-I 4. Lab. Analyst/Fire Man/ Quad man 5. Junior Pan man/ Senior Mate 6. Machinist /Mechanic all types 7. Senior Fitter/Turner/Electrician 8. Senior Welder/ Black Smith 9. Senior Motor Winder /Wireman 10. Senior Line Man/Senior Moulder 11. Laboratory/Instruments Technician 12. Senior Carpenter/Senior Shaper man</p>	37,873/-	<p><b>Miscellaneous-B-I</b> 1. Head Watchman/Head Sweeper 2. Daftry/Head Peon/Head Qasid/Senior Qasid 3. Head Line Man/Security Jamadar//Senior /Head Mali 4. Sanitary Jamadar/Inspector 5. Head Waiter/Senior Bearer 6. Senior Dak Runner 7. Assistant Security Inspector 8. Tailor Master/Stitcher 9. Guest House Keeper</p>	34,770/-
<p><b>Skilled-A.</b> 1. Junior Instrument Technician 2. Junior Mechanic/Moulder/ Milling man/Carpenter 3. Assistant Fireman/ Pan man 4. Auto Electrician/ Electrician 5. Black Smith /Tin Smith/ Painter 6. Boiler Attendant Class-II/Boiler Operator Class-II/Boiler Attendant. 7. Carpenter/ Mason /Plumber 8. Fitter/Diesel Fiter /Auto Fiter</p>	37,012/-	<p><b>Miscellaneous-B-II.</b> 1. Indent Distributor 2. Permit/Purzi Distributor 3. Moazzan/Khadim Masjid 4. Bearer/Khidmatgar/ Qasid 5. Senior Cooli /Senior Watchman</p>	33,166/-
		<p><b>Skilled-A.</b> 10. Pan Mate/Juice Mate/Carb Mate/Press Mate/LH Mate/C.V. Mate/Mate/C.A Mate/R.F.A. Mate/ IInd Carb Mate. 11. Rigger/ Khalasi /Driver HTV 12. R.A. Field Cane 13. Shaper man/Turner/ Welder 14. Switch Board Attendant/Operator 15. Tractor Driver /Senior Cook 16. Weigh Bridge Fitter 17. Winder/Wireman/Water Attendant</p>	37,012/-

**87. APPLICABLE TO WORKERS EMPLOYED IN SURGICAL, MEDICAL AND DENTAL INSTRUMENTS AND EQUIPMENTS MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant 2. Assistant Accountant 3. Chief Accountant 4. Export Manager 5. Establishment Incharge 6. Export Executive 7. Engineer/Foreman (all types) 8. Head Mistry 9. Inspector 10. Manager (all types) 11. Supervisor (all types) 12. Security Officer 13. Assistant Manager (all types)	Wages left for mutual bargaining between employers and workers	<b>Skilled-A</b> 1. Assistant Die Maker/ Die Fitter, 2. Checker/Checker Machine 3. Carpenter /Garrayya 4. Chimti Maker 5. Electrician/ Black Smith/Welder 6. Electroplater/Electropolisher 7. Fitter/Jarria/Jarraiwala 8. Filer/Furnacer 9. Grindener/Grinder/Ghallaya 10. Head Treatment 11. Karigar/Lathe Man 12. Polish Plant Operator 13. Moulder/Press Man 14. Operator (not elsewhere classified) 15. Setter/Plant Man 16. Shaper Man /Turner 17. Wheeler/Sand Blaster	36,164/-
<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier//Computer Operator 3. Assistant all types	38,514/-	<b>Skilled-B</b> 18. Cook/ Driver 19. Hammer Man// Nicle Polisher 20. Dobbi Man/Box Maker 21. Generator Operator 22. Sheet Maker/Temperer 23. Polisher/Polish Man	35,306/-
<b>Ministerial-B</b> 1. Store Keeper 2. Imam Masjid 3. Canteen Incharge 4. Telephone Operator	36,164/-	<b>Semi-Skilled-A</b> 1. Assistant Hammer Man 2. Assistant Electroplating Man 3. Assistant Tailor Master/ Stitcher 4. Assistant Electrician 5. Assistant Machine Operator 6. Assistant Polisher/Assistant Filer 7. Assistant Press Man/ Fire Man 8. Assistant Furnace Operator 9. Assistant Turner/Blaster 10. Assistant Grinder/Checker 11. A/C Assistant// Security Guard	33,806/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Time Keeper	34,770/-		
<b>Highly Skilled-A</b> 1. Examiner//Quality Controller 2. Assistant Forman/Supervisor	38,514/-		
<b>Highly Skilled-B</b> 1. Die Maker/Die Fitter 2. Mistri Grinding/Mistri Die Shop 3. Mistri Turning Machine 4. Mistri Machinist/Motor Mechanic	36,910/-		
<b>Unskilled</b> 1. Coolie/Chowkidar /Watchman 2. Peon/Naib Qasid/Sweeper 3. Store Boy	32,000/-	<b>Semi-Skilled-B</b> 1. Fire Man//Helper all types 2. Mali //Packer 3. Gate Keeper 4. Ultrasonic Cleaner	33,166/-

**88. APPLICABLE TO WORKERS EMPLOYED IN TANNING (TANNERIES) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group.</b> 1. Manager// Accountant. 2. Engineer all types. 3. Tanner/Leather Technician 4. Measurement Man 5. Officer all types 6. Selector/Supervisor 7. Assistant Accountant.	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Carpenter/Electrician 2. Fitter all types 3. Generator Operator 4. Hand Flesher//Hand Setter 5. Hand Sprayer 6. Machine man/Machine operator 7. Pad man//Scudder 8. Turner/Trimmer/Tractor Driver.	36,164/-
<b>Ministerial-A</b> 1. Cashier 2. Stenographer 3. Office Assistant	38,514/-	<b>Skilled-B.</b> 1. Junior Machine man/Operator 2. Cook /Car Driver 3. Engine/Load Lift Driver 4. Monitor /Polishman/ Press Man	35,306/-

<b>Ministerial-B</b> 1. Store Keeper 2. Senior Clerk 3. Munshi	36,164/-	<b>Semi-Skilled-A.</b> 1. Assistant Machine man Assistant Machine Operator 2. Fireman//Mate//Flasher 3. Security Guard	33,806/-
<b>Ministerial-C</b> 1. Clerk all types 2. Typist.	34,770/-	<b>Semi-Skilled-B.</b> 1. Helper all types 2. Mali//Skilled Worker 3. Gate Keeper	33,166/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman 2. Senior Mistr	38,514/-	<b>Unskilled.</b> 1. Canteen Boy 2. Coolie 3. Peon 4. Sweeper 5. Watchman/Chowkidar 6. Unskilled Worker 7. Labourer.	32,000/-
<b>Highly Skilled-B</b> 1. Mistry 2. Senior Machine Man/ Operator 3. Senior Electrician/trimmer 4. Senior Fitter/turner	36,910/-		

**89. APPLICABLE TO WORKERS EMPLOYED IN TEA, COFFEE, KAHWA BLENDING, PACKING, TRADING AND ALLIED INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Supervisor 2. Manager 3. Forman 4. Accountant	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Machine Operator 2. Junior Fitter/Electrician 3. Junior Blender/Junior Plumber 4. Cook/Driver LtV	35,306/-
<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Machine Operator 2. Assistant Fitter/Electrician 3. Assistant Blender/Plumber 4. Senior Packer 5. Security Guard Male/Female	33,806/-
<b>Ministerial-B</b> 1. Store Keeper/ Canteen Incharge 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Packer/ Packing Man 2. Mali //Helper all types	33,166/-
<b>Ministerial-C</b> 1. Typist 2. Clerk all types 3. Time Keeper	34,770/-	<b>Unskilled</b> 1. Peon/ Naib Qasid/Cleaner 2. Sweeper/Loader/Coolie 3. Watchman/ Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Examiner/Quality Controller 2. Assistant Forman/Supervisor 3. Head Machine Operator 4. Head Blender	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled-B</b> 1. Senior Machine Operator 2. Senior Blender/Electrician/Fitter	36,910/-	<b>Miscellaneous-II-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Machine Operator 2. Fitter//Electrician/Blender//Plumber	36,164/-	<b>Miscellaneous-III-II</b> 1. Moazzan	33,166/-

**90. APPLICABLE TO WORKERS EMPLOYED IN TELECOMMUNICATION EQUIMENTS AND ACCESSORIES INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Engineer/Assistant Engineer 2. Supervisor/Foreman 3. Manager 4. Director	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Quality Man 2. Junior Electrician 3. Junior Fitter 4. Cook/Driver LtV	35,306/-
<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types	38,514/-	<b>Semi-Skilled-A</b> 1. Office Boy/Internee 2. Assistant Quality Man 3. Assistant Electrician/Fitter 4. Security Guard Male/ Female	33,806/-



<b>Ministerial-B</b> 1. Store Keeper//Canteen Incharge 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Helpers//Mali 2. Packer/ Paching Man	33,166/-
<b>Ministerial-C</b> 1. Typist 2. Clerk all types 3. Time Keeper	34,770/-	<b>Unskilled</b> 1. Cleaner/Sweeper/Peon 2. Naib Qasid/Watchman 3. Loader/Coolie/Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Senior Technician 2. Team Lead 3. Assistant Supervisor/Forman	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Technician 2. Senior Quality Man 3. Senior Electrician//Senior Fitter	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Quality Man 2. Electrician//Fitter//Molder	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**91. APPLICABLE TO WORKERS EMPLOYED IN TENT AND SHEDS MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Supervisor 2. Foreman 3. Manager 4. Director	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Machine Operator 2. Junior Electrician 3. Junior Stitcher/Junior Darzi 4. Junior Mochi 5. Cook/Driver Ltv	35,306/-
<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Machine Operator 2. Assistant Electrician 3. Assistant Sticher/Darzi 4. Assistan Mochi 5. Security Guard Male/Female	33,806/-
<b>Ministerial-B</b> 1. Store Keeper//Canteen Incharge 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Helpers all types 2. Mali/Packer	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Time Keeper	34,770/-	<b>Unskilled</b> 1. Peon/ Naib Qasid/ Sweeper 2. Loader/Coolie/ Cleaner 3. Watchman/ Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Folding Foreman//Assistant Supervisor 2. Senior Boiler Operator	38,514/-	<b>Miscellaneous-A</b> 3. Security Inspector 4. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Boiler Operator//Senior Electrician 2. Senior Stitcher/Darzi/Mochi	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Machine Operator 2. Electrician/Stitcher//Darzi//Mochi	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**92. APPLICABLE TO WORKERS EMPLOYED IN TEXTILE PRINTING, DYEING AND FINISHING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory.</b> 1. Boiler Engineer 1st Class 2. Accountant/Chief Accountant 3. Electrical Engineer 4. Finishing Manager 5. Incharge Jigger Machine 6. Manager/Production Manager 7. Labour Welfare Officer 8. Packing/Folding Incharge 9. Supervisor// Superintendent. 10. Store Incharge/Shift Incharge 11. Security Officer/ Foreman	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A</b> 1. Artist 2. Assistant Dyeing Master 3. Assistant Printing Master 4. Assistant Engraving Master 5. Assistant Bleaching Master 6. Assistant Designer 7. Colour Man/Colour Mixer 8. Checker/Driver 9. Electrician/Fitter/ Welder. 10. Jet Operator 11. Motor Winder/Turner	36,164/-

<b>Ministerial-A.</b> 1. Agent/Purchaser 2. Assistant Accountant 3. Accounts Assistant 4. Office/Admin Assistant 5. Head Clerk/Stenographer	38,514/-	<b>Skilled-B.</b> 1. Assistant Rotary Operator 2. Aijer /Calender Machine Operator 3. Ammonia/Icc Plant Operator 4. Blade man /Exposing Man 5. Drawing Range Operator 6. Erasing Machine Man/ Operator Frame Starter/Jaali Man 7. Galvano Machine Operator 8. Hot Air Machine Operator 9. Jigger Machine Operator/Man 10. Kier Man /Cooler Man 11. Mercerising Machine Man 12. Machine Man (Not elsewhere) 13. Padding/Soaper Machine Operator 14. Singeing/Stenter Machine Operator 15. Sizer/Tracer/Warper 16. Cook/Driver	35,306/-
<b>Ministerial-B.</b> 1. Cashier/Store Keeper 2. Stenotypist/Head Munshi 3. Senior Clerk	36,164/-		
<b>Ministerial-C.</b> 1. Assistant Store Keeper 2. Clerk all types 3. Munshi/Time Keeper 4. Telephone Operator	34,770/-		
<b>Highly Skilled-A</b> 1. Boiler Engineer 2 <sup>nd</sup> Class 2. Bleaching Master 3. Calendar Master/Dyeing Master 4. Colour Master/Colour Man 5. Designer/Chief Artist /Photographer 6. Engraving Master/Finishing Master 7. Printing Master/Processing Master 8. Stenter Machine Master 9. Head Stenter Machine Operator	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/Electrician 2. Assistant Stenter/Singeing Machine Operator 3. Assistant Aijer/Soaper Machine Operator 4. Assistant Padding/Calender Machine Operator 5. Tailor/Stitcher //Fireman Boiler 6. Assistant Kier Man 7. Folding/Washing Machine Man 8. Security Guard	33,806/-
<b>Highly Skilled-B.</b> 1. Engraving Operator/Engraver 2. Fomatax Operator 3. Head Fitter/Mistry/Senior Fitter 4. Printer //Rotary Operator 5. Boiler Engineer III-Class	36,910/-	<b>Semi-Skilled-B</b> 1. Back Sizer//Beam Coolie 2. Chanti Man//Cleaner /Mali 3. Generator operator 4. Helper all types 5. Kochwan/Loader //Pallaman 6. Mandiman/Marker man 7. Gate Keeper	33,166/-
<b>Unskilled.</b> 1. Coolie/Cut Piece Arranger 2. El-Man// Peon//Sweeper 3. Gazanaman /Stampar 4. Packing man/Binder 5. Chowkidar /Watchman.	32,000/-		

**93. APPLICABLE TO WORKERS EMPLOYED IN THERMO PORE AND PACKING MATERIAL MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Supervisor 2. Foreman 3. Manager 4. Director	Wages left for mutual bargaining between the employers & workers	<b>Skilled-B</b> 1. Junior Machine Operator 2. Junior Paper Operator/Die Cutter 3. Junior Fitter/Junior Electrician 4. Cook/Driver Ltv	35,306/-
<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Operator /Machine Operator// Senior Packer 2. Assistant Paper Operator 3. Assistant Die Cutter 4. Assistant Fitter/ Electrician 5. Security Guard Male/Female	33,806/-
<b>Ministerial-B</b> 1. Store Keeper/Canteen Incharge 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali/Packer/ Packing Man	33,166/-
<b>Ministerial-C</b> 1. Typist 2. Clerk all types 3. Time Keeper	34,770/-	<b>Unskilled</b> 1. Cleaner/Sweeper/Peon/ 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman 2. Head Machine Operator	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Machine Operator 2. Senior Paper Operator 3. Senior Dir Cutter/Electrician/Fitter	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-

<b>Skilled-A</b> 1. Machine Operator//Paper Operator 2. Die Cutter//Fitter//Electrician	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-
---	----------	---	----------

**94. APPLICABLE TO WORKERS EMPLOYED IN TOOLS AND TOOLS PARTS MANUFACTURING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Supervisor 2. Foreman 3. Manager 4. Engineer/Assistant Engineer	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Machine Operator 2. Junior Lathe Operator 3. Junior Kharadia//Junior Fitter 4. Cook//Driver Ltv	35,306/-
<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Machine Operator 2. Assistant Lathe Operator 3. Assistant Kharadia 4. Assistant Fitter 5. Security Guard Male/ Female	33,806/-
<b>Ministerial-B</b> 1. Store Keeper//Canteen Incharge 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types 2. Mali//Packer/ Packing Man	33,166/-
<b>Ministerial-C</b> 1. Typist 2. Clerk all types 3. Time Keeper	34,770/-	<b>Unskilled</b> 1. Cleaner/Sweeper/Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled-B</b> 1. Machinist 2. Senior Machine Operator 3. Senior Lathe Operator 4. Senior Kharadia//Senior Fitter	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Machine Operator//Lathe Operator 2. Kharadia 3. Fitter	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**95. APPLICABLE TO WORKERS EMPLOYED IN TRACTORS, AGRICULTURE IMPLEMENTS AND ALLIED INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Supervisor 2. Foreman 3. Manager 4. Engineer/Assistant Engineer	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Machine Operator 2. Cook/ Driver Ltv 3. Junior Electrician/Junior Fitter 4. Junior Welder/turner/Kharadia 5. Assistant Machinist/Mechanic 6. Assistant Technician	35,306/-
<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Fitter/Electrician 2. Assistant Machine Operator 3. Assistant Welder/turner/Kharadia 4. Jointer//Polish Maker 5. Security Guard Male/ Female	33,806/-
<b>Ministerial-B</b> 1. Store Keeper/Canteen Incharge 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Helper all types/Mali /Gardner/ 2. Packer/ Packing Man	33,166/-
<b>Ministerial-C</b> 1. Typist 2. Clerk all types 3. Time Keeper	34,770/-	<b>Unskilled</b> 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	32,000/-

<b>Highly Skilled-A</b> 1. Assistant Supervisor Forman 2. Head Machine Operator turner 3. Senior Machinist 4. Senior Mechanic Technician 5. Head Electrician Fitter Welder	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khatieb	37,985/-
<b>Highly Skilled - B</b> 1. Machinist Mechanic Technician 2. Senior Machine Operator 3. Senior Electrician Fitter Welder 4. Senior Kharadia turner	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Lab Assistant 2. Machine Operator (Kharadia 3. Electrician Fitter Welder turner 4. Junior Machinist Junior Mechanic 5. Junior Technician	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**96. APPLICABLE TO WORKERS EMPLOYED IN TUBE WELL, TURBINES WATER PUMPS INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Admn Officer 2. Accountant/Supervisor 3. Manager/Forman	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Welder/Junior Turner 2. Junior Filter Operator 3. Junior Electrician/Junior Painter 4. Junior Drill Man/Junior Cutter 5. Junior CAD Operator 6. Assistant Machinist/Mechanic 7. Cook/Driver Ltv	35,306/-
<b>Ministerial-A</b> 5. Stenographer P.A. 6. Cashier Computer Operator 7. Assistant all types	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Office Boy 2. Assistant Welder Turner 3. Assistant Filter Operator 4. Assistant Electrician/Painter 5. Assistant Cutter/ Drill Man 6. Assistant CAD Operator 7. Security Guard Male/ Female	33,805/-
<b>Ministerial-B</b> 3. Store Keeper Canteen Incharge 4. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Mali/Packer 2. Helper all types	33,166/-
<b>Ministerial-C</b> 4. Typist Clerk all types 5. Time Keeper	34,770/-	<b>Unskilled</b> 1. Cleaner/Sweeper/Loader/Coolie 2. Peon/ Naib Qasid 3. Watchman/ Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khatieb	37,985/-
<b>Highly Skilled - B</b> 1. Senior Welder/Turner/ Painter 2. Senior Filter Operator/Electrician/ 3. Senior Drill Man/Cutter 4. Senior CAD Operator 5. Machinist/Mechanic	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Welder/Turner/Cutter 2. Filter Operator/ CAD Operator 3. Electrician/Drill Man/ Painter 4. Junior Machinist/Mechanic	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**97. APPLICABLE TO WORKERS EMPLOYED IN VEGETABLE GHEE AND EDIBLE OIL INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Supervisory</b> 1. Accountant/Accounts Incharge 2. Assistant Manager/Manager all type 3. Assistant Senior/Chief Accountant 4. Accountant all types 5. Officer all types 6. Engineer/Assistant Engineer all type 7. Chemist/Chief Chemist 8. Supervisor Excise Assistant 9. Deputy Manager all types	Wages left for mutual bargaining between the employers and the workers	<b>Skilled-A</b> 1. Electrician/Auto Electrician 2. Ammonia Plant Operator 3. Blending/Bleacher Operator 4. Boiler Engineer III-Grass 5. Black Smith/Tin Smith 6. Fitter/Bench Fitter 7. Cold Room/Cell Room Operator 8. Carpenter/Mason/Painter/Welder 9. Expeller man/Driver ltv	36,164/-

1. Foreman/ Senior Foreman all types 2. Incharge all types 3. Senior Chemist		10. Double Seamer Operator 11. Densuring Operator 12. Electrolycer Operator 13. Food Flanger Operator 14. Filling/Fork Lift Operator 15. Fabricator/Motor Winder 16. Gas is Plant Operator 17. Hardening/Neat Operator 18. Moulker/Turner 19. Reformer/Refinery Operator 20. Tailor Master.	
<b>Ministerial-A</b> 1. Assistant Incharge all types 2. Assistant Private Secretary P.A. 3. Accounts Excise Assistant 4. Senior Accounts Assistant 5. Stenographer Computer Operator 6. Store Keeper Purchaser 7. Senior Inspector 8. Imam Masjid Sales Representative	38,514/-		
<b>Ministerial-B</b> 1. Assistant (all sections/departments) 2. Head Clerk 3. Stenotypist 4. Senior Clerk 5. Assistant Store Keeper 6. Cashier 7. Telephone Operator 8. Inspector 9. Assistant Purchaser	36,164/-	<b>Skilled-B.</b> 1. Assistant Mistry 2. Component Feeder 3. Cook/Driver Ltv/ Mate 4. Pressman/Fireman (Boiler) 5. Still Operator/Vot Operator 6. Simmer Operator/Cutter Operator 7. Assistant Refining Operator 8. Assistant Harding Operator 9. Grease Man/Hammer Man	35,306/-
<b>Ministerial-C.</b> 1. Assistant Cashier 2. Clerk/Junior Clerk (all types) 3. Record Keeper 4. Time Keeper 5. Despatcher 6. Security Havaladar	34,770/-	<b>Semi-Skilled-A.</b> 1. Assistant Operator/Fitter/Moulder 2. Assistant Electrician 3. Attendant/Leader man/Oilman 4. Pump man/Pump Operator 5. Tin Placer/Tin Feeder 6. Tin Top Handler// Head Mali. 7. Top Placer/Soap Cutter/Leak Man 8. Security Guard	33,806/-
<b>Highly Skilled-A.</b> 1. Assistant Foreman 2. Boiler Engineer II-Class 3. Assistant Boiler House Incharge 4. Assistant Filling Incharge 5. Junior Foreman 6. Incharge Electrician 7. Head Welder/turner/ Fitter	38,514/-	<b>Semi-Skilled-B.</b> 1. Helper (all types) 2. Washman/Washer man 3. Weigh man 4. Stacker 5. Junior At endant 6. Cleaner 7. Mali/Daf ri	33,166/-
<b>Highly Skilled-B.</b> 1. Senior Shaper Man/ Senior Turner 2. Senior Welder/ Senior Electrician 3. Senior Ripe Fitter/ Senior Fitter 4. Senior Hardening Operator 5. Senior Electrolycer 6. Mistry /Mechanic 7. Lab-Assistant//Head Driver.	36,910/-	<b>Unskilled.</b> 1. Labourer/ Coolie (all types) 2. Loader/ Loading Playdar 3. Peon 4. Watchman/Chowkidar 5. Sweeper /Mashki 6. Lab. Boy 7. Runner.	32,000/-

**98. APPLICABLE TO WORKERS EMPLOYED IN WATER PURIFICATION PLANTS AND ALLIED ITEMS MANUFACTURING OR ASSEMBLING INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Admn Officer 2. Accountant/Supervisor 3. Manager 4. Forman	Wages left for mutual bargaining between the employers & workers	<b>Skilled-B</b> 1. Cook/ Driver Ltv 2. Junior Quality Man 3. Junior Machine Operator 4. Junior Assembler/Plumber 5. Junior Fitter//Junior Welder 6. Assistant Machinist/Mechanic	35,306/-
<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Quality Man 2. Assistant Machine Operator 3. Assistant Assembler 4. Assistant Fitter/Welder/Plumber 5. Security Guard Male/ Female	33,806/-
<b>Ministerial-B</b> 1. Store Keeper//Canteen Incharge 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Mali//Packer 2. Helper all types	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Time Keeper	34,770/-		

<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	38,514/-	<b>Unskilled</b> 1. Cleaner/Sweeper/Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/Chowkidar	32,000/-
<b>Highly Skilled-B</b> 1. Machinist/Mechanic 2. Senior Quality Man 3. Senior Machine Operator 4. Senior Assembler/Plumber 5. Senior Fitter/Senior Welder	36,910/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb <b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	37,985/- 34,770/-
<b>Skilled-A</b> 1. Quality Man/Machine Operator 2. Fitter/Welder/Plumber/Assembler 6. Junior Machinist/Junior Mechanic	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**99. APPLICABLE TO WORKERS EMPLOYED IN WOOD AND WOOD PRODUCTS(INCLUDING FURNITURE AND FIXTURE) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group.</b> 1. Manager/Assistant Manager all types 2. Foreman/Supervisor all types 3. Incharge all types 4. Accountant/Assistant Accountant 5. Officer all types 6. Engineer/Chief Engineer all type 7. Secretary/Superintendent 8. Deputy Manager all types 9. Auditor	Wages left for mutual bargaining between the employers and the workers.	<b>Skilled-A.</b> 1. Black smith/Tin Smith 2. Boiler Operator/Boiler attendant 3. Carpenter/Mason 4. Cushion Maker 5. Driver htv/Fork Lifter Driver 6. Dryer operator/ Electric operator 7. Electrician/Wireman 8. Fitter/Fireman/Turner/Welder 9. Lineman/Tool Man/Lathe man 10. Lab. Tester// Tailor/Painter 11. Moulder/Milling man 12. Machine Operator/Machine man 13. Operator (Not elsewhere) 14. Pump Driver 15. Shaper Man/Randaman 16. Switch Board Attendant	36,164/-
<b>Ministerial-A.</b> 1. Accounts Assistant 2. Assistant Auditor 3. Purchaser//Stenographer/P.A. 4. Security Incharge 5. Computer Operator.	38,514/-	<b>Skilled-B.</b> 1. Hammer man //Khalasi 2. Junior fitter/Junior Welder 3. Junior Turner/Junior Molder 4. Junior Operator/ Electrician 5. Junior Boiler Operator Attendant 6. Matcher/Polish man 7. Cook/ Driver Ltv	35,306/-
<b>Ministerial-B.</b> 1. Cashier //Munshi 2. Checker 3. Head Time Keeper 4. Senior Clerk/Store Keeper 5. Store Assistant 6. Telephone Operator	36,164/-	<b>Semi-Skilled-A</b> 1. Lab. Boy//Store man//Packer. 2. Assistant fitter/Welder/Turner 3. Assistant Molder/Electrician 4. Assistant Operator 5. Security Guard.	33,806/-
<b>Ministerial-C.</b> 1. Clerk/Junior Clerk 2. Salesman//Despatcher 3. Typist 4. Time Keeper/Junior Time Keeper	34,770/-	<b>Semi-Skilled-B</b> 1. Mali 2. Helper all tupes	33,166/-
<b>Highly Skilled-A.</b> 1. Chemist// Senior Technician 2. Head Moulder/Head Turner 3. Head Jamadar Khalasi 4. Head Machinist/Head Mechanic 5. Assistant Supervisor all types	38,514/-	<b>Unskilled.</b> 1. Coolie/ Labourer 2. Chowkidar/ Watchman 3. Baildar//Bearer 4. Dryer Feeder 5. Lab. Boy (under Matric) 6. Peon /Sweeper /Dak Runner 7. Shop Attendant 8. Water Carrier	32,000/-
<b>Highly Skilled-B.</b> 1. Assistant Lab. Chemist 2. Crane Operator 3. Analyst//Jamadar Khalasi 4. Shift Incharge// Senior Operator 5. Senior Fitter/Senior Electrician 6. Senior Wireman/Senior Fireman 7. Senior Black Smith 8. Mechanic/Technician	36,910/-		

100. APPLICABLE TO WORKERS EMPLOYED IN WOOLLEN TEXTILE INDUSTRY

Part-I For Piece-rated workers

Nomenclature	Approved Minimum rates of wages per piece (Standard Size)
1. Blanket Weaver	Rs.252.62

Part-II For Time-rated Workers.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<p><u>Supervisory.</u></p> <ol style="list-style-type: none"> <li>1. Assistant manager all types</li> <li>2. Chief Accountant</li> <li>3. Manager/Deputy Manager all type</li> <li>4. Manager-cum-Accountant</li> <li>1. Secretary Superintendent</li> <li>5. Officer all types</li> <li>6. Engineer all types.</li> <li>7. Master all types</li> <li>8. Foreman/Senior Foreman/Head Foreman all types</li> <li>9. Supervisor/Senior Supervisor all</li> <li>10. Incharge all types</li> <li>11. Junior supervisor all types</li> <li>12. Accountant/Assistant Accountant/ Cost Accountant</li> </ol>	Wages left for mutual bargaining between the employers and the workers.	<p><u>Skilled-B.</u></p> <ol style="list-style-type: none"> <li>1. Assistant Jobber/Fitter</li> <li>2. Back Wash operator</li> <li>3. Passer /Cloth Inspector</li> <li>4. Card Delivery Attendant on 6 Cards/ Card Fetter</li> <li>5. Crabbing Machine Operator</li> <li>6. Cook alltypes/Driver Ltv</li> <li>7. Dyeing Assistant/Wool Sorter</li> <li>8. Drawing Machine Operator</li> <li>9. Doubling Winder/Piecener</li> <li>10. Double Sider/Head Doffer</li> <li>11. Fetter/Fireman (Boiler)</li> <li>12. Junior Laboratory Assistant</li> <li>13. Junior Hydraulic Press Operator</li> <li>14. K.D. Finishing Machine Operator</li> <li>15. Mender/Darner/Painter</li> <li>16. Operator (N.E.C.)</li> <li>17. Pirn Winder/Cone Winder</li> <li>18. Junior Raising Machine Operator</li> <li>19. Shrinking and Damping Machine Operator</li> <li>20. Switch Board Attendant</li> <li>21. Shearing Machine Operator</li> <li>22. Tenter Machine Operator</li> <li>23. Two Combs Operator</li> <li>24. Three Looms Weaver</li> <li>25. Wireman/Electrician</li> <li>26. Warping Machine Operator/ Warper/Junior Warper G-II</li> <li>27. Hand Loom /Dari Weaver</li> </ol>	35,306/-
<p><u>Ministerial-A.</u></p> <ol style="list-style-type: none"> <li>1. Head Cashier/Cashier Grade-I</li> <li>2. Imam Masjid /Stenographer</li> <li>3. Incharge Quality Control</li> <li>2. Senior Stenographer</li> <li>4. Assistant all types</li> <li>5. Head Time Keeper</li> <li>6. Incharge Provision Store</li> <li>7. Incharge Despatcher</li> <li>8. Time Office Incharge</li> </ol>	38,514/-		
<p><u>Ministerial-B.</u></p> <ol style="list-style-type: none"> <li>1. Dispenser/ Nurse/ Midwife</li> <li>2. Draftsman/ Overseer</li> <li>3. Store Keeper</li> <li>4. Sales Man/Cashier grade-II</li> <li>5. Senior Typist/Stenotypist</li> <li>6. Senior Time Keeper</li> <li>7. Senior Clerk/Upper Division Clerk/Telephone Operator</li> </ol>	36,164/-		
<p><u>Ministerial-C.</u></p> <ol style="list-style-type: none"> <li>1. Assistant dispenser</li> <li>2. A.S.I. Watch &amp; Ward</li> <li>3. Gate Keeper /Time Keeper.</li> <li>4. Junior Clerk/Lower Division Clerk/Typist/ Dispatcher</li> </ol>	34,770/-		
<p><u>Highly Skilled-A.</u></p> <ol style="list-style-type: none"> <li>1. Air-conditioning Incharge</li> <li>2. Boiler Attendant Class-I.</li> <li>3. Four Sider</li> <li>4. Head of Skilled Operations.</li> <li>5. Assistant Foreman</li> </ol>	38,514/-		
<p><u>Highly Skilled-B.</u></p> <ol style="list-style-type: none"> <li>1. Auto Machinist/Mechanic G-I</li> <li>2. Boiler Attendant Class-II</li> <li>3. Designer/Jobber.</li> </ol>	36,910/-	<p><u>Semi-Skilled-A.</u></p> <ol style="list-style-type: none"> <li>1. Assistant to Skilled Operators</li> <li>2. Auto Conner Operator</li> <li>3. Auto Conner (Lowest Unit)</li> <li>4. Blending Machine Operator</li> <li>5. Card Doffer/ Bundler</li> <li>6. Condenser Attendant</li> <li>7. Cook Domestic</li> <li>8. Card Feeder (Working on Cards not fitted with Hopper)</li> <li>9. Creel Man/Creeler</li> <li>10. Folding Operator</li> <li>11. Flour Mill Operator</li> <li>12. Garnett Machine Operator</li> <li>13. Grey Cloth Inspector</li> <li>14. Hydro Man/Operator</li> <li>15. Hank Dyeing Machine Operator</li> <li>16. Hammer Man/Oil Man</li> <li>17. Head Guard/Head Jamadar</li> <li>18. Head Watchman/Head Mali</li> </ol>	33,806/-

<p><b>Skilled-A.</b></p> <ol style="list-style-type: none"> <li>Adrema Operator /Blowing Operator</li> <li>Armature Winder /Motor Winder</li> <li>Air-conditioning Plant Operator</li> <li>Black Smith /Tin Smith</li> <li>Ball Winding Machine operator</li> <li>Band Saw Operator</li> <li>Blowing Machine Operator</li> <li>Boiler Attendant Class-III</li> <li>Colour Weigher /Cable Joiner</li> <li>Cloth Milling Operator</li> <li>Chain Maker/Repairer (Dobby/Jacquard).</li> <li>Cloth Dyeing/Scoring Operator</li> <li>Drill man/Drawer /Mule Operator</li> <li>Driver heavy Transport</li> <li>Decatising Machine Operator</li> <li>Design Assistant/Electrician Workshop</li> <li>Extracting Machine operator</li> <li>Fitter/Moulder /Grinder man</li> <li>Four Looms Weaver</li> <li>Gauge Setter /Over hauler</li> <li>Laboratory Assistant</li> <li>Milling Operator (Workshop)</li> <li>Mason /Plumber /Carpenter</li> <li>Needle Man/Faller Pinner</li> <li>Planer/Pattern Maker</li> <li>Power House Driver</li> <li>Passer /Reeler/ Polisher</li> <li>Piece Dyeing Operator</li> <li>Rotary Press Operator</li> <li>Raising Machine Operator</li> <li>Roving Operator</li> <li>Reedman/Reed Repairer</li> <li>Single Noble Comb Operator</li> <li>Senior Hydraulic Press Operator</li> <li>Singeing Machine Operator</li> <li>Solder man/ Warper Grade-I</li> <li>Shaper man/Turner /Welder</li> <li>Top Yarn Dyeing Operator</li> <li>Tow Gill Operator/Turbine Driver</li> <li>Top Making Card operator</li> <li>Twisting Machine Operator (360 to 500 Spindles)</li> <li>Three Comb Operator (3 to 6)</li> <li>Four Looms Weaver (Shuttle Looms)</li> <li>Eight Looms Weaver (Shuttle less Looms with Electronic Control &amp; Weft Accumulator)</li> <li>Twelve Looms Weaver (Shuttle less Looms with Electronic Control, Automatic Package Switching, Electronic Take Let Off)</li> <li>Wool Checker /Yarn Tester</li> <li>Wool Scouring Machine Operator</li> <li>Woollen Card operator (Three Cards)</li> <li>Water Softening Plant Operator</li> <li>Yard Inspector /Loom Inspector</li> <li>Fancy Hand Loom Weaver</li> <li>Fancy Dari Weaver.</li> </ol>	<p>36,164/-</p>	<ol style="list-style-type: none"> <li>19. Lites Machine Operator</li> <li>20. Loose Wool Dyeing Machine Operator</li> <li>21. Monzan Mate / Fandouchil</li> <li>22. Over locking Whipping Machine Operator</li> <li>23. Paper man Paper Press Worker</li> <li>24. Reacher/Pump Driver</li> <li>25. Rope Washing Machine Operator</li> <li>26. Shaker Machine Operator</li> <li>27. Steaming Machine Operator</li> <li>28. Single Rectilinear Comb Operator</li> <li>29. Single Car Looker/Operator</li> <li>30. Single Slider /Sample Cutter</li> <li>31. Single Twisting Slider</li> <li>32. Single Gill Operator</li> <li>33. Sticher /Weft Checker</li> <li>34. Tufting Machine Operator</li> <li>35. Two Looms Weaver</li> <li>36. Yarn Supplier/Assistant Yarn Store Keeper</li> <li>37. Rag Pulling Machine Operator.</li> <li>38. Security Guard</li> </ol>	
		<p><b>Semi-Skilled-II.</b></p> <ol style="list-style-type: none"> <li>Assistant Cook</li> <li>Back Wash Delivery Attendant</li> <li>Back Wash Feeder</li> <li>Buncher/Bundling Man</li> <li>Blanket Cutter/Belt Man/ Tape Man/Cobbler/Mouchi</li> <li>Head Packer</li> <li>Helper to Fitter / Turner / Welder / Moulder / Electrician / Shaper man / Tin Smith / Roller Coverer.</li> <li>Marker (Games)</li> <li>Single Roving Machine Operator</li> <li>Scouring Machine Hopper Feeder</li> <li>Tenter Feeder /Tape man.</li> <li>Truck Cleaner/Weigh man</li> </ol>	<p>33,166/-</p>
		<p><b>Unskilled.</b></p> <ol style="list-style-type: none"> <li>Bearer/Club Attendant/Table Boy</li> <li>Blending Helper/Worker</li> <li>Bobbin Carrier/Can Man</li> <li>Cloth Carrier/Yarn Carrier.</li> <li>Chowkidar/ Watchman</li> <li>Cycle Keeper/Dropper Man</li> <li>Drain Cleaner/Floor Cleaner</li> <li>Labourer/Coolie</li> <li>Numbering Man</li> <li>Packer/Baler/Stamper</li> <li>Peon/Qusid/Sweeper</li> <li>Water Man /Water Carrier</li> <li>Waste Sorter / Sliver Sorter</li> </ol>	<p>32,000/-</p>

**101. APPLICABLE TO WORKERS EMPLOYED IN WORKSHOPS (ALL CATEGORIES) INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<p><b>Managerial and Supervisory Group</b></p> <ol style="list-style-type: none"> <li>Mechanical Supervisor</li> <li>Manager</li> <li>Forman</li> <li>Accountant</li> </ol>	<p>Wages left for mutual bargaining between the employers &amp; workers</p>	<p><b>Skilled-B</b></p> <ol style="list-style-type: none"> <li>Driver/Cook/Junior Machine Man</li> <li>Junior Painter/Junior Denter</li> <li>Assistant Machinist/ Mechanic</li> <li>Junior Electrician/AC Electrician</li> </ol>	<p>35,306/-</p>



<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier/Purchaser 3. Computer Operator 4. Assistant all types	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Machine Man 2. Assistant Painter/Denter 3. Assistant Electrician 4. Assistant AC Electrician 5. Security Guard Male/ Female	33,806/-
<b>Ministerial-B</b> 1. Senior Clerk// Store Keeper 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Mali//Packer /Office Boy 2. Helper all types	33,166/-
<b>Ministerial-C</b> 1. Typist//Clerk all types 2. Time Keeper	34,770/-	<b>Unskilled</b> 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Senior Machine Man/ Operator 2. Senior Painter/Senior Denter 3. Machinist// Mechanic//Mistri 4. Senior Electrician/AC Electrician	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Machine Man//Painter//Denter 2. Junior Machinist 3. Electrician/AC Electrician 4. Junior Machanic/Mistri	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

**102. APPLICABLE TO WORKERS EMPLOYED IN YARN, THREAD AND FIBER INDUSTRY.**

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<b>Managerial and Supervisory Group</b> 1. Supervisor//Forman 2. Dying Master 3. Manager 4. Jobber	Wages left for mutual bargaining between the employers and workers	<b>Skilled-B</b> 1. Junior Cone Winder 2. Junior Finisher/Yarn Tester 3. Junior Machine Setter Operator 4. Junior Fitter/Electrician 5. Junior Yarn Dyeing Operator 6. Junior Boiler Attendant	35,306/-
<b>Ministerial-A</b> 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types/Purchaser	38,514/-	<b>Semi-Skilled-A</b> 1. Assistant Cone Winder 2. Assistant Finisher 3. Boiler Attendant// Assistant Machine Setter Operator 4. Assistant Fitter/Electrician 5. Assistant Yarn Dyeing Operator 6. Assistant Yarn Tester 7. Security Guard Male/Female	33,806/-
<b>Ministerial-B</b> 1. Store Keeper/Senior Clerk 2. Telephone Operator	36,164/-	<b>Semi-Skilled-B</b> 1. Mali 2. Packer/Helper all types	33,166/-
<b>Ministerial-C</b> 1. Typist/Clerk all types 2. Time Keeper	34,770/-	<b>Unskilled</b> 1. Cleaner/Sweeper/Loader 2. Coolie/Peon/ Naib Qasid 3. Watchman/ Chowkidar	32,000/-
<b>Highly Skilled-A</b> 1. Assistant Supervisor//Assistant Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	38,514/-	<b>Miscellaneous-A</b> 1. Security Inspector 2. Khateeb	37,985/-
<b>Highly Skilled -B</b> 1. Mistry/Mechanic/Machinist 2. Senior Cone Winder//Senior Finisher 3. Senior Machine Setter Operator 4. Senior Fitter/Electrician 5. Senior Yarn Dyeing Operator 6. Senior Yarn Tester 7. Senior Boiler Attendant	36,910/-	<b>Miscellaneous-B-I</b> 1. Imam Masjid 2. Sub-Inspector Security	34,770/-
<b>Skilled-A</b> 1. Machine Setter Operator 2. Fitter/Electrician/Cone Winder 3. Yarn Dyeing Operator 4. Finisher/ Yarn Tester 5. Boiler Attendant	36,164/-	<b>Miscellaneous-B-II</b> 1. Moazzan	33,166/-

*T. Shahid*

Secretary  
Minimum Wages Board, Punjab