



The Punjab Gazette

PUBLISHED BY AUTHORITY

LAHORE FRIDAY SEPTEMBER 06, 2024

**GOVERNMENT OF THE PUNJAB
LABOUR AND HUMAN RESOURCE
DEPARTMENT**

Dated Lahore the 05th September, 2024

NOTIFICATION

No. SO(L&P)MW/2024: In exercise of the powers conferred under section 6 of the Punjab Minimum Wages Act, 2019 (XXVIII of 2019), Governor of the Punjab, on the recommendation of Minimum Wages Board, is pleased to fix the following minimum rates of wages for unskilled adult & adolescent workers employed in all industrial and commercial establishments in the Province:

- (a) **Rs. 37,000/- per month (for 26 working days)**
(b) **Rs. 1,423.07/- per day (for 8 working hours)**

2. The employer shall be allowed for following deduction in lieu of accommodation and transport facility provided to the workers subject to agreement between them:

- (a) for accommodation Rs. 459.03/- per month
(b) for transport facility Rs. 98.28/- per month

3. For work of equal value, a woman worker shall get the equal rates of wages as allowed to a man worker of the category for such work.

4. This notification shall come into force with effect from 1st July, 2024.

**SECRETARY
GOVERNMENT OF THE PUNJAB
LABOUR AND HUMAN RESOURCE
DEPARTMENT**



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GOVERNMENT OF THE PUNJAB LABOUR AND HUMAN RESOURCE DEPARTMENT

Dated Lahore the 05th September, 2024

NOTIFICATION

No. SO(L&P)MW/2024: In exercise of the powers conferred under section 17 of the Punjab Domestic Workers Act, 2019 (II of 2019), Governor of the Punjab, on recommendation of the Minimum Wages Board, is pleased to fix the following minimum rates of wages for the Domestic Workers employed in all households of the Province:-

- (a) **Rs. 37,000/- per month (for 26 working days)**
- (b) **Rs. 1,423.07 per day (for 8 working hours)**
- (c) **Rs. 177.88 per hour**

2. The employer shall be allowed for following deduction in lieu of accommodation and transport facility provided to the domestic workers subject to agreement between them:

- (a) for accommodation Rs. 459.03/- per month
- (b) for transport facility Rs. 98.28/- per month

3. The existing rates of wages, if higher than the minimum rates of wages as fixed aforesaid, shall not be reduced. However, the employer shall be free to pay higher rates of wages either unilaterally on his own initiative or by mutual agreement in view of any special considerations including higher grade of skill or experience or higher cost of living in a particular locality or any other reasons.

4. For work of equal value, a female domestic worker shall get the equal rates of wages as allowed to a male domestic worker for such work.

5. This notification shall come into force with effect from 1st July, 2024.

SECRETARY

**GOVERNMENT OF THE PUNJAB
LABOUR AND HUMAN RESOURCE
DEPARTMENT**



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GOVERNMENT OF THE PUNJAB LABOUR AND HUMAN RESOURCE DEPARTMENT

Dated Lahore the 05th September, 2024

NOTIFICATION

No. SO(L&P)MW/2024: In exercise of the powers conferred under section 6 of the Punjab Minimum Wages Act, 2019 (XXVIII of 2019), Governor of the Punjab, on recommendation of Minimum Wages Board, is pleased to fix the **minimum rates of wages (per month of 26 working days & per day of 8 working hours)** as per **Appendix-A** for all categories of workers (Highly Skilled, Skilled & Semi-Skilled) employed in the industries & establishments in the Province mentioned in Para 5 of this Notification.

2. The employer shall be allowed for following deduction in lieu of accommodation and transport facility provided to the workers subject to agreement between them:

- | | | |
|-----|------------------------|------------------------|
| (a) | for accommodation | Rs. 459.03/- per month |
| (b) | for transport facility | Rs. 98.28/- per month |

3. The existing rates of wages, if higher than the minimum rates of wages as fixed aforesaid, shall not be reduced. However, the employer shall be free to pay higher rates of wages either unilaterally on his own initiative or by mutual agreement in view of any special considerations including higher grade of skill or experience or higher cost of living in a particular locality or any other reasons.

4. For work of equal value, a woman worker shall get the equal rates of wages as allowed to a man worker of the category for such work.

5. 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,

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8. Building & Road Construction Industry,
9. Carpet Industry,
10. Cement Industry,
11. Ceramic Industry,
12. Chambers & Commission Agents,
13. Chemicals and Dyes Industry,
14. Cigarettes Manufacturing Industry,
15. Cinema Houses and Film Studios,
16. Clock & Optical Manufacturing,
17. Contractors & Vendors (All Type),
18. Cotton Ginning and Pressing,
19. Cotton Textile Industry,
20. Custom, Tax Clearing and Insurance Agencies,
21. Cutlery and Allied Goods Industry,
22. Cycle and Cycle Parts Manufacturing,
23. Dairy Products Industry,
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 Industry,
30. Foam & Foam Products Industry,
31. Food Products Industry,
32. Foot Wear Industry,
33. Fruit Products Industry,
34. Gas & Gas Distributor's and Allied Appliances Manufactures,
35. Glass Industry,
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 & Poshish etc.,
47. Iron and Steel (Foundries and Workshops),
48. Jute Industry,
49. Leather (Including Artificial Leather),
50. Marble & Stone Crushing Industry,
51. Marriage & Banquette and Community Halls & Event Management,
52. Match Box Manufacturing Industry,
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 Industry,
58. Nursery Growers and Allied Services,
59. Paint Varnish & Allied Products,
60. Paper and Printing Industry,
61. Paper Board & Paper Products Industry,

T. Shahid.

62. Perfumes, Cosmetics and Other Toilet Preparations,
 63. Petroleum Refining Industry,
 64. Pharmaceutical Industry,
 65. Pipe Industry (Iron, Steel & Plastic),
 66. Plastic Products Industry,
 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 Industry,
 74. Rubber & Rubber Goods Manufacturing Industry,
 75. Schools, Academies & Educational Institutions (All Type),
 76. Security Service Providers and Security Instruments, Installation & Manufacturing Industry,
 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 Industry,
 86. Sugar Industry,
 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,
6. This notification shall come into force with effect from 1st July, 2024.



**SECRETARY
GOVERNMENT OF THE PUNJAB
LABOUR AND HUMAN RESOURCE
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
<u>Managerial and Supervisory Group</u> 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	<u>Skilled-B</u> 1. Polish Man Driver LTV/Cook 2. Junior Fitter/Molder/ Karegar 3. Junior Quality Checker 4. Senior Rollman 5. Junior Crane Operator	40,823/-
<u>Ministerial-A</u> 1. Assistant all types 2. Stenographer/Head Clerk	44,532/-	<u>Semi-Skilled-A</u> 1. Delivery Person/Roll Man 2. Assistant Fitter/Molder 1. Junior Polishman 2. Security Guard	39,088/-
<u>Ministerial-B</u> 1. Telephone Operator 2. Store Keeper/Stenotypist 3. Senior Clerk all types	41,815/-	<u>Semi-Skilled-B</u> 1. Mali/Helper all types 2. Assistant Rollman/Polishman	38,348/-
<u>Ministerial-C</u> 1. Typist/Clerks all types 2. Time Keeper/Record Keeper	40,203/-	<u>Unskilled</u> 1. Labourer/Coolie/Watchman 2. Peon/Naib Qasid/Chowkidar 3. Cleaner/Sweeper	37,000/-
<u>Highly Skilled-A</u> 1. Assistant Foreman/Supervisor all 2. Head Fitter/ Molder/Karegar	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	43,920/-
<u>Highly Skilled -B</u> 1. Senior Fitter/Molder/Karegar 2. Senior Quality Checker 3. Senior Crane Operator	42,677/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
<u>Skilled-A</u> 1. Karegar /Fitter/Molder 2. Quality Checker /Crane Operator 3. Driver HTV /Senior Polishman	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Managerial & Supervisory Group</u> 1. Manager/Deputy Manager all type 2. Forman/Supervisor all typ 3. Accountant/Sales Executive 4. Officers/ Incharge all types	Wages left for mutual bargaining between the employers & workers	<u>Skilled-B</u> 1. Junior Fitter/Electrician 2. Assistant Mechanic 3. Driver LTV/Cook 4. Mixer	40,823/-
<u>Ministerial-A</u> 1. Assistant all types 2. Stenographer/Head Clerk	44,532/-	<u>Semi-Skilled-A</u> 1. Assistant Fitter/Electrician 2. Senior Packer//Junior Mixer 3. Security Guard	39,088/-
<u>Ministerial-B</u> 1. Senior Clerks/Store Keeper 2. Telephone Operator	41,815/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Packer/Mali/Assistant Mixer	38,348/-
<u>Ministerial-C</u> 1. Typist/Clerks all types 3. Time Keeper/Record Keeper	40,203/-	<u>Unskilled</u> 1. Worker/Peon/Watchman 2. Labourer/Coolie/Chowkidar 3. Cleaner/Sweeper	37,000/-
<u>Highly Skilled-A</u> 1. Head Electrician /Fitter 2. Senior Mechanic	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	43,920/-
<u>Highly Skilled -B</u> 1. Senior Electrician /Fitter 2. Mechanic	42,677/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector	40,203/-

Skilled-A 1. Electrician/ Fitter/Driver HTV 2. Junior Mechanic/Senior Mixer	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-
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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
Managerial and Supervisory Group 1. Manager/Accountant all 2. Assistant Accountant 3. Sales Officer 4. Incharge/Supervisor all types	Wages left for mutual bargaining between the employers & workers	Skilled-B 1. Mixing Man 2. Sweet Maker 3. Confectioner 4. Cook 5. Driver	40,823/-
Ministerial-A 1. Accounts Assistant/Cashier 2. Stenographer/Head Clerk	44,532/-	Semi-Skilled-A 1. Second Mistri//Security Guard 1. Junior Cook/Sweet Maker	39,088/-
Ministerial-B 1. Store Keeper 2. Senior Sales man 3. Senior Clerk	41,815/-	Semi-Skilled-B 1. Packing Man/Bread Packing 2. Biscuit Packing/Office Boy 3. Helper all types	38,348/-
Ministerial-C 1. Sales Man/Clerk all types 2. Dispatcher	40,203/-	Unskilled 1. Sweeper 2. Peon	37,000/-
Highly Skilled-A 1. Head Cook /Head Baker 2. Head Confectioner 3. Head Mistri	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled –B 3. Senior Baker/Senior Cook 4. Mechanic/ Mistri	42,677/-	Miscellaneous-B-I 1. Sub-Inspector 2. Imam Masjid	40,203/-
Skilled-A 1. Baker /Confectioner 2. Bread Maker/Biscuit Maker 3. Electrician	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Assistant Engineer 2. Supervisor/Forman all types 3. Manager/ Accountant	Wages left for mutual bargaining between the Oemployers and workers	Skilled-B 1. Junior Machine Operator 2. Cook/Driver Ltv 3. Junior Electrician 4. Junior Plate man	40,823/-
Ministerial-A 1. Office Assistant 2. Accounts Assistant 3. Stenographer/Head Clerk	44,532/-	Semi-Skilled-A 1. Assistant Filler//Security Guard 2. Assistant Electrician 3. Assistant Plate man	39,088/-
Ministerial-B 1. Store Keeper 2. Cashier 3. Stenotypist/Senior Clerk	41,815/-	Semi-Skilled-B 1. Helper all types 2. Gardner/ Office Boy 3. Packer	38,348/-
Ministerial-C 1. Clerk/Typist 2. Time Keeper	40,203/-	Unskilled 1. Cleaner/Sweeper/Naib Qasid 2. Peon/Chowkidar/Watchman	37,000/-
Highly Skilled-A 1. Quality Inspector 2. Assistant Supervisor/Forman	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled –B 3. Senior Operator/Electrician 4. Senior Plate man/Senior Filler	42,677/-	Miscellaneous-B-I 1. Sub-Inspector 2. Imam Masjid	40,203/-
Skilled-A 3. Quality Man/Electrician 4. Filler// Plate man	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
<u>Supervisory & Managerial</u> 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	<u>Supervisory & Managerial</u> 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
<u>Ministerial-A</u> 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	44,532/-	<u>Skilled-A</u> 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	41,815/-
<u>Ministerial-B</u> 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)	41,815/-	<u>Skilled-B</u> 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	40,823/-
<u>Ministerial-C</u> 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	40,203/-	<u>Semi-Skilled-A</u> 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	39,088/-
<u>Highly Skilled –A</u> 1 Assistant Syrup Incharge 2 Head Fitter// Carpenter Incharge 3 Shift/Workshop Incharge 4 Senior Technician/Mechanic 5 Artist/Assistant Supervisor all	44,532/-	<u>Semi-Skilled-B</u> 1 Helper all types 2 Gate Keeper/Gun Man 3 Tyreman//Head Watchman 4 //Transporter 5 Mali//Washerman	38,348/-
<u>Highly Skilled-B</u> 1 Assistant Chemist 2 Mistry/Technician/Machinist all 3 Boiler Engineer Second Class 4 Mechanic all types 5 Plant Operator/Technical Assistant	42,677/-	<u>Unskilled</u> 1 Chowkidar/Watchman 2 Assistant Gate Keeper 3 Loader /Labourer/ Sweeper 4 Office Attendant 5 Peon/Naib Qasid	37,000/-

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
<u>Managerial and Supervisory Group</u> 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	<u>Skilled-A</u> 1 Junior Mechanic 2 Black Smith /Tin Smith 3 Carpenter //Denter 4 Drilling man 5 Fitter /Pipe Fitter/Bench Fitter	41,815/-

Ministerial-A 1 Assistant Secretary 2 Assistant all types 3 Stenographer/Head Clerk	44,532/-	6 Electrician 7 Grinding man 8 Moulder //Turner //Painter 9 Upholsterer //Vulcaniser	
Ministerial-B 1 Purchaser /Store Assistant 2 Steno typist /Store Keeper	41,815/-	10 Wireman//Welder 11 Head Serviceman 12 Sheet Maker	
Ministerial-C 1 Clerk all types 2 Typist 3 Time Keeper	40,203/-	Skilled-B 1 Cook/Driver Auto 2 Hammer man/Service Man 3 Assistant Mechanic	40,823/-
Highly Skilled-A 1. Assistant Foreman 2. Senior Mechanic 3. Head Fitter /Head Electrician 4. Head Carpenter //Head Turner 5. Head Vulcaniser/Upholsterer 6. Head Painter	44,532/-	Semi-Skilled-A 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	39,088/-
Highly Skilled -B 1. Instrument Mechanic 2. Mechanic/Work Mistri 3. Senior Fitter/ Senior Electrician 4. Senior Carpenter/Senior Turner	42,677/-	Semi-Skilled-B 1 Grounds man/Washer man 2 Helper all types 3 Picker/Mali/ 4 Head Peon	38,348/-
Unskilled 1. Chowkidar/Watchman 2. Peon/Sweeper/ Cleaner/ Scraper	37,000/-	-----	-----

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. 2,738/-
1. Special Brick Layer 2 Gutka Brick Layer 3 Tiles Layer	Rs. 3,234/-
1. Nikasi Wala	Rs. 693/-
1. Donkey Man 2. Rehra Wala	Rs. 889/-

PART-II FOR TIME-RATED WORKERS

Nomenclature	Approved minimum rates of wages per month for 26 days in Rs.
1. Munshi	46,389/-
Highly Skilled 1. Mistry 2. Truck Driver/Tractor Trolley Driver	51,334/-
Skilled 1. Car Driver 2. Cook	41,445/-
Semi-Skilled 1. Jalai Wala/Bharai Wala /Coal Man 2. Kari Wala/Safai Wala 3. Tubewell Driver 4. Security Guard	39,706/-
Unskilled 1. Chowkidar/Watchman/Mashki 2. Loader/Unloader	37,000/-

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
<u>Managerial and Supervisory Group</u> 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.	<u>Skilled-B</u> 1. Tractor Driver/Roller Driver 2. Road Roller Operator 3. Equipment Driver 4. Glazer/Polisher//Plasterer 5. Operator all types 6. Cook	40,823/-
<u>Ministerial-A</u> 1. Surveyor/Stenographer. 2. Assistant 3. Head Clerk	44,532/-	<u>Semi-Skilled-A</u> 1. Assistant Fabricator 2. Assistant Mason 3. Insulator/ Steel Fixer 4. Security Guard	39,088/-
<u>Ministerial-B</u> 1. Store Keeper //Cashier. 2. Senior Clerk	41,815/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Mate//Carpet Layer	38,348/-
<u>Ministerial-C</u> 1. Clerk all types 2. Typist 3. Time Keeper	40,203/-	<u>Unskilled</u> 1. Chowkidar/Watchman 2. Mazdoor/ Labourer/Coolie 3. Peon/Naib Qasid	37,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor 1. Head Mason//Fabricator 2. Senior Mechanic	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateweb	43,920/-
<u>Highly Skilled -B</u> 1. Senior Mason//Senior Fabricator 2. Mechanic	42,677/-	<u>Miscellaneous-B-I</u> 1. Sub-Inspector 2. Imam Masjid	40,203/-
<u>Skilled-A</u> 1. Mason//Tile Setter// Steel Binder 2. Landscaper/Fabricator//Carpenter 3. Grander Operator//Painter//Plumber 4. Electrician/ Welder// Pipe Fitter	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Supervisory</u> 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	<u>Skilled-A</u> 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	41,815/-
<u>Ministerial-A</u> 1 Accounts Assistant 2 Cost Assistant 3 Head Time Keeper 4 Inspector 5 Office Assistant	44,532/-	<u>Skilled-B</u> 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	40,823/-

Ministerial-B 1. Cashier 2. Dispenser 3. Purchaser/Store Keeper 4. Senior Clerk/Stenotypist 5. Senior Time Keeper 6. Telephone Operator	41,815/-	Semi-Skilled-A 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 Guard /Head Mali 8 Security Guard	39,088/-
Ministerial-C 1. Clerk/Junior Clerk 2. Typist 3. Time Keeper	40,203/-	Semi-Skilled-B 1. Gardner/Mali 2. Gate Keeper / 3. Helper all types	38,348/-
Highly Skilled-A 1 Artist/Designer/Talam Writer 2 Assistant Foreman/Supervisor 3 Boiler Attendant/Operator 4 Head Fitter 5 Jobber/ Junior Supervisor	44,532/-	Unskilled 1 Attendant 2 Coolie/Labourer 3 Naib Qasid/Peon 4 Sweeper 5 Watchman	37,000/-
Highly Skilled-B 1. Mechanic 2. Senior Fitter/Senior Electrician 3. Senior Weaver/Operator	42,677/-	-----	

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
Supervisory. 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.	Skilled-A. 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.	41,815/-
Ministerial-A. 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	44,532/-	Skilled-B. 1. Boiler Attendant 2. Boiler House Fireman 3. Crusher operator//C.D. Operator 4. Compressor Operator/ Driver 5. Cable Jointer//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.	40,823/-
Ministerial-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.	41,815/-	Semi-Skilled-A 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	39,088/-

Ministerial-C. 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.	40,203/-	Semi-Skilled-B 1. Helper all types 2. Poker Man//Packer// Mali 3. Senior Sample Boy 4. Sample Catcher //Sample Boy	38,348/-
Highly Skilled-A. 1. Assistant Foreman/Supervisor 2. Burner/ 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	44,532/-	Unskilled. 1. Labourer//Loader 2. Peon //Qasid/Sweeper 3. Watchman//Chowkidar	37,000/-
		Miscellaneous-A. 1. Pesh Imam //School Teacher 2. Sanitary Inspector 3. Inspector Security	43,920/-
		Miscellaneous-B-I. 1. Head Qasid/Head Mali 2. Head Security Guard 3. Midwife/Tandoorchi	40,203/-
Highly Skilled-B 1. Pattern Maker/Jamadar Khalasi 2. Mechanic/Mistry all types 3. Machinist/Technician 4. Senior Electrician	42,677/-	Miscellaneous-B-II. 1. Dai 2. Patrolman	38,348/-

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
Managerial & Supervisory Group 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.	Skilled-A. 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	41,815/-
Ministerial-A. 1. Computer Operator 2. Head Clerk 3. Office Incharge 4. Store Keeper 5. Time Office Incharge 6. Stenographer	44,532/-	Skilled-B. 1. Cook/Driver Ltv/ Packer 2. Clay man/Glaze man// Pressman 3. Lab/Testing Assistant 4. Operator (Not elsewhere classified)	40,823/-
Ministerial-B. 1. Cashier /Munshi 2. Purchaser/ Store Assistant 3. Sale Man 4. Telephone Operator 5. Upper Division Clerk	41,815/-	Semi-Skilled-A 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	39,088/-
Ministerial-C. 1. Clerk all types 2. Lower Division Clerk 3. Typist//Record Keeper 4. Time Keeper	40,203/-		
Highly Skilled-A. 1. Assistant Foreman 2. Artist 3. Assistant Supervisor 4. Modeler	44,532/-		
Highly Skilled-B. 1. Analyst 2. Mechanic/Mistry 3. Senior Turner	42,677/-		

Semi-Skilled-B 1. Foot Finisher (with Foam) 2. Helper all types 3. Mali/Gardener/Storeman 4. Loader/ Un-Loader	38,348/-	Unskilled. 1. Chowkidar /Watchman. 2. Cooli/Labourer/Masalchi 3. Peon/Qasid/Sweeper	37,000/-
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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
<u>Managerial and Supervisory Group</u> 1. Manager 2. Supervisor 3. Accountant	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Driver Ltv 2. Cook 3. Junior Boli wala 4. Junior Auction Man	40,823/-
<u>Ministerial-A</u> 1. Accounts Assistant 2. Admin/Office Assistant	44,532/-	<u>Semi-Skilled-A</u> 1. Assitant Boli wala 2. Assistant Auction Man 3. Security Guard	39,088/-
<u>Ministerial-B</u> 1. Munshi 2. Telephone Operator 3. Senior Clerk//Stenotypist	41,815/-	<u>Semi-Skilled-B</u> 1. Helper 2. Mali 3. Office Boy	38,348/-
<u>Ministerial-C</u> 1. Clerk/Typist 2. Record Keeper	40,203/-	<u>Unskilled</u> 1. Peon/Coolie 2. Sweeper/Cleaner	37,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Head Boli Wala/ Auction Man	44,532/-	<u>Miscellaneous-A</u> 1. Inspector Security 2. Khateeb	43,920/-
<u>Highly Skilled –B</u> 1. Senior Boli Wala 2. Senior Auction Man	42,677/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
<u>Skilled-A</u> 1. Boli wala 2. Auction Man	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Supervisory</u> 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.	<u>Skilled-A</u> 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	41,815/-
<u>Ministerial-A</u> 1. Accounts/Office Assistant 2. Senior Store/Chief Time Keeper 3. Dispenser//Draftsman 4. Senior Telephone Operator 5. Chemical Assistant	44,532/-		

Ministerial-B 1. Assistant Security Inspector 2. Care Taker/Store Keeper 3. Draftsman (G-II) 4. Munshi //Steno typist 5. Sales-man 6. Senior Meter Reader 7. Upper Division Clerk.	41,815/-	Skilled-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	40,823/-
Ministerial-C 1 Draftsman (G-III) 2 Lower Division Clerk 3 Clerk all types 4 Meter Reader 5 Tracer	40,203/-	Semi-Skilled-A. 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	39,088/-
Highly Skilled-A 1 Analyst //Junior Foreman 2 Naib Supervisor	44,532/-	Semi-Skilled-B 1 Helper //Attendant	38,348/-
Highly Skilled-B 1 Instrument Mechanic/Technician 2 Senior Operator/Electrician 3 Senior Turner/Fitter/Tool Maker/Black Smith/ Welder 4 Mechanic/Auto Mechanic/Mistry	42,677/-	Unskilled 1 Bearer/Coolie 2 Chowkidar/Watchman 3 Misalchi 4 Naib Qasid/Peon 5 Sweeper/Cleaner	37,000/-

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
Supervisory 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.	Skilled-A. 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.	41,815/-
Ministerial-A. 1. Cashier //Stenographer 2. Accounts/ Office Assistant 3. Head Time Keeper 4. Tool Store Head 5. Computer Attendant	44,532/-	Skilled-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.	40,823/-
Ministerial-B. 1. Senior Clerk 2. Senior Typist 3. Store Keeper//Time Keeper 4. Telephone Operator	41,815/-	Semi-Skilled-A 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	39,088/-
Ministerial-C. 1. Clerk/Junior Clerk 2. Typist/Typist Cum Clerk Grade-I 3. Assistant Cashier Fair Price Shop	40,203/-	Semi-Skilled-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	38,348/-
Highly Skilled-A. 1. Assistant Supervisor 2. Quality Control/Head Mechanic 3. Inspector/Quality Monitor-I 4. Senior Technician 5. Senior Section Machinist	44,532/-		

Highly Skilled-B. 1. Fitter/ Detector Mechanic 2. Senior Section Man//Head 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	42,677/-	Unskilled. 1. Laborer 2. Watchman 3. Sweeper 4. Lance Naik 5. Peon/Bank Peon 6. Naib Qasid.	37,000/-
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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
Supervisory. 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	Skilled-A. 1. Assistant Recordist 2. Assistant Cameraman 3. Assistant Laboratory Man 4. Carpenter/Plumber/ Painter 5. Electrician 6. Operator (Projection Deptt.) 7. Turner 8. Printer	41,815/-
Ministerial-A 1. Accounts Assistant 2. Office Assistant	44,532/-	Skilled-B. 1. Assistant Printer/Developer 3. Sound Assistant	40,823/-
Ministerial-B. 1. Purchaser 2. Store Keeper 3. Senior Clerk 4. Telephone Operator	41,815/-	Semi-Skilled-A 1. Assistant Operator 2. Assistant Plumber 3. Boom Boy/Boom Man/Light Man 4. White Washer// Security Guard.	39,088/-
Ministerial-C. 1. Clerk (Not elsewhere classified) 2. Laboratory Clerk 3. Record Clerk/Store Clerk	40,203/-	Semi-Skilled-B 1. Gate Keeper 2. Mali 3. Helpers	38,348/-
Highly Skilled-A 1. Developer 2. Head Sound Department 3. Head Camera Department 4. Head Electrician	44,532/-	Unskilled. 1. Cooli (all types) 2. Chowkidar 3. Sweeper	37,000/-
Highly Skilled-B. 1. Recordist /Camera Man 2. Senior Electrician 3. Junior Developer	42,677/-	-----	-----

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
Supervisory. 1. Accountant 2. Manager 3. Supervisor	Wages left for mutual bargaining between the employers and workers.	Skilled-A. 1. Air-Conditioning Plant Operator 2. Carpenter/Electrician 3. Rewinder/Operator	41,815/-
Ministerial-A. 1. Accounts Assistant 2. Office/Admin Assistant 3. Head Booking Clerk	44,532/-	Skilled-B. 1. Junior Operator/Rewinder 2. Junior Electrician/Carpenter 3. Driver Ltv/Cook	40,823/-
Ministerial-B. 1. Senior Booking Clerk 2. Senior Clerk 3. Stenotypist 4. Store Keeper	41,815/-	Semi-Skilled-A 1. Assistant Air-conditioning Plant Operator 2. Security Guard 3. Assistant Operator/ Rewinder 4. Assistant Electrician/Carpenter	39,088/-
Ministerial-C. 1. Booking Clerk 2. Record Keeper/Typist	40,203/-	Semi-Skilled-B 1. Fire Fighting Man 2. Gate Keeper //Helper	38,348/-

Highly Skilled-A. 1. Head Operator 2. Assistant Supervisor	44,532/-	Unskilled. 1. Chowkidar/Watchman/Sweeper 2. Peon/Naib Qasid	37,000/-
Highly Skilled-B. 1. Senior Operator 2. Senior Electrician/Carpenter 3. Senior AC Plant Operator	42,677/-	-----	-----

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
Managerial and Supervisory Group 1. Manager 2. Supervisor 3. Forman 4. Accountant	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Driver/Cook 2. Junior Fitter/ Turner 3. Junior Repairer 4. Junior Metal Caster	40,823/-
Ministerial-A 1. Accounts Assistant 2. Office/Admin Assistant	44,532/-	Semi-Skilled-A 1. Assistant Fitter/Turner 2. Security Guard 3. Assistant Metal Caster/Repairer	39,088/-
Ministerial-B 1. Senior Clerk 2. Store Keeper 3. Stenotypist	41,815/-	Semi-Skilled-B 1. Packer //Mali 2. Helper all types 3. Visitor Attendant	38,348/-
Ministerial-C 1. Clerk all types 2. Time Keeper	40,203/-	Unskilled 1. Watchman/ Chowkidar/Peon 2. Labourer/ Coolie	37,000/-
Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman	44,532/-	Miscellaneous-A 1. Inspector Security 2. Khateeb	43,920/-
Highly Skilled -B 1. Technician/Mechanic 2. Senior Electrician/Senior Fitter 3. Senior Turner/Metal Caster	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Fitter /Repairer 2. Turner/Metal Caster	41,815/-	Miscellaneous-B-II 1. Gate Keeper 2. Moazzan	38,348/-

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.
Managerial and Supervisory Group 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	Skilled-A 1. A.C. / L. Operator 2. Black Smith /Fireman 3. Operators all types 4. Carpenter/Mason/Plumber 5. Cook Senior / Head 6. Denter/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	41,815/-
Ministerial-A 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	44,532/-	Skilled-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)	40,823/-
Ministerial-B 1. Assistant Time Keeper 2. Assistant Transport Incharge 3. Senior Dispatch Rider 4. Junior Office Assistant 5. Salesman//Receptionist	41,815/-		

Ministerial-C 1. Typist /Clerk all types 2. Courier/Despatch Rider 3. Record Keeper	40,203/-	Semi-Skilled-A 1. Greaser / Oil Man / 2. Head_Gardner/ Mali 3. Security Guard// Lady Searcher 4. Helper all types/Head Baildar	39,088/-
Highly Skilled-A 1. Artist / Mistri 2. Junior Supervisor 3. Boiler Engineer / Operator 4. Carpenter Incharge 5. Die Foreman/ Senior Mechanic 6. Head Mason/Head Painter	44,532/-	Semi-Skilled-B 1. Bread Packing //Packing Man 2. Gardner / Mali//Second Mistri 3. Khadim Masjid / Moazzan 5. Tea Man//Head Sweeper 6. Dak Runner/Qasid 7. Senior Baildar	38,348/-
Highly Skilled –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	42,677/-	Unskilled 1. Attendant / Bearer/ Coolie 2. /Labourer/Loader / Unloader 3. Misalchi//Peon / Naib Qasid 4. Sweeper / Cleaner/Baildar 8. Watchman / Chowkidar	37,000/-

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
Supervisory 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	Skilled-A 1 Assistant Press Driver 2 Black Smith// Electrician 3 Driver Heavy Transport 4 Expeller man/Saw man//Arra Man 5 Fitter (Except Sajin Fitter) 6 Press Maker/Press Oil Man 7 Sajin Oilman//Wall man Press 8 Turner//Welder//Mochi	41,815/-
Ministerial-A 1 Cost Assistant// Office Assistant 2 Gate Incharge	44,532/-	Skilled-B 1 Driver Car// Cook 2 Operator 3 Junior Expellerman	40,823/-
Ministerial-B 1. Cashier// Senior Clerk 2. Store Keeper 3. Time Keeper	41,815/-	Semi-Skilled-A 1 Assistant Fitter (all types) 2 Bora Maker//Ginning Worker 3 Refine man//Volve Man 4 Security Guard	39,088/-
Ministerial-C 1 Bill Clerk//Binola Clerk 2 Clerk//Delivery Clerk 3 Oil Clerk/Press Clerk	40,203/-	Semi-Skilled-B 1 Gate Keeper 2 Helper all types	38,348/-
Highly Skilled-A 1 Assistant Fitter Sajin 2 Head Fitter 3 Head Expeler Man	44,532/-	Unskilled 1 Chowkidar/Watchman 2 Labourer/Coolie 3 Peon/Naib Qasid 4 Sweeper/Cleaner	37,000/-
Highly Skilled-B 1 Press Driver 2 Senior Fitter//Senior Electrician 3 Senior Expeller Man 4 Senior Turner/Welder	42,677/-		

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>Supervisory</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>Skilled-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 Bente Plant Operator 11 Bale Checker//Stamper 12 Boiler Attendant Class-III//Fire Man Boiler//Boiler Operator -III 13 Clandering Machine Operator 14 Creeler (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 & 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 Pirm 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</p>	<p>40,823/-</p>
<p>Ministerial-A</p> <p>1. Computer Assistant 2. Personal/Accounts Assistant 3. Coordinator observer 4. Cotton Classer 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>44,532/-</p>		
<p>Ministerial-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 Telephone Supervisor/Incharge PABX 19 X-Ray Assistant/X-Ray Technician.</p>	<p>41,815/-</p>		

<p>Ministerial-C</p> <ol style="list-style-type: none"> 1 Assistant Store Keeper 2 Assistant Draughtsman 3 Assistant Cashier/Assistant Auditor 4 Assistant Librarian 5 Adrema Operator 6 Assistant Key Punch Operator 7 Booking Man/Clerk all types 8 Control Chart Observer 9 Care-Taker//Graph man 10 Godown Keeper(Matric) 11 Mid wife/Die 12 Munshi (Matric) 13 Pick Efficiency observer/Checker 14 Pick Reading Clerk/Pick Reader 15 Quality Control Observer/Checker 16 Sub-Inspector Watch and Ward 17 Sales Man /Time Keeper 18 Typist/Tracer/ Record Keeper 19 Telephone Operator 20 Waste Checker/Observer 	40,203/-	<ol style="list-style-type: none"> 54 Stenter Machine Man/ Operator 55 Sonforising Machine man 56 Shearing Machine Operator 57 Singeing Machine Operator 58 Soaper Machine Operator 59 Screen Operator 60 Stitching Machine Operator 61 Sample Checker/Sample Cutter 62 Stripper/Senior Checker 63 Senior Operator Knitting Machine 64 Switch Board Attendant 65 Senior Oil Man 66 Two Looms Towel Weaver 67 Telephone Repairer/Tendoorchi 68 Water Mangle Machine man 69 Warptying Machine Man 70 Wireless Operator// Passer 71 Winder "B" Grade 72 Wire Man Grade-I 73 Weft Sider/Warper Conventional 74 Leather man/Mixing Checker 	
<p>Highly Skilled-A</p> <ol style="list-style-type: none"> 1 Assistant Printer 2 Artist/Designer 3 Assistant/ Deputy Foreman 4 Boiler Engineer II-Class 5 Eight Loom Weaver 6 Head Over hauler 7 Head Boiler Fitter/Head Fitter all typ 8 Head Machinist /Head Mechanic 9 Head Moulder/Head Carpenter 10 Head Screen Maker 11 Head Black Smith 12 Warp Repairer 13 Head Checker Reeling 14 Head Machinist 15 Four Sider (440-480 Spindles Frame) 16 Instructor Weaving 17 Photographer(Engineering & Printing) 18 Plate Cutter/Six Sider 	44,532/-	<p>Semi-Skilled-A</p> <ol style="list-style-type: none"> 1 Assistant Armature Winder/Assistant Motor Winder 2 Assistant Air-conditioning Plant Attendant/Assistant Air Conditioning Plant Operator 3 Assistant Soaper Man 4 Assistant Black Smith/Tin Smith 5 Assistant Carpenter 6 Assistant Boiler Attendant 7 Assistant Beam Piecer 8 Assistant Colour Mixer /painter 9 Assistant Continuous Dyeing Plant Operator 10 Assistant Electrician/Drilling Man 11 Assistant Fitter/ Assistant Moulder 12 Assistant Grinding Machine Operator 13 Assistant jet machine Operator 14 Assistant Machine Man (Ager) 15 Assistant machine man Back Printing 16 Assistant Mason/Assistant Mixer 17 Assistant Milling Man 18 Assistant Mercerising Machine man 19 Assistant Monofrising Machine man 20 Assistant Operator Softening Plant 21 Assistant Open Width Machine man 22 Assistant Operator (Including Assistant Rope Washing operator and Assistant Band saw Operator) 23 Assistant Pattern Maker/ShaperMan 24 Assistant Shearing Machine man 25 Assistant Sienging Machine man 26 Assistant Sonforising Machine man 27 Assistant Turner/Assistant Welder 28 Assistant Warper/Assistant Winder 29 Assistant Roller Coverer 30 Assistant Padder Machine man 31 Assistant Water Mangle Machine man 32 Assistant Stenter Machine man 33 Assistant Kuster Squeezing Machine man 34 Back Sizer/Assistant Sizer 35 Crushing Machine man 36 Bentler Plant Checker 37 Bentler Soaper Checker 38 Backing Machine Operator 39 Bundler (Reeling / Tola (Reeling). 40 Cloth inspector/Cloth Checker 41 Cone Checker/Chemical Mixer 42 Comber Man/Cloth Cutter 43 Caustic Soda Dissolving Man 	39,088/-
<p>Highly Skilled-B</p> <ol style="list-style-type: none"> 1 Assistant Supervisor 2 Boiler Operator Class-I 3 Boiler Engineer Class-III 4 Beam Piecer/Piecer 5 Cot Grinder/Head Grinder 6 Checker Ring 7 Electroplating Mistry 8 Four Sider (400 Spindle Frame) 9 Four Tenter Simplex 10 Head Tin Smith/Senior Tin Smith 11 Head Armature Winder/Motor Winder 12 Head Checker Weaving 13 Head Switch Board Attendant 14 Head Dye Maker 15 Head Turner/Senior Turner 16 Head Welder/Head Mason 17 Head Roller Coverer 18 Head Sizer/Head Doffer 19 Head Piecer/Head Bobbin Shifter 20 Instructor Ring 21 Jobber (Not elsewhere classified) 22 Milling Man/Miller 23 Machinist/ Pattern maker 24 Mechanic (Not elsewhere classified) 25 Over hauler/Mistri 26 Pump /Refrigeration Mechanic 27 Six Looms Weaver 28 Senior Electrician/Head Electrician 29 Slay Maker/Trainee Supervisor 30 Uster Operator/Works Mistri 31 Weaving Jamadar 	42,677/-		

<p>Skilled-A</p> <ol style="list-style-type: none"> 1 Armature Winder/Motor Winder 2 Auto Electrician//Electrician 3 Air Condition Plant Operator 4 Assistant Jobber 5 Assistant Mechanic/over hauler 6 Auto Coner Winder 7 Black Smith//Carpenter// Mason 8 Band Saw Operator //Colour Mixer 9 Boiler Attendant Class-II 10 Boiler Operator Class-II 11 Comber Tenter (Hi-Speed Machines) 12 Chemical Testing Man 13 Cone/Cheese/Spooler Winder 14 Drawer "A" Grade 15 Pressure Jigger Machine Operator 16 Fitter All Types//Head Cook 17 Four Looms Weaver 18 Double Drawing Tenter (Hi-Speed). 19 Flat Grinder//Painter 20 Final Checker/Damage Reporter/Head Checker 21 Grinder/Grinding Machine Operator/Top Roller Grinder 22 Heavy Transport Driver 23 Head Tester// Lap Tester 24 Line Man(H-P Electricity Deptt) 25 Laboratory Technician 26 Loading Incharge//Party Incharge 27 Moulder// Loom Tuner 28 Polish&Varnish Machine Man 29 Pirn Winder-A Grade 30 Reeler-A Grade//Roller Coverer 31 Senior Roller Attendant 32 Shaper Man/Planner 33 Sub-Station Operator 34 Three Sider//Sizer/Polisher/ 35 Three Simplex Tenter 36 Turner//Tin Smith// Welder 37 Turbine Driver//Wood Turner 38 Waste/ Yarn Testing Man 39 Warper (High Speed) 	41,815/-	<ol style="list-style-type: none"> 44 Condenser Attendant 45 Card Doffer/Lap Man 46 Creeler (Conventional). 47 Damping machine man 48 Drawing Range /Folding Checker 49 Dobby Assistant Fitter 50 Feeler Motion Attendant 51 Folding Machine man/Folder 52 Fireman,(Foundry)/Fireman, Boiler 53 Frame man/Healdman 54 Head Bobbin Boy 55 Hammer man/Jigger operator 56 Lapper/Lap man 57 Lot Stamping/Mercerising Checker 58 Laboratory Attendant/ Boy/Man 59 Oil Man All Categories 60 Operator Uniconer 61 Printing Soaper Checker 62 Printing Machine Checker 63 Picker Tenter (Two Machines/ Double Scutcher/ Scutcher Man) 64 Pressman Folding/Bundle 65 Picking Man/Reed Man 66 Roving Tenter/Ribbon Tenter 67 Reacher/Ribbon Fixer 68 Rivet Maker/ Rag Checker 69 Single Sider/ Size Mixer 70 Senior Operator Knitting Machine 71 Stitcher/Tailor /Stamper Folding 72 Selvedge printing Machine man 73 Screen Retoucher /Head Fixer 74 Single Machine Checker 75 Store Man/Store Marker 76 Sticker Man /Yardage Checker 77 Stationery Engine Driver 78 Touching Man /Tailing Boy 79 Two Loom Weaver 80 Wide Scutcher Machine man 81 Wide Width Padder machine man 82 Water Mangle Checker 83 Warping operator/Warping Boy 84 Helper Weaver /Shuttle Repairer 85 Checker Roller Coverer. 86 Sepoy Watch & Ward/Security Guard 	
<p>Semi-Skilled-B</p> <ol style="list-style-type: none"> 1 Assistant Size Mixer 2 Assistant Cook/Assistant Tape man 3 Bobbin Shifter / Boy/ Fixer 4 Card Board Cutter 5 Cut piece Checker 6 Cellophene Wrapper / Wrapper (Reeling) 7 Calender Stitcher /Cotton Mixer 8 Cone Packer / Cone Marker / Number Marker 9 Dise Attendant / Humidity Attendant 10 Exhaust Man 11 Fear Knaught Tenter 12 Helper Roller Coverer 13 Helper all types 14 Head Cleaner/Head Wrapper 15 Jamadar including Quarter Jamadar 16 Kier Man/Knotter 17 Mali/Gardner/Head Loader 18 Opener Tenter 19 Pump Attendant power House 20 Press operator/Stain Remover 21 Sales Man Canteen/Softener Attendant 22 Store Jamadar/Store Boy 23 Senior Bobbin Carrier 24 Tube well Driver/Tube well Operator 25 Tape man / Apprenman 	38,348/-	<p>Unskilled</p> <ol style="list-style-type: none"> 1 Bobbin Sorter/Carrier/Cleaner 2 Back Stitcher/Bleaching Issuer 3 Bearer/Beldar/Bale Stamper 4 Bamboo Cutter /Roll picker 5 Coolie (Not elsewhere classified) 6 Condition Man/Cop Filler 7 Cloth Carrier /Cloth Lifter 8 Cotton Feeder /Card Feeder 9 Combing Man/Cotton Cleaner 10 Cycle Stand Attendant 11 Cleaner (not elsewhere classified) 12 Cone Carrier/Can Carrier 13 Club Attendant/Domestic Servant 14 Floor Cleaner/Dropper man 15 Cola Boy /Godown Boy 16 Grey Cloth Carrier 17 Hessian Cloth/Iron Hoop Cutter 18 Lot Stamper/Loader 19 Peon/Piler/Piece Carrier 20 Paper Wrapper Boy 21 Packer/Press Worker 22 Roof Cleaner/Rag Sorter 23 Sweeper/Service Boy 24 Sorter/Cut Piece Sorter 25 Trolley man/Tape Wala 26 Waste picker/Waste opener 27 Waste Sorter/Man/ Carrier 	37,000/-

26 Thread Ball Cutter/Thread Ball Maker 27 Twisting operator 28 Willow man /Thread Cutter 29 Wire Head Sorter/Hand Folder		28 Water man/Ward Boy 29 Weigh man Scale 30 Wrapping Boy/Wrapper 31 Zap man/ Chowkidar /Watchman 32 Assistant Frame Man 33 Beam Carrier/Yarn Man	
Miscellaneous-A 1 Sanitary Inspector / Incharge 2 Security Inspector 3 Imam Masjid	43,920/-	Miscellaneous-B-I 1 Head Jamadar/ Head Watchman 2 Head Daftri Clinical orderly 3 Head mali/Head Gardner 4 Marker (Sports) /Book Binder 5 Moazzan mosque Mudarras/ 6 Sanitation Jamadar /Sewer man 7 Salesman karyana (Under Matric) Shop Attendant/Tea Man/Tola (Fair price Shop)	40,203/-
Miscellaneous-B-II 1 Fireman(Fire Fighter) 2 Gate Keeper/Guard man 3 Reading Man/Meter Reader 4 /Daftry/Head Peon	38,348/-		

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
Managerial & Supervisory Group 1. Accountant 2. Sales Officer/Sales Manager 3. General Manager/Area Manager 4. Supervisor	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Driver 2. Cook 3. Messenger	40,823/-
Ministerial-A 1. Office Assistant/Accounts Assistant 2. Head Clerk/Stenographer 3. Admin Assistant	44,532/-	Semi-Skilled-A 1. Dafri //Security Guard 2. Despatch Rider 3. Head Peon	39,088/-
Ministerial-B 1. Senior Clerk//Stenotypist 2. Computer Operator 3. Telephone Operator//Munshi	41,815/-	Semi-Skilled-B 1. Qasid 2. Senior Peon 3. Office Boy	38,348/-
Ministerial-C 1. Typist //Clerk all types 2. Dry Port Representative 3. Tax Clerk//Record Keeper	40,203/-	Unskilled 1. Naib Qasid 2. Peon/Watchman 3. Frash//Sweeper	37,000/-
Highly Skilled-A 1. Assistant Sales Officer 2. Assistant Supervisor	44,532/-	Miscellaneous-A 1. Khateeb 2. Security Inspector	43,920/-
Highly Skilled -B 1. Senior Sales Representative 2. Senior Cashier	42,677/-	Miscellaneous-B-I 1. Security Sub-Inspector 2. Imam Masjid	40,203/-
Skilled-A 1. Sales Representative 2. Cashier 3. Senior Driver	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Supervisory. 1. Accountant 2. Manager/Export Manager 3. Foreman/Supervisor 4. Incharge Section	Wages left for mutual bargaining between the employers and the workers.	Skilled-A 1. Die Fitter// Fitter// Electrician 2. Driver Lt//Cook 3. Grinder//Turner//Welder 4. Machine man	41,815/-
Ministerial-A. 1. Computer Operator 2. Sales Assistant 3. Stenographer 4. Works Assistant	44,532/-	Skilled-B. 1. Cutter//Filler//Knife Polisher 2. Nickel Plating Man//PressMan 3. Junior Fitter//Die Fitter 4. Junior Machine Man	40,823/-

Ministerial-B. 1. Cashier//Store Keeper 2. Senior Time Keeper 3. Telephone Operator	41,815/-	Semi-Skilled-A. 1. Assistant Fitter/ Electrician 2. Assistant Turner 3. Security Guard	39,088/-
Ministerial-C 1. Typist//Clerk all types 2. Dispatcher//Time Keeper	40,203/-	Semi-Skilled-B. 1. Gate Keeper//Packer// Mali 2. Helper all types	38,348/-
Highly Skilled-A. 1. Assistant Foreman 1. Senior Mistri Surgical 2. Head Fitter/Head turner 3. Head Machine Man	44,532/-	Unskilled. 1. Chowkidar 2. Night Watchman 3. Office Boy 4. Sweeper.	37,000/-
Highly Skilled-B 1. Mistri Surgical 2. Senior Fitter /Die Fitter 3. Senior turner/Machine man	42,677/-	-----	-----

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
Managerial & Supervisory Group 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	Skilled-B 1 Operator (Not elsewhere classified) 2 Assistant Inspector 3 Driver Light Transport 4 Cook G-II	40,823/-
Ministerial-A 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	44,532/-	Semi-Skilled-A 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//Fettler 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	39,088/-
Ministerial-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	41,815/-		
Ministerial-C 1 Time Keeper/Assistant Store Keeper 2 Assistant Sales Man 3 Assistant Record Keeper 4 Typist//Clerk (all types)//Tracer	40,203/-		
Highly Skilled-A 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 Heed 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	44,532/-		

8 Shop Inspector /Mistry 9 Mill Wright /Over hauler 10 Technical Assistant //Hardener 11 Assistant Foreman/Chemical Analyst 12 Die Fitter G-A /Bench Fitter G-A 13 Plant Operator G-A 14 Electroplater G-A 15 Die Maker/Pattern Maker 16 Colour Maker/Rang Saz		27 Tube Cutter//Tube Joiner 28 Solutioner// Security Guard 29 Machine Operator (Not elsewhere classified) 30 Helper Inspector 31 Dipper//Bender//Rim Cutter 32 Assistant Electroplater	
Highly Skilled-B 1 Plant Operator Grade-B 2 Instructor//Telephone Technician 3 Auto Mechanic/Mechanic 4 Machinist / Machinist-II 5 Inspector (Not elsewhere classified)	42,677/-	Semi-Skilled-B 1 Gardener//Kiln Loader 2 Fire Brigade Man 3 Assembler (Not elsewhere classified) 4 Assistant Polisher 5 Assistant Filer 6 Assistant Grinder 7 Water Pump Operator 8 Paper and Metal Transfer Fixer 9 Viewer 10 Vat-Man/Store man 11 Packer 12 Helper	38,348/-
Skilled-A 1 Turner/Turner G-II/G-B 2 Welder/Welder G-II/G-B 3 Fitter/Fitter G-II/G-B 4 Tool Setter/Tool Setter G-II/Die Setter G-B 5 Milling Man/Milling Man G-II 6 Moulder/Mounder G-II 7 Carpenter/Carpenter G-II 8 Polisher G-II/Polisher 9 Cobbler G-II/Cobbler 10 Electrician/Electrician G-II 11 Grinder man G-II/Grinder man 12 Brazing Man G-II/Brazing Man 13 Filler G-II/Filler 14 Plumber//Painter//Tine Smith 15 Mason/Shaper man//Planner 16 Fabricator/Armature Winder 17 Line Man/Spray Man 18 Electroplater/Electroplater G-B 19 Hammer Man (Power) G-II 20 Power Press Operator Forging 21 Fork Lift Truck operator 22 Black Smith /Black Smith G-II 23 Rim Machine Operator 24 Junior Inspector /Driver HTV 25 Upholsterer/Enameler G-I 26 Bench Fitter Grade-B 27 Crush Man/Cook G-I	41,815/-	Unskilled 1 Cleaner 2 Sweeper 3 Labourer 4 Coolie 5 Peon 6 Water Carrier 7 Baildar 8 Watchman 9 Chowkidar	37,000/-
		Miscellaneous-A 1 Inspector Watch & Ward 2 Sanitary Inspector	43,920/-
		Miscellaneous-B-I 1 Head SecurityGuard 2 Head Mali 3 Head Jamadar	40,203/-
		Miscellaneous-B-II 1 Coolie Incharge 2 Daftry 3 Gate Keeper 4 Head Chowkidar 5 Head Watchman	38,348/-

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
Managerial & Supervisory Group. 1. Accountant /Shift Technician 2. Assistant Shift Technician 3. Engineer/Assistant Engineer all 4. Officer/ Assistant Officer all 5. Assistant/Deputy Manager all 6. Assistant Supervisor all types 7. Incharge all types 8. Biologist/ Chemist 9. Foreman/Supervisor all types 10. Junior Engineer all types 11. Senior supervisor all types	Wages left for mutual bargaining between the employers and the workers	Skilled-A. 1. Boiler Operator//Dryer Operator 2. Carpenter//Mason//Painter 3. Denter //Driver (Heavy) 4. Electrician//Motor Winder 5. Fitter //Welder // Shaper man 6. Head man 7. Junior Mechanic 8. Junior Plant Operator 9. Tetra Pack Technician 10. Ultra Heat Treatment Operator	41,815/-
Ministerial-A. 1. Accounts Assistant 2. Computer Operator 3. Fair Price Shop Incharge 4. Head Time Keeper 5. Office/Personal Assistant 6. Senior Cashier 7. Stenographer.	44,532/-	Skilled-B. 1. Boiler Attendant 2. Cook//Driver Ltv 3. Chiller/Evaporator Operator 4. Laboratory Assistant 5. Operator (Not elsewhere) 6. Pasteurizing Operator 7. Fireman/Senior Blender	40,823/-

Ministerial-B. 1. Cashier//Imam Masjid 2. Steno typist//Store Keeper 3. Senior Time Keeper 4. Security Assistant. 5. Telephone Operator 6. Work Munshi	41,815/-	Semi-Skilled-A. 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	39,088/-
Ministerial-C. 1. Assistant Store Keeper 2. Typist/Clerk /Junior Clerk all 3. Despatcher//Sales Man 4. Time Checker/Keeper 5. Junior Time Keeper	40,203/-	Semi-Skilled-B. 1. Butter Worker// Plant Worker 2. Despatch Rider 3. Helper all types 4. Mali/Gardener//Packer 5. Senior Peon//	38,348/-
Highly Skilled-A. 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	44,532/-	Unskilled. 1. Cleaner/Chowkidar 2. Coolie/Labourer/ Loader 3. Guest House Attendant 4. Khadim Masjid 5. Peon/Office Boy 6. Sweeper/Sweeperess 7. Water Boy /Waterman 8. Weighing man.	37,000/-
Highly Skilled-B. 1. Mechanic//A.C. Technician 2. Assistant Chemist 3. Tetra Pak Operator	42,677/-	-----	-----

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
Supervisory. 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.	Skilled-A. 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	41,815/-
Ministerial-A 1. Accounts Assistant 2. Cashier//Stenographer 3. Dispatch Assistant	44,532/-		
Ministerial-B. 1. Store Keeper 2. Telephone Operator	41,815/-		
Ministerial-C. 1. Typist//Clerk all types 2. Time Keeper	40,203/-	Skilled-B. 1. Assistant Mechanic/ Machinist 2. Assistant Tank Checker 3. Cook/Driver Ltv//Hammer Man 4. Press Man/Press Operator	40,823/-
Highly Skilled-A. 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	44,532/-	Semi-Skilled-A 1. Assistant Mason/Painter 2. Assistant Fitter/ Electrician 3. Assistant Winder/Welder/Driller 4. Assistant Furnace Man 5. Assistant Machine Operator 6. Security Guard	39,088/-
Highly Skilled-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	42,677/-	Semi-Skilled-B 1. Assistant Press Man/Operator 2. Gardener / Mali //Office Boy 3. Helper all types	38,348/-
		Unskilled. 1. Labourer//Loader//Sweeper 2. Watchman/Chowkidar/Peon	37,000/-

(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
<u>Supervisory.</u> 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.	<u>Skilled-A.</u> 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	41,815/-
<u>Ministerial-A.</u> 1. Office Assistant 2. Assistant Accountant 3. Purchaser	44,532/-		
<u>Ministerial-B.</u> 1. Cashier 2. Telephone Operator 3. Dispenser 4. Store Keeper	41,815/-	<u>Skilled-B.</u> 1. Driver Car/Cook// Pressman 2. Machine Operator 3. Plastic Machine Operator 4. Grinder//Weight Balancer	40,823/-
<u>Ministerial-C.</u> 1. Clerk all types 2. Time Keeper	40,203/-	<u>Semi-Skilled-A</u> 1. Packer //Assistant Fitter 2. Assistant Needing Machine Operator 3. Security Guard	39,088/-
<u>Highly Skilled-A.</u> 1. Assistant Supervisor 2. Quality Inspector/Senior technician 3. Senior Plant Operator	44,532/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Gate Keeper	38,348/-
<u>Highly Skilled-B</u> 1 Die Maker 2 Plant Operator 3 Technician	42,677/-	<u>Unskilled.</u> 1. Chowkidar/Watchman/Coolie 2. Labour/Loader / unloader 3. Peon //Sweeper	37,000/-

(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
<u>Supervisory.</u> 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.	<u>Skilled-A.</u> 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	41,815/-
<u>Ministerial-A.</u> 1. Computer Operator 2. Office Assistant/Purchaser.	44,532/-		
<u>Ministerial-B.</u> 1. Draftsman 2. Imam Masjid 3. Receptionist//Telephone Operator 4. Store Keeper	41,815/-	<u>Skilled-B.</u> 1. Pressman //Assistant Machinist 2. Assistant Tank Operator 3. Driver Car//Hammer man	40,823/-
<u>Ministerial-C.</u> 1 Clerk all types/Typist 2 Time Keeper	40,203/-	<u>Semi-Skilled-A</u> 1. Assistant Fitter/ Electrician 2. Assistant Winder/Painter 3. Assistant Furnace Man	39,088/-

Highly Skilled-A. 1. Die Maker//Senior Inspector 2. Senior Mechanic/Technician 3. Senior Pattern Maker 4. Boiler Operator/Senior Machinist	44,532/-	4. Assistant Welder/Driller 5. Assistant Machine Operator 6. Trainee Operator 7. Head Mali/Gardener/Packer 8. Security Guard	
Highly Skilled-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	42,677/-	Semi-Skilled-B 1. Assistant Press Man /operator 2. Gardener/Mali 3. Helper all types/. 4. Khadim Masjid//Loader	38,348/-
		Unskilled. 1. Chowkidar //Peon/Qasid 2. Dish Washer/Office Boy 3. Sweeper	37,000/-

(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
Supervisory 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.	Skilled-A. 1. Electrician//Fitter 2. Leathe Machine Operator 3. Painter//Stem Operator 4. Turner//Welder	41,815/-
Ministerial-A. 1. Accounts/Office Assistant 2. Wastage Controller	44,532/-	Skilled-B. 1. Driver Car 2. Operator (not elsewhere)	40,823/-
Ministerial-B. 1. Store Keeper 2. Computer Operator	41,815/-	Semi-Skilled-A 1. Packer/Assistant Electrician 2. Assistant Fitter/Turner 3. Security Guard	39,088/-
Ministerial-C. 1. Clerk 2. Record Keeper	40,203/-	Semi-Skilled-B 1. Gardener/Mali 2. Helper all types 3. Office Boy	38,348/-
Highly Skilled-A. 1. Assistant Foreman/ Supervisor. 1. Head Fitter//Head Electrician. 2. Head turner	44,532/-	Unskilled. 1. Cleaner//Labourer 2. Peon//Sweeper. 3. Watchman/Chowkidar	37,000/-
Highly Skilled-B. 2. Senior Fitter//Senior Electrician. 3. Senior turner	42,677/-	-----	-----

(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
Supervisory. 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.	Skilled-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	40,823/-
Ministerial-A. 1. Office/Accounts Assistant	44,532/-	Semi-Skilled-A 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 Strauding Operator 7. Security Guard	39,088/-
Ministerial-B. 1. Store Keeper/Senior Clerk	41,815/-		
Ministerial-C. 1. Clerk all types 2. Store Man/typist	40,203/-		
Highly Skilled-A. 1. Senior Lab. Technician 2. Senior Maintenance Technician	44,532/-		

Highly Skilled-B. 1. Technician//Senior Wire Drawer 2. Senior Wire Stranding Operator 3. Senior Machine Operator 4. Senior Copper Rod Operator 5. Senior ELPE Cable Operator	42,677/-	Semi-Skilled-B 1. Assistant Packer. 2. Gate Keeper//. 3. Mali/Gardener/Head Watchman 4. Helper all types	38,348/-
Skilled-A. 1. Annealing Operator 2. Assistant technician 3. Aluminium Rod Operator 4. Conductor Machine Operator 5. Cable Extruding Operator 6. Copper Roll Operator 7. Driver Htv //Maching Operator 8. Electrician//Wire Drawer 9. Wire Stranding Operator 10. EXLPE Cable Operator	41,815/-	Unskilled. 1. Labourer/Coolie 2. Peon//Sweeper 3. Watchman/Chowkidar	37,000/-

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
Managerial and Supervisory Group 1. Supervisor/Forman 2. Manager 3. Accountant 4. Officer all types	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Driver 2. Capacitor Manufacturer 3. Cook	40,823/-
Ministerial-A 1. Purchaser 2. Office Assistant 3. Accounts Assistant	44,532/-	Semi-Skilled-A 1. Assistant Mason/Assistant Painter 2. Assistant Electrician/Press Man 3. Assistant Welder/Assistant Winder //Security Guard	39,088/-
Ministerial-B 1. Store Keeper 2. Computer Operator	41,815/-	Semi-Skilled-B 1. Gardener/Mali 2. Helper all types/Packer	38,348/-
Ministerial-C 1. Clerk all types 2. Record Keeper	40,203/-	Unskilled 1. Labourer/Loader 2. Peon//Sweeper	37,000/-
Highly Skilled-A 1. Assistant Inspector	44,532/-	Miscellaneous-A 1. Security Inspector	43,920/-
Highly Skilled -B 1. Machinist//Quality Inspector 2. Senior Electrician 3. Senior Fitter/General Fitter 4. Senior Machine Operator	42,677/-	Miscellaneous-B-I 1. Time Keeper 2. Imam Masjid	40,203/-
Skilled-A 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	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Designer 2. Manager 3. Supervisor	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Driver LtV/Cook 2. Junior Operator 3. Junior Rafugar 4. Junior Machine Man /Operator	40,823/-
Ministerial-A 1. Office Assistant 2. Accounts Assistant	44,532/-	Semi-Skilled-A 1. Assistant Operator/ Rafugar 2. Security Guard	39,088/-

Ministerial-B 1. Store Keeper 2. Senior Clerk	41,815/-	Semi-Skilled-B 1. Gazi//Clipper//Shuttle Man 2. Helper all types	38,348/-
Ministerial-C 1. Clerks all types 2. Typist	40,203/-	Unskilled 1. Watchman//Peon 2. Worker/Labourer	37,000/-
Highly Skilled-A 1. Master 2. Assistant Supervisor	44,532/-	Miscellaneous-A 1. Security Inspector	43,920/-
Highly Skilled –B 1. Senior Machine Operator 2. Senior Rafugar	42,677/-	Miscellaneous-B-I 1. Time Keeper 2. Imam Masjid	40,203/-
Skilled-A 1. Operator//Rafugar 2. Machine Man /Operator	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Foreman 2. Supervisor 3. Production Supervisor 4. Laboratory Control Incharge	Wages left for mutual bargaining between the employers and workers	Skilled-A 1. Rigger 2. Fitter//Welder 3. Fabricator 4. Operator (All Types)	41,815/-
Ministerial-A 1. Office /Accounts Assistant	44,532/-	Skilled-B 1. Driver//Cook	40,823/-
Ministerial-B 1. Store Keeper 2. Senior Clerk	41,815/-	Semi-Skilled-A 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	39,088/-
Ministerial-C 1. Clerk	40,203/-	Semi-Skilled-B 1. Mali //Helper all types 2. Bag Supply Man 3. Insertion Man/Weight Man	38,348/-
Highly Skilled-A 1. Head Operator 2. Assistant Supervisor/Forman	44,532/-	Unskilled 1. Labourer/Plaidar 2. Naib Qasid/Peon/Cleaner	37,000/-
Highly Skilled –B 1. Technician 2. Senior Rigger 3. Senior Fitter//Senior Welder 4. Senior Fabricator 5. Senior Operator (All Types)	42,677/-	Miscellaneous-A 1. Security Inspector	43,920/-
		Miscellaneous-B-I 1. Time Keeper//Imam Masjid	40,203/-
		Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial & Supervisory Group 1. Supervisor 2. Doctor 3. Manager 4. Supervisor	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Cook 2. Hatcher.	40,823/-
Ministerial-A 1. Officer Assistant 2. Accounts Assistant	44,532/-	Semi-Skilled-A 1. Assistant Electrician 2. Assistant Operator 3. Security Guard	39,088/-
Ministerial-B 1. Munshi/Store Keeper	41,815/-	Semi-Skilled-B 1. Helper/Mali	38,348/-
Ministerial-C 1. Clerk/Typist	40,203/-	Unskilled 1. Labourer 2. Attendant Farm	37,000/-

Highly Skilled-A 1. Assistant Supervisor 2. Head Operator	44,532/-	Miscellaneous-A 1. Security Inspector	43,920/-
Highly Skilled -B 1. Senior Electrician 2. Senior Operator	42,677/-	Miscellaneous-B-I 1. Time Keeper 2. Imam Masjid	40,203/-
Skilled-A 1. Electrician 2. Operator	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Supervisory. 1. Manager/ Assistant Manager all 2. Accountant/Assistant Accountant 3. Engineer/ Incharge all types 4. Supervisor/Foreman al types 5. Officer /Senior Assistant all types 6. Secretary/Superintendent	Wages left for mutual bargaining between the employers and workers	Skilled-B. 1. Car Driver/Cook 2. Hammer man/Engine Driver 3. Roll Man//Silk Man	40,823/-
Ministerial-A. 1. Accounts/ Officer Assistant 2. Cashier/Munshi//Purchaser	44,532/-	Semi-Skilled-A. 1. Assistant Fitter 2. Filling Man//Head Packer 3. Oil Man//Stitcher 4. Truck Cleaner 5. Washing Man/Washer Man/Hodiwala 6. Security Guard	39,088/-
Ministerial-B. 1. Sales Man//Store keeper 2. Senior Clerk	41,815/-	Semi-Skilled-B. 1. Assistant Roll Man 2. Helper/Cleaner 3. Daftry//Gate keeper 4. Helper all types 5. Mason Coolie //Store Coolie 6. Marker Man 7. Mali//Packer 8. Weighman(Tolla)	38,348/-
Ministerial-C. 1. Clerk/Junior Clerk 2. Gate Clerk/Loading Clerk 3. Production Clerk //Wheat Clerk 4. Store Clerk/Tally Clerk 5. Time Keeper//Typist	40,203/-	Unskilled. 1. Chowkidar /Watchman 2. Domestic Servant 3. Labourer/Peon/Naib Qasid 4. Qasid/Sweeper 5. Water Carrier	37,000/-
Highly Skilled-A. 1. Assistant Shift Incharge 2. Mill Mistry //Assistant Miller 3. Head Carpenter//Head Fitter	44,532/-	Miscellaneous-A 1. Inspector Security	43,920/-
Highly Skilled-B. 1. Groover/GroovingMan	42,677/-	Miscellaneous-B-I. 2. Imam Masjid	40,203/-
Skilled-A. 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	41,815/-	Miscellaneous-B-II. 1. Mouzzan 2. Head Watchman/Jamadar	38,348/-

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
Managerial and Supervisory Group 1. Plant Manager 2. Electrical Engineer 3. Supervisor 4. Forman	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Driver//Cook 2. Assistant Mechanic	40,823/-
Ministerial-A 1. Accounts Assistant 2. Office Assistant	44,532/-	Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Machine Cutter 3. Assistant Electrician 4. Security Guard	39,088/-
Ministerial-B 1. Cashier/Munshi 2. Purchaser// Store keeper 3. Senior Clerk //Sales Man	41,815/-	Semi-Skilled-B 1. Helper all types 2. Mali/Packer	38,348/-
Ministerial-C 1. Time Keeper/Typist/Clerk	40,203/-	Unskilled 1. Labour/Sweeper 2. Chowkidar/ Watchman	37,000/-

Highly Skilled-A 1. Assistant Supervisor/Forman	44,532/-	Miscellaneous-A 1. Inspector Security	43,920/-
Highly Skilled -B 1. Mechanic //Senior Electrician 2. Senior Machine Operator 3. Senior Machine Cutter	42,677/-	Miscellaneous-B-I. 1. Imam Masjid	40,203/-
Skilled-A 1. Machine Operator 2. Machine Cutter //LHT Driver 3. Electrician //Operator	41,815/-	Miscellaneous-B-II. 1. Mouzzan 2. Head Watchman/Jamadar	38,348/-

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
Supervisory 1 Associate Engineer 2 Officer all types 3 Accountant/Chief Accountant 4 Engineer/Assistant Engineer al 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	Skilled-A 1 Fitter//Baker /Head 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	41,815/-
Ministerial-A 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	44,532/-	Skilled-B 1 Lab. Assistant//Assistant Shipper 2 Assistant Mechanic all 3 Boiler man//Expeller man 4 Cook/Nanbai//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	40,823/-
Ministerial-B 1 Store Keeper 2 Cashier 3 Dispenser 4 Imam Masjid 5 Munshi 6 Receptionist 7 Steno typist 8 Senior Clerk 9 Telephone Operator	41,815/-	Semi-Skilled-A 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	39,088/-
Ministerial-C 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	40,203/-	Semi-Skilled-B 1 Bardana Repairer 2 Daftry/ Gate Keeper 3 Gardener/Mali 4 Head Watchman//Head Peon 5 Helper//Packer all types 6 Senior Canteen Boy 7 Sample Man//Sealing man 8 Production Worker	38,348/-
Highly Skilled-A 1 Assistant Shift Chemist 2 Assistant Supervisor 3 Boiler Engineer II-Class 4 Oven Incharge 5 Pattern Maker 6 Senior Computer Operator	44,532/-	Unskilled 1 Labourer/Loader 2 Naib Qasid/Qasid/Peon 3 Assistant Packer 4 Sweeper /Cleaner 5 Watchman/Chowkidar 6 Waterman/Water Carrier	37,000/-
Highly Skilled-B 1. General Operator 2. Machinist//Mechanic all type 3. Oil Refine/Soap Mistry 4. Senior Electrician/Fitter 5. Senior Welder/Senior Turner	42,677/-	-----	-----

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 & Sieving man	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/Stamper (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 Man and/ 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 & Delivering man
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/Wrappering Man
63 Imitation machine Operator	63 Insole Edge Colouring Man
64 Impregnating Man	64 Immitation 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 Nailor/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 Stitcher Round Top of Upper	109 Rammy Paster
112 Stitcher Back Strap Shaped (Leather)	110 Receiver & Checker& Weigher
113 Saddle Wrapper Stitcher(Leather)	111 Repairing Man/Re-Stampers
114 Socks Stitcher	112 Rolling and Counter Waxing Man
115 Stitcher (Tongues Reinforcement Loop)	113 Rolling & Pressing Man
116 Stitcher Straps all types	114 Roughing Man
117 Stitcher Leather and Textile Lining	115 Rubber Bale Cutting Man
118 Shank Eyeleting man (Canvas)	116 Sandals Unbuckling 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 Stapler
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 Stitcher 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 Stitcher (Textile/PVC)	142 Supplier of Lasts
145 Textile Marker/ Roll Maker	143 Take Wax Paper 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	
Unskilled 1 Cleaner/Sweeper//Peon 2 Chowkdiar/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	37,000/-	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	
Miscellaneous-B-I 1 Head Mali 2 Imam Masjid	40,203/-	Miscellaneous-A 1 Security Inspector	43,920/-
		Miscellaneous-B-II 1 Gate Keeper 2 Malaria Man//Mali 3 Head Chowkidar / Watchman	38,348/-

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
Managerial & Supervisory Group. 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.	Skilled-A. 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	41,815/-
Ministerial-A 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	44,532/-	Skilled-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.	40,823/-
Ministerial-B. 1. Assistant Store Keeper 2. Cashier 3. Purchaser 4. Telephone Operator 5. Senior Clerk	41,815/-	Semi-Skilled-A 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	39,088/-
Ministerial-C. 1. Assistant Cashier 2. Typist//Clerk all types 3. Dispatcher//Record Keeper 4. Sales Man 5. Time Keeper.	40,203/-		

Highly Skilled-A. 1. Attar 2. Boiler Operator Ist Class 3. Head Fitter 4. Senior Technician	44,532/-	Semi-Skilled-B 1. Daftri 2. Packer//Helper all types 3. Head Watchman//Head Loader 4. Mali//Tandoorchi	38,348/-
Highly Skilled-B. 1. Boiler Attendant/Operator (2 nd class) 2. Mechanic//Technician//Mistry 3. Plant Operator//Senior operator	42,677/-	Unskilled. 1. Loader//Labourer 2. Peon//Sweeper 3. Watchman/Chowkidar.	37,000/-

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
Managerial & Supervisory Group 1. Accountant 2. Manager all types 3. Forman/Supervisor all types	Wages left for mutual bargaining between the employers & workers	Skilled-B 1. Lab Assistant 2. Complaint man 3. Assistant Machinist 4. Assembler	40,823/-
Ministerial-A 1. Accounts Assistant 2. Assistant 3. Computer Operator	44,532/-	Semi-Skilled-A 1. Pressman// Security Guard 2. Assistant Welder 3. Assistant Electrician/Fitter	39,088/-
Ministerial-B 1. Store Keeper //Purchaser 2. Cashier/Telephone Operator	41,815/-	Semi-Skilled-B 1. Gate Keeper 2. Mali/Helper	38,348/-
Ministerial-C 1. Clerk all types 2. Dispatcher//Record Keeper	40,203/-	Unskilled 1. Labourer/Loader/Sweeper/Peon 2. Chowkidar/Watchman	37,000/-
Highly Skilled-A 1. Assistant Forman/Supervisor 2. Head Fitter//Head Welder 3. Head Electrician	44,532/-	Miscellaneous-A 1 Security Inspector	43,920/-
Highly Skilled -B 1. Machinist. //Plant Operator 2. Senior Welder//Senior Electrician 3. Senior Fitter	42,677/-	Miscellaneous-B-I 1. Head Chowkidar/Watchman 2. Head Mali	40,203/-
Skilled-A 1. Welder//Electrician//Fitter	41,815/-	Miscellaneous-B-II 1. Gate Keeper	38,348/-

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
Managerial and Supervisory Group 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	Skilled-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	40,823/-
Ministerial-A 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	44,532/-	Semi-Skilled-A 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	39,088/-
Ministerial-B 7. Assistant Store Keeper 8. Cashier//Senior Clerk	41,815/-	Semi-Skilled-B 1 Mali//Helper all types 2 Line Man//Mould Cleaner 3 Packer /Marker//Sand Washer	38,348/-

Ministerial-C 1 Typist//Clerk all types 2 Time Keeper	40,203/-	Unskilled 1 Carrier//Labourer 2 Peon//Sweeper//Watchman	37,000/-
Highly Skilled-A 1 Die Maker//Incharge Sorting 2 Rigger Jamadar	44,532/-	Miscellaneous-A 1 Security Inspector	43,920/-
Highly Skilled-B 2. Mechanic//Instrument Technician 3. Mould Fitter//Screen Maker 4. Senior Fitter/Senior Electrician 5. Senior operator all types	42,677/-	Miscellaneous-B-I 1 Dispatcher 2 Fireman/Fire Fighter	40,203/-
Skilled-A 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	41,815/-	Miscellaneous-B-II 1. Gate Keeper	38,348/-
		Skilled-A 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	41,815/-

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
Managerial & Supervisory Group 1. Manager 2. Supervisor 3. Accountant 4. Forman	Wages left for mutual bargaining between the employers and workers	Skilled-A 1. Electrician//Fitter//Rigger 2. Turner//Welder//Painter 3. Senior Driver 4. Junior Plant Operator	41,815/-
Ministerial-A 1. Personal Assistant 2. Accounts Assistant	44,532/-	Skilled-B 1. Plant Attendant//Driver Ltv 2. Junior Welder//Junior Fitter 3. Junior Electrician/Rigger	40,823/-
Ministerial-B 1. Assistant Store Keeper 2. Cashier//Senior Clerk	41,815/-	Semi-Skilled-A 1. Lab Attendent//Security Guard 2. Assistant Electrician 3. Packer //Senior Mali	39,088/-
Ministerial-C 1. Typist//Clerk all types 2. Time Keeper	40,203/-	Semi-Skilled-B 1. Mali//Qasid //Helper all types	38,348/-
Highly Skilled-A 1. Senior Plant Operator 2. Assistant Supervisor/Forman 3. Head Fitter/turner/Electrician	44,532/-	Unskilled 1. Sweeper// Cleaner 2. Naib Qasid //Junior Mali	37,000/-
Highly Skilled -B 1. Senior Electrician//Senior Fitter 2. Senior Turner//Senior Welder 3. Plant Operator// Boiler Operator 4. Compressor Mechanic	42,677/-	Miscellaneous-A 1 Security Inspector	43,920/-
		Miscellaneous-B-I 1. Dispatcher 2. Fireman/Fire Fighter	40,203/-
		Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Manager 2. Supervisor 3. Accountant	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Massager 2. Junior Hair Cutter/Hair Dresser 3. Junior Beautician//Junior Karigar	40,823/-
Ministerial-A 1. Assistant Accountant 2. Office/Admin Assistant	44,532/-	Semi-Skilled-A 1. Assistant Hair Cutter/Dresser 2. Assistant Beautician/Karigar 4. Junior Massager//Security Guard	39,088/-

Ministerial-B 1. Cashier 2. Senior Clerk	41,815/-	Semi-Skilled-B 1. Helper	38,348/-
Ministerial-C 1. Clerk 2. Typist	40,203/-	Unskilled 1. Peon/Naib Qasid 2. Sweeper	37,000/-
Highly Skilled-A 1. Senior Make up Artist 2. Head Beautician	44,532/-	Miscellaneous-A 1 Assistant Supervisor	43,920/-
Highly Skilled -B 1. Make up Artist 2. Senior Hair Cutter /Hair Dresser 3. Senior Beautician//Senior Karigar	42,677/-	Miscellaneous-B-I 1. Receptionist.	40,203/-
Skilled-A 1. Hair Cutter// Hair Dresser 2. Beautician//Karigar 5. Senior Massager	41,815/-	Miscellaneous-B-II 1. Assistant Massager	38,348/-

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		
Managerial & Supervisory Group 1. Manager 2. Supervisor 3. Forman	Wages left for mutual bargaining between the employers and workers	Skilled-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	40,823/-		
Ministerial-A 1. Office Assistant	44,532/-				
Ministerial-B 1. Cashier/ Senior Clerk	41,815/-				
Ministerial-C 1. Clerk all types	40,203/-	Semi-Skilled-A 1. Assistant Carpenter 2. Assistant Wood Treater/Processer 3. Assistant Wood working Machine Operator 4. Assistant Setter Operator 5. Assistant Wood Carver/Stone Carver 6. Assistant Glazer/Decorator/ Painter 7. Assistant Potter//Security Guard	39,088/-		
Highly Skilled-A 1. Plant Operator 2. Assistant Supervisor	44,532/-				
Highly Skilled -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	42,677/-				
Skilled-A 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	41,815/-	Unskilled 1. Labourer/Loader/Sweeper 2. Peon/Naib Qasid	37,000/-		
				Miscellaneous-A 1. Security Inspector	43,920/-
		Miscellaneous-B-I 1. Time Keeper 2. Store Keeper	40,203/-	Semi-Skilled-B 1. Helper 2. Mali//Packer	38,348/-
		Miscellaneous-B-II 1. Assistant Firer	38,348/-		

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
Managerial and Supervisory Group 1. Admn. Officer. 2. Accountant 3. Manager//Forman 4. Supervisor	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Electrician/ Fitter 2. Junior Operator (All Types) 3. Junior Lathe Operator 4. Junior Finishing Man 5. Driver//Cook	40,823/-
Ministerial-A 1. Office Assistant 2. Assistant Accountant	44,532/-		
		Semi-Skilled-A 1. Assistant Electrician/ Fitter	39,088/-

Ministerial-B 1. Sales Man 2. Cashier	41,815/-	2. Assistant Operator (All Types) 3. Assistant Lathe Operator 4. Assistant Finishing Man 5. Security Guard	
Ministerial-C 1. Receptionist 2. Clerk	40,203/-	Semi-Skilled-B 1. Helper all types 2. Mali//Packer	38,348/-
Highly Skilled-A 1. Assistant Forman/Supervisor	44,532/-	Unskilled 1. Labourer/Loader 2. Sweeper//Peon//Naib Qasid	37,000/-
Highly Skilled –B 1. Senior Electrician//Senior Fitter 2. Senior Operator (All Types) 3. Senior Lathe Operator 4. Senior Finishing Man	42,677/-	Miscellaneous-A 1. Security Inspector	43,920/-
		Miscellaneous-B-I 1. Time Keeper 2. Store Keeper 3. Imam Masjid	40,203/-
Skilled-A 1. Electrician//Fitter 2. Operator (All Types) 3. Lathe Operator 4. Repairer// Finishing Man	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Accountant 2. Manager 3. Forman/Supervisor 4. Engineer	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Assistant Machinist/Mechanic 2. Junior Electrician 3. Junior Welder//Junior Fitter 4. DriverLtv//Cook	40,823/-
Ministerial-A 1. Office Assistant 2. Assistant Accountant	44,532/-	Semi-Skilled-A 1. Assistant Electrician 2. Security Guard 3. Assistant Welder//Fitter	39,088/-
Ministerial-B 1. Sales Man 2. Cashier//Senior clerk	41,815/-	Semi-Skilled-B 1. Helper all types 2. Packer//Mali	38,348/-
Ministerial-C 1. Receptionist 2. Clerk all types	40,203/-	Unskilled 1. Labourer/Loader/Sweeper//Peon 2. Naib Qasid/Chowkidar/Watchman	37,000/-
Highly Skilled-A 1. Assistant Forman/Supervisor 2. Assistant Engineer 3. Senior Machinist//Senior Mechanic	44,532/-	Miscellaneous-A 1. Security Inspector	43,920/-
Highly Skilled –B 1. Machinist//Mechanic 2. Senior Electrician/Welder/Fitter	42,677/-	Miscellaneous-B-I 1. Time Keeper 2. Store Keeper	40,203/-
Skilled-A 1. Electrician//Welder//Fitter 2. Junior Machinist//Junior Mechanic	41,815/-	Miscellaneous-B-II 1. Gate Keeper	38,348/-

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
Supervisory 1. Accountant/ Chief Accountant 2. Assistant Incharge all types 3. Auditor/Internal Auditor 4. Officer/ Assistant Officer all types 5. Manager/Assistant Manager all 6. Engineer all types 7. Computer Programmer 8. Company Secretary	Wages left for mutual bargaining between the employers and the workers	Skilled-A 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/Rowing Inspector	41,815/-

9. Deputy Manager all types 10. Spinning Master /Superintendent 11. Foreman/Supervisor all types 12. Senior Supervisor 13. Sampling Controller		8. Rafugar Woollen	
		Skilled-B 1. Cook//Driver Ltv 2. Fireman/Junior Operator 3. Shaper man//Stain Man	40,823/-
Ministerial-A 2. Accounts Assistant 3. Assistant Incharge 4. Assistant/Office Assistant 5. Computer Operator 6. Head Clerk 7. Assistant Accountant	44,532/-	Semi-Skilled-A 1. Assistant Fitter/Electrician 2. Assistant Operator 3. Assistant Shaper man 4. Bundle/Bundling man 5. Cutter/Cutting Operator 6. Calendaring Man//CanteenMan 7. Dyer/Darner (Cotton) 8. Flat-lock Tailor / Flat Locking Man (Flat-Machine) 9. Fusing man//Finishing man 10. Knitting Machine Operator/Man 11. Overlock Tailor/Overlockingman 12. Oil Man//Pressing Man 13. Packing man/Packer 14. Sewing Man/ / Sewing Cutter // Tailor // Stitcher//Socks Maker 15. Top Locking/Winding Man 16. Washing Man/Operator 17. Security Guard	39,088/-
Ministerial-B 1. Munshi 2. Purchaser 3. Receptionist 4. Raising Assistant 5. Store Keeper 6. Senior Time Keeper 7. Telephone/Fax Operator	41,815/-		
Ministerial-C 1. Clerk all types 2. Typist 3. Time Keeper	40,203/-		
Highly Skilled-A 1. Assistant Supervisor/Coordinator 2. Boiler Engineer (IInd Class) 3. Cutter// Jobber//Darner Master 4. Dyeing/Washing Master 5. Embroidery/Flat Master 6. Knitting/Machine Master	44,532/-	Semi-Skilled-B 1. Bearer/Tea man 2. Helper all types 3. Gate Keeper 4. Mali/Gardener 5. Knitting /Thread Cutter	38,348/-
Highly Skilled-B 1. Mistri//Mechanic 2. Assistant Pattern Master 3. Assistant Master	42,677/-	Unskilled 1. Coolie/Labourer/Loader/Cleaner 2. Sweeper/Peon/Chowkidar 3. Label man/Washing /Water Man	37,000/-

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
Managerial & Supervisory Group 1. Doctor/Pathologist/ Radiologist 2. Senior Radiologist/Radiographer 3. Physiotherapist/Neourtrionist 4. Head/Senior Nurse all types 5. Medical officer all types 6. House Officer all types 7. Registrar/Senior Registrar all types 8. Accountant/Senior Accountant 9. Pharmacist//Supervisor all types 10. Administrator all types 11. Secretary/ Director all types 12. Assistant Officer all types 13. Deputy /Senior Manager all types 14. Manager/Assistant Manager all type 15. Assistant Director all types 16. Incharge/Supervisor all types 17. Hospitalist/ Officer all types 18. Assistant Administrator all 19. Engineer/Senior Engineer all types	Wages left for mutual bargaining between the employers and workers	Highly Skilled –B 1. Technicians all types 2. X- Ray/Nursing Assistant 3. Nurse/Male/Staff Nurse 4. Mid Wife Nurse//Phlebotomist 5. Senior Welder/Plumber	42,677/-
		Skilled-A 1. Machine Operator /Lab Assistant 2. Electrician//Welder 3. Carpenter// Mason// Painter 4. Dresser/Mid Wife	41,815/-
		Skilled-B 1. Rahber//Dispenser//Driver Ltv 2. Junior Welder/Plumber//Cook 3. Assistant Technician all types	40,823/-
		Semi-Skilled-A 1. Ward Boy// Office Boy 2. Patient Facilitator//House Keeper 3. Assistant Welder/Plumber 4. Lift Operator// Security Guard	39,088/-
		Semi-Skilled-B 1. Attendant//Lab Attendant 2. Student (Trainee)/Helper alltypes 3. Washer Man//Gardener//Mali	38,348/-
Ministerial-A 1. Assistant all types//Purchaser/ 2. Cashier/Assistant Accountant 3. Computer Operator//Head Clerk	44,532/-	Unskilled 1. Sweeper/Cleaner 2. Watchman/Chowkidar 3. Peon/Naib Qasid	37,000/-
Ministerial-B 1. Senior Clerk all types 2. Telephone Operator 3. Store Keeper//Care Taker	41,815/-		

Ministerial-C 1. Record Keeper/Clerk all types 2. Receptionist 3. Sample Courier	40,203/-	Miscellaneous-A 1. Security Inspector 2. SSG Security Guard 3. Khateeb	43,920/-
Highly Skilled-A 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	44,532/-	Miscellaneous-B-I 1. CCV Monitor 2. Security Sub-Inspector 3. Imam Masjid	40,203/-
		Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial & Supervisory Group 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	Skilled-A 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	41,815/-
Ministerial-A 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	44,532/-	Skilled-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	40,823/-
Ministerial-B 1. Assistant Store Keeper 2. Steno typist 3. Senior Clerk 4. Telephone Operator	41,815/-	Semi-Skilled-A 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	39,088/-
Ministerial-C 1. Assistant Telephone Operator 2. Clerk all types 3. Messenger 4. Record Keeper//Time Keeper 5. Typist	40,203/-		
Highly Skilled-A 1. Captain//Steward 2. Head Confectioner//Head Cook 8. Assistant House Keeper 9. Khatib//Religious Teacher	44,532/-	Semi-Skilled-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	38,348/-
Highly Skilled-B 1. Confectioner 2. Head Driver 3. Mechanic all types 4. Senior Backer/Senior Cook 5. Imam Masjid	42,677/-		
-----	-----	Unskilled 1. Assistant Pantry man 2. Chowkidar/Watchman/Peon/Porter 3. Doorman/Door Boy//Naib Qasid 4. Handyman//Masalchi/Dish Washer 5. Sanitary Worker/Sweeper	37,000/-

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
Supervisory 1. Accountant 2. Factory Manager 3. Manager 4. Supervisor//Forman	Wages left for mutual bargaining between the employers and the workers	Skilled-A 1. Compressor Machine Operator / Driver 2. Driver (Heavy Transport) 3. Electrician//Junior Mistri	41,815/-
Ministerial-A 1. Accounts Assistant 2. Office Assistant	44,532/-	Skilled-B 1. Driver (Light Transport) 2. Junior Electrician 3. Assistant Mistry	40,823/-
Ministerial-B 1. Cashier 2. Munshi 3. Store Keeper 4. Senior Clerk	41,815/-	Semi-Skilled-A 1. Assistant Electrician 2. Helper all types 3. Oil Man//Tank Man 4. Security Guard	39,088/-
Ministerial-C 1. Clerk all types 2. Assistant Store Keeper 3. Typist	40,203/-	Semi-Skilled-B 1. Assistant Tank Man 2. Rehra Man 3. Mali/Gardener	38,348/-
Highly Skilled-A 1. Assistant Supervisor 2. Mistry Incharge//Senior Mistri 3. Head Electrician	44,532/-	Unskilled 1. Assistant Tank Man 2. Beldar 3. Coolie/ Ice Cutter 4. Chowkidar	37,000/-
Highly Skilled-B 1. Technician//Mistry 2. Senior Electrician	42,677/-	5. Sweeper 6. Peon	

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
Managerial & Supervisory Group 1. Engineer 2. Manager 3. Supervisor/ Forman 4. Chemist //Accountant	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Gas Stewards 2. Gas Keeper 3. Driver 4. Cook	40,823/-
Ministerial-A 1. Accounts Assistant 2. Office Assistant	44,532/-	Semi-Skilled-A 1. Assistant Operator all types 2. Assistant Mixing Man 3. Assistant Gas Turbine Operator 4. Assistant Gas Turbine Fitter 5. Security Guard	39,088/-
Ministerial-B 1. Store Keeper//Senior Clerks	41,815/-	Semi-Skilled-B 1. Helper//Mali	38,348/-
Ministerial-C 1. Clerk all types 2. Time Keeper	40,203/-	Unskilled 1. Peon //Attendant 2. Sweeper	37,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Senior technician	44,532/-	Miscellaneous-A 1. Security Inspector 2. Imam Masjid	43,920/-
Highly Skilled -B 1. Mechanical/Electrical Technician 2. Instrument Technician 3. Senior Operator all types 4. Senior Fitter all types	42,677/-	Miscellaneous-B-I 1. Security Sub-Inspector	40,203/-
Skilled-A 1. Operator all types 2. Mixing Man 3. Gas Turbine Operator/Fitter	41,815/-	Miscellaneous-B-II 1. Moazzan 2. Office Boy	38,348/-

46. APPLICABLE TO WORKERS EMPLOYED IN INTERIOR DECORATION AND POSHASH ETC. 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. Manager 2. Supervisor 3. Foreman	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Jhari Wala//Silaye Wala 2. Curtain Maker 3. Driver Ltv/Cook	40,823/-
<u>Ministerial-A</u> 1. Accounts Assistant 2. Office Assistant	44,532/-	<u>Semi-Skilled-A</u> 1. Assistant Fitter/Electrician 2. Assistant Poshish Kariger 3. Assistant Wood Cutter 4. Assistant Falls Ceiling Karigar 5. Assistant Painter//Head Mali 6. Security Guard	39,088/-
<u>Ministerial-B</u> 1. Store Keeper 2. Senior Clerks	41,815/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Mali	38,348/-
<u>Ministerial-C</u> 1. Clerk all types 2. Time Keeper	40,203/-	<u>Unskilled</u> 1. Labourer 2. Cleaner/Sweeper	37,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Design Man	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Imam Masjid	43,920/-
<u>Highly Skilled -B</u> 1. Technician 2. Senior Fitter/ Electrician/Painter	42,677/-	<u>Miscellaneous-B-I</u> 1. Security Sub-Inspector	40,203/-
<u>Skilled-A</u> 1. Fitter// Electrician//Painter 2. Poshish/Falls Ceiling Karigar 3. Wood Cutter//Dhancha Frammer 4. Karigar Interior Decoration	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan 2. Office Boy	38,348/-

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
<u>Supervisory</u> 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	<u>Skilled-A</u> 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	41,815/-
<u>Ministerial-A</u> 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	44,532/-		
<u>Ministerial-B</u> 1. Drafts Man 2. Senior Clerk 3. Store Keeper 4. Time Keeper 5. Telephone Operator	41,815/-	<u>Skilled-B</u> 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	40,823/-
<u>Ministerial-C</u> 1. Clerk all types 2. Store Man 3. Typist 4. Record Keeper	40,203/-		

Highly Skilled-A 1. Assistant Supervisor 2. Head Fitter/Turner 3. Head Winder/Electrician 4. Production Assistant 5. Senior Technical Assistant 6. Senior Moulder 7. Sub Engineer	44,532/-	Semi-Skilled –A 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	39,088/-
Highly Skilled-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	42,677/-	Semi-Skilled-B 1. Attendant//Gate Man 2. Helper (all types)	38,348/-
		Unskilled 1. Coolie/Labourer 2. Peon/ Naib Qasid 3. Sweeper/Chowkidar	37,000/-

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
Supervisory 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.	Skilled-B 1. Drill Man//Plumber//Driver Ltv 2. Switch Board Attendant 3. Boiler Operator 4. Boiler Engineer 3 rd Class 5. Two Looms Weaver 6. Spinner Double Frame 7. Finishing Checker/Inspector	40,823/-
Ministerial-A 1. Office/Production Assistant 2. Accounts/Wages Assistant 3. Head Cashier 4. Chief / Head Clerk 5. Head Time Keeper 6. Stenographer//Store Keeper	44,532/-	Semi-Skilled-A 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	38,348/-
Ministerial-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	41,815/-	Semi-Skilled-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)	37,730/-
Ministerial-C 1. Typist//Clerk (all types) 2. Time Keeper	40,203/-		
Highly Skilled-A 1. Line Jobber (all sections). 2. Boiler Engineer 2 nd Class 3. Assistant Supervisor	44,532/-		
Highly Skilled-B 1. Air Conditioner Mechanic 2. Pattern Maker//Motor Mechanic 3. Weaver (Four Looms)	42,677/-		
Skilled-A 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	41,815/-		

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 Shifter/ Dry Beamer 40. Mali/Helper	
Unskilled 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/TrolleyMan/Baildar 13. Packer//Tola//Weigher//Pin Boy 14. Sweeper/Waterman/Cleaner/Peon 15. Learner/Trainee 16. Watch Man / Chowkidar/	37,000/-		
		Miscellaneous-A 1. Security Inspector 2. Imam Masjid	43,920/-
		Miscellaneous-B-I 1. Security Sub-Inspector	40,203/-
		Miscellaneous-B-II 1. Moazzan 2. Office Boy/Fire Fighter 3. Gate Keeper	38,348/-

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
Supervisory 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	Skilled-A 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	41,815/-
Ministerial-A 1. Accounts/Office Assistant 2. Assistant Store Incharge	44,532/-	Skilled-B 1. Shaver//Press Man 2. Revitter//Stitcher 3. Colour Man 4. Carpenter//Cutter 5. Driver Transport	40,823/-
Ministerial-B 1. Store Keeper 2. Telephone Operator	41,815/-		
Ministerial-C 1. Clerk 2. Typist 3. Record Keeper 4. Time Keeper	40,203/-	Semi-Skilled-A 1. Packer //Assistant Colour Man 2. Assistant Mistry/Karigar 3. Assistant Stitcher/ Revitter 4. Assistant Carpenter/Cutter 5. Security Guard	39,088/-
Highly Skilled-A 1. Sample/Shoe Sample Master 2. Assistant Supervisor/Forman	44,532/-	Semi-Skilled-B 1. Helper all types 2. Mali	38,348/-
Highly Skilled B 1. Senior Mistry / Karigar Suitcase, Loose Case, File Case, Document Case, Brief Case, Bags (Hand & Shoulder), Holdall, Saddler 2. Senior Electrician	42,677/-	Unskilled 1. Coolie/Labouer 2. Chowkidar/ Watchman 3. Sweeper/Cleaner 4. Peon/ Naib Qasid	37,000/-

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
Managerial and Supervisory Group 1. Accountant 2. Manager 3. Supervisor 4. Forman	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Gole Polish Man 2. Polish Man//Marble Polisher 3. Senior Suction/ Measurement Man	40,823/-
Ministerial-A 1. Accounts Assistant 2. Assistant all types 3. Assistant Store Incharge	44,532/-	Semi-Skilled-A 1. Suction Man/Marble CuttingMan 2. Measurement Man/SecurityGuard 3. Assistant Machine Man 4. Assistant Polish Man/ Cutter	39,088/-
Ministerial-B 1. Store Keeper//Senior Clerk 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Helper/Mali	38,348/-

Ministerial-C 1. Clerk/Typist 2. Record Keeper/Time Keeper	40,203/-	Unskilled 1. Labourer/Coolie 2. Peon/Chowkidar	37,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman	44,532/-	Miscellaneous-A 1. Security Inspector	43,920/-
Highly Skilled -B 1. Senior Machine Man 2. Senior Marble Cutting Man 3. Senior Cutter//Polish Maker	42,677/-	Miscellaneous-B-I 1. Security Sub-Inspector 2. Imam Masjid	40,203/-
Skilled-A 2. Machine Man/Marble Cutting Man 3. Cutter //Polish Maker	41,815/-	Miscellaneous-B-II 1. Moazzan 2. Office Boy	38,348/-

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
Managerial and Supervisory Group 1. Manager //Accountant 2. Finance Manger/Event Manager 3. Supervisor	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Senior Waiter 2. Junior Cook 3. Junior Decorator	40,823/-
Ministerial-A 1. Accounts Assistant 2. Office/AdminAssistant 3. Assistant Store Incharge	44,532/-	Semi-Skilled-A 1. Waiter// Security Guard 1. Assistant Cook 2. Assistant Decorator	39,088/-
Ministerial-B 1. Store Keeper 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Helper 2. Mali	38,348/-
Ministerial-C 1. Typist/Clerk all types 2. Record Keeper//Time Keeper	40,203/-	Unskilled 1. Peon //Sweeper 2. Watch Man/Chowkidar	37,000/-
Highly Skilled-A 1. Kitchen Incharge//Head Cook 2. Assistant Supervisor	44,532/-	Miscellaneous-A 1. Security Inspector	43,920/-
Highly Skilled-B 1. Assistant Kitchen Incharge 2. Senior Cook//Senior Decorator	42,677/-	Miscellaneous-B-I 1. Security Sub-Inspector 2. Imam Masjid	40,203/-
Skilled-A 1. Cook 2. Decorator //Head Waiter	41,815/-	Miscellaneous-B-II 1. Moazzan 2. Office Boy	38,348/-

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
Supervisory 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.	Skilled-A. 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	41,815/-
Ministerial-A. 1. Computer Operator/ Assistant all 2. Cashier//Assistant Accountant	44,532/-	Skilled-B. 1. Driver (LtV)//Cook 2. Fireman	40,823/-
Ministerial-B. 1. Time keeper 2. Telephone Operator. 3. Stenotypist//Senior Clerk	41,815/-	Semi-Skilled-A 1. Assistant Fitter 2. Mixer//OilmanTandoorchi 3. Security Guard//Daftri	39,088/-
Ministerial-C. 1. Typist /Clerk (all types) 2. Record Keeper	40,203/-	Semi-Skilled-B 1. Helper (all types) 2. Mali	38,348/-
Highly Skilled-A. 1. Assistant foreman/Supervisor	44,532/-	Unskilled. 1. Coolie/Labourer/Transporter	37,000/-

2. Quality Controller//Head Fitter.		2. Peon/Sweeper	
Highly Skilled-B.	42,677/-	3. Dish Washer	
1. Boiler operator//Wood Checker		4. Chowkidar	
2. Die Fitter//Miller			

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
Managerial and Supervisory Group 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	Skilled-A 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	41,815/-
Ministerial-A 1. Computer Operator 2. Translator /Personal Assistant 3. Office Assistant/Admn Assistant 4. Accounts Assistant 5. Circulation Assistant	44,532/-	Skilled-B 1. Junior Reporter/ Animators 2. Driver Ltv/Cook 3. Junior Graphic Designers 4. Assistant Make-up Artist 5. AssistantMechanic/technician	40,823/-
Ministerial-B 1. Store Keeper 2. Senior Clerk 3. Purchaser	41,815/-	Semi-Skilled-A 1. Assistant Camera Man 2. Assistant Reporter/Animators 3. Assistant Graphic Designers 4. Assistant Electrician 5. Assistant Photographer 6. Security Guard	39,088/-
Ministerial-C 1. Receptionist 2. Record Keeper/ Clerk all types	40,203/-	Semi-Skilled-B 1. Helpers all types 2. Mali	38,348/-
Highly Skilled-A 1. Editor/News Editor 2. Producer// Linear Editor 3. Senior News Caster /Anchors 4. Archive Assistant/Chief Reporter 5. Senior Mechanic/technician	44,532/-	Unskilled 1. Sweeper/ Cleaner 2. Chowkidar/Peon	37,000/-
Highly Skilled -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	42,677/-	Miscellaneous-A 1. Security Inspector	43,920/-
		Miscellaneous-B-I 1. Security Sub-Inspector	40,203/-
		Miscellaneous-B-II 1. Dispatch Rider 2. Office Boy	38,348/-

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
Supervisory 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	Skilled-A 1. Dabya //Fitter / Jaraya 2. Engine Driver 3. Melter/ Rolling Man 4. Machine Man//Areal Man 5. Nikhar 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	41,815/-
Ministerial-A 1. Accounts Assistant. 2. Office/Admin Assistant 3. Head Clerk//Stenographer	44,532/-		
Ministerial-B 1. Cashier/Munshi 2. Store Keeper 3. Purchaser	41,815/-	Skilled-B 1. Fireman/Press Man/ Scrapper 2. Pulling /Pushing Man 3. Polisher / Polishia	40,823/-

4. Sales Man 5. Senior Clerk		4. Driver Ltv/Cook 5. Strating man/Cutter Man 6. Security Guard	
Ministerial-C 1. Clerk (all types) 2. Record Keeper	40,203/-	Semi-Skilled-A 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	39,088/-
Highly Skilled-A 1. Assistant Foreman all types 2. Assistant Supervisor	44,532/-		
Highly Skilled-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	42,677/-	Semi-Skilled-B 1. Gate Keeper 2. Cleaner/Helper (all types) Unskilled 1. Assistant Labourer/ Labourer 2. Chowkidar/Watchman 3. Peon/Sweeper	38,348/- 37,000/-

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
Supervisory 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	Skilled-A 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	41,815/-
Ministerial-A 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	44,532/-		
Ministerial-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	41,815/-	Skilled-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	40,823/-
Ministerial-C 1. Assistant Racer 2. Junior Clerk/Lower Division Clerk 3. Kot Ghasts//Magazine Incharge 4. Time Keeper//Clerk all types 6. Tally Checker//Dispatcher	40,203/-		
Highly Skilled-A 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 8. Senior Auto Electrician 9. Assistant Quarry Supervisor	44,532/-	Semi-Skilled-A 1. Assistant Wagon Drill Operator/Pay loader Operator 2. Assistant Dumper Driver 3. Assistant Fitter/Loco Driver 4. Blaster/Dumber Cleaner 5. Door Man/Explosive Carrier	39,088/-

Highly Skilled-B 1. Bulldozer Operator 2. Head Driver// Senior Fitter 3. Mechanic/Auto Mechanic 4. Assistant Foreman/ Supervisor 5. Shovel /Wagon Drill Operator	42,677/-	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	
Miscellaneous-A 1. Assistant Station Inspector Dispenser/Khateeb/Pesh Imam 2. Male Nurse/Radiographer 3. Staff Nurse	43,920/-	Semi-Skilled-B 1. Incline Worker/Helper alltype 2. Mali //Donkey Man 3. M.O. Worker//E. Worker 4. Construction Worker 5. Junior Attendant	38,348/-
Miscellaneous-B-I 1. Cook/Khansama 2. School Teacher (PTC) 3. Nurse/Dai /Dresser// Havalдар 4. Operation Theatre Assistant	40,203/-	Unskilled 1. Bearer//Chowkidar 2. Dak Runner//Qasid 3. Mahtar//Sweeper// Ward Boy 4. Water Man/Water Carrier	37,000/-
Miscellaneous-B-II 1. Daftry //Mid Wife 2. Muazzan//Vaccinator	38,348/-		

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
Supervisory 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	Skilled-B 1. Vulcaniser/Wire Man 2. Auto Rickshaw Driver 3. Checker / Ticket Examiner 4. Conductor (Matriculate)	40,823/-
Ministerial-A 1. Assistant Accountant 2. Stenographer//Office Assistant 3. Head Store Keeper//Head Clerk	44,532/-	Semi-Skilled-A 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	39,088/-
Ministerial-B 1. Stenotypist/Senior/Clerk Cashier 2. Purchaser/Store Keeper 3. Head Time Keeper	41,815/-	Semi-Skilled-B 1. Helper Conductor// Tyreman 2. Mali/Assistant Conductor	38,348/-
Ministerial-C 1. Junior Store Keeper 2. Clerk/Junior Clerk all types 3. Time Keeper//Munshi	40,203/-	Unskilled 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	37,000/-
Highly Skilled-A 1. Mechanic all types//Yard Master 2. Head Black Smith/Welder 3. Head Electrician/Turner 4. Head Carpenter/Painter	44,532/-		
Highly Skilled-B 1. Bus/Truck Driver 2. Air Conditioner Mini Bus Driver	42,677/-	Miscellaneous-A 1. Inspector Watch and Ward	43,920/-
Skilled-A 1. Mistry// Armature Winder 2. Car/Taxi/Wagon Driver 3. Fitter / Bench Fitter//Carpenter 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	41,815/-	Miscellaneous-B-I 1. Assistant Security Inspector	40,203/-
		Miscellaneous-B-II 1. Gate Keeper 2. Daftry	38,348/-

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
<u>Managerial and Supervisory Group</u> 1. Manager 2. Supervisor //Foreman 3. Accountant	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Driver Ltv/Cook 2. Assistant Machinist 3. Assistant Mechanic	40,823/-
<u>Ministerial-A</u> 1. Accounts Assistant 2. Stenographer 3. Office Assistant	44,532/-	<u>Semi-Skilled-A</u> 1. Storeman//Fireman 2. Assistant Tin Smith 3. Assistant Press Operator 4. Assistant Fitter/Electrician/Filler 5. Security Man/Guard	39,088/-
<u>Ministerial-B</u> 1. Senior Clerk 2. Telephone Operator 3. Store Keeper//Time Keeper	41,815/-	<u>Semi-Skilled-B</u> 1. Mali/Helper all types	38,348/-
<u>Ministerial-C</u> 1. Typist//Clerk all types 2. Record Keeper	40,203/-	<u>Unskilled</u> 1. Loader//Cleaner//Sweeper 2. Watchman	37,000/-
<u>Highly Skilled-A</u> 1. Assistant Engineering/ Mechanical Supervisor 2. Engine Assembler	44,532/-	<u>Miscellaneous-A</u> 1. Inspector Watch and Ward	43,920/-
<u>Highly Skilled –B</u> 1. Assistant Inspector 2. Senior Fitter/Electrician 3. Mechanic//Machinist	42,677/-	<u>Miscellaneous-B-I</u> 1. Assistant Security Inspector	40,203/-
<u>Skilled-A</u> 1. Welder//DenterPolisher/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)	41,815/-	<u>Miscellaneous-B-II</u> 1. Gate Keeper 2. Daftry	38,348/-

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
<u>Managerial and Supervisory Group</u> 1. Manager 2. Supervisor	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Senior Mali 2. Senior Gardener 3. Junior Landscaper	40,823/-
<u>Ministerial-A</u> 3. Accounts Assistant 4. Assistant 5. Assistant Store Incharge	44,532/-	<u>Semi-Skilled-A</u> 1. Mali// Security Guard 2. Gardener 3. Assistant Landscaper	39,088/-
<u>Ministerial-B</u> 1. Senior Clerk 2. Munchi/Cashier	41,815/-	<u>Semi-Skilled-B</u> 1. Helper 2. Junior Mali/Junior Gardener	38,348/-
<u>Ministerial-C</u> 1. Clerk all types 2. Salesman	40,203/-	<u>Unskilled</u> 1. Guard/Chowkidar/Watchman 2. Assistant Gardener/Mali	37,000/-
<u>Highly Skilled-A</u> 1. Head Landscaper 2. Assistant Supervisor	44,532/-	<u>Miscellaneous-A</u> 1. Inspector Security	43,920/-
<u>Highly Skilled –B</u> 1. Senior Landscaper	42,677/-	<u>Miscellaneous-B-I</u> 2. Imam Masjid	40,203/-
<u>Skilled-A</u> 1. Head Mali/Landscaper	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Managerial & Supervisory Group</u> 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	<u>Skilled-B</u> 1. Junior Operator 2. Driver Ltv//Cook 3. Junior Electrician 4. Junior Fitter 5. Assistant Mechanic 6. Assistant Machinist	40,823/-
<u>Ministerial-A</u> 1. Accounts Assistant 2. Office Assistant/Admin Assistant 3. Head Clerk/ Stenographer	44,532/-	<u>Semi-Skilled-A</u> 1. Packer//Assistant Warehouse Operator 2. Assistant Fitter/Electrician 3. Security Guard	39,088/-
<u>Ministerial-B</u> 1. Computer Operator 2. Senior Clerks	41,815/-	<u>Semi-Skilled-B</u> 1. Sanitary Worker 2. Mali//Helper all types	38,348/-
<u>Ministerial-C</u> 1. Telephone Operator 2. Store Keeper 3. Clerks all types	40,203/-	<u>Unskilled</u> 1. Chowkidar/ Guard 2. Sweeper/Peon 3. Labourer	37,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor all types 2. Assistant Forman	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	43,920/-
<u>Highly Skilled -B</u> 1. Senior Operator 2. Machinist//Mechanic 3. Senior Fitter	42,677/-	<u>Miscellaneous-B-I</u> 1. Security Sub-Inspector 2. Imam Masjid	40,203/-
<u>Skilled-A</u> 1. Warehouse Operator 2. Fitter //Electrician//Material Filler 3. Assistant Warehouse 4. Machine man/Operator all types	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Supervisory</u> 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.	<u>Skilled-A</u> 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	41,815/-
<u>Ministerial-A</u> 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	44,532/-		

Ministerial-B 1. Computer Attendant 2. Store Keeper 3. Telephone Operator 4. Assistant Rationalization 5. Time Keeper 6. Senior Clerk /Steno typist 7. Store Assistant 8. Receptionist	41,815/-	Skilled-B 1. Machine Man / Operator-III 2. CraneOperator-III/CraneDriver-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	40,823/-
Ministerial-C 1. Clerk all types 2. Typist 3. Assistant Store Keeper 4. Mail Dispatcher	40,203/-		
Highly Skilled-A 1. Senior Boiler Operator 2. Senior Mechanic 3. Quality Control Inspector 4. Waste Control Inspector 5. Research Analyst 6. Lab. Analyst	44,532/-	Semi- Skilled-A 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	39,088/-
Highly Skilled-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	42,677/-	Semi- Skilled-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	38,348/-
		Unskilled 1. Peon /Office Boy 2. Floor Attendant /Bearer 3. Loader/Cleaner /Sweeper 4. Store Attendant/Office Attendant 5. Watchman/Chowkidar	37,000/-

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
Supervisory 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	Skilled-A 1. Feeder Man//Machine Man 2. Electrician 3. Assistant Camera Man 4. Dye Man	41,815/-
Ministerial-A 1. Job Assistant/ Office Assistant 2. Purchaser 3. Accounts Assistant	44,532/-	Skilled-B 1. Binder/Book Binder 2. Driver/Head Daftri 3. Cook	40,823/-
Ministerial-B 1. Store Keeper 2. Senior Clerks 3. Telephone Operator	41,815/-	Semi- Skilled-A 1. Assistant Electrician 2. Assistant Feeder Man/MachineMan 3. Ink man//Security Guard	39,088/-
Ministerial-C 1 Clerk all types 2 Time Keeper	40,203/-	Semi- Skilled-B 1. Helper (all types) 2. Daftri	38,348/-
Highly Skilled-A 1. Assistant Foreman/Supervisor 2. Senior Camera Man 3. Senior Plate Maker	44,532/-	Unskilled 1. Store Boy//Cooli//Labourer Chowkidar/Watchman 2. Jamadar/Sweeper	37,000/-
Highly Skilled-B 1. Plate Maker 2. Camera Man/Grain Man	42,677/-	-----	-----

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
<u>Managerial and Supervisory Group</u> 1. Mechanical Incharge 2. Mechanical /Electrical Foreman 3. Boiler Engineer 4. Manager/Accountant/Supervisor	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Driver 2. Cook 3. Assistant Mechanic	40,823/-
<u>Ministerial-A</u> 1. Office Assistant 2. Accounts Assistant	44,532/-	<u>Semi-Skilled-A</u> 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	39,088/-
<u>Ministerial-B</u> 1. Time Keeper 2. Computer Operator 3. Store Keeper	41,815/-		
<u>Ministerial-C</u> 1. Reminder Man 2. Clerk /Record Keeper	40,203/-	<u>Semi-Skilled-B</u> 1. Mali 2. Helper all types	38,348/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Assistant Forman	44,532/-	<u>Unskilled</u> 1. Peon/Naib Qasid 2. Guard Loader/Sweeper	37,000/-
<u>Highly Skilled -B</u> 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	42,677/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	43,920/-
		<u>Miscellaneous-B-I</u> 1. Security Sub-Inspector 2. Imam Masjid	40,203/-
<u>Skilled-A</u> 1. Feeder Man/Lead Operator 2. Plumber /Electrician// Welder /Fitter 3. Fort Lifter Driver	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Supervisory</u> 1. Manager/Assistant Manager all 2. Chief Analyst 3. Accountant 4. Foreman/Supervisor	Wages Left for mutual bargaining between the employers and the workers	<u>Skilled-A</u> 1. Machine Operator/Machine Man 2. Electrician//Turner//Fitter//Welder 3. Assistant Printer 4. Driver (Heavy Duty) 5. Crown Line Operator	41,815/-
<u>Ministerial-A</u> 1. Computer Operator 2. F.C. Assistant 3. Accounts Assistant	44,532/-	<u>Skilled-B</u> 1. Press Man 2. Driver (Light Duty) 3. Cook	40,823/-
<u>Ministerial-B</u> 1. Store Keeper 2. Sales Man 3. Cashier 4. Telephone Operator	41,815/-	<u>Semi-Skilled-A</u> 1. Assistant Machine Operator 2. Assistant Electrician 3. Assistant Fitter 4. Security Guard	39,088/-
<u>Ministerial-C</u> 1. Typist//Clerk all types 2. Assistant Store Keeper	40,203/-	<u>Semi-Skilled-B</u> 1. Mali/Packer 2. Stamper	38,348/-
<u>Highly Skilled-A</u> 1. Assistant Forman/Supervisor 2. Analyst 3. Senior Mistry	44,532/-	<u>Unskilled</u> 1. Labourer/Coolie 2. Peon/Naib Qasid 3. Chowkidar/Sweeper	37,000/-
<u>Highly Skilled-B</u> 1. Senior Machine Operator/Man 2. Mistry// Printer 3. Senior Electrician/Senior Turner 4. Senior Fitter/Senior Welder	42,677/-	-----	-----

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
Supervisory. 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.	Skilled-A. 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.	41,815/-
Ministerial-A. 1. Senior Nurse 2. Stenographer 3. Personal Assistant/Office Assistant 4. Assistant. 5. Receptionist	44,532/-		
Ministerial-B. 1. Nurse 2. Dresser 3. Head Gate Keeper 4. Telephone Operator/Attendent	41,815/-	Skilled-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	40,823/-
Ministerial-C. 1. Clerk (all types) 2. Gate Keeper. 3. Typist 4. Record Keeper	40,203/-		
Highly Skilled-A. 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	44,532/-	Semi-Skilled-A 1. Mate (all types)//Store Man 2. Cook-II/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	39,088/-
Highly Skilled-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	42,677/-	Semi-Skilled-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	38,348/-
		Unskilled. 1. Peon/Naib Qasid/ Sweeper 2. Chowkidar/Watchman 3. Coolie/Labourer	37,000/-

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
Supervisory. 1. Sant/Hort Supervisor 2. Foreman/Senior foreman 3. Supervisor Patrolling 4. Manager	Wages left for mutual bargaining between the employers and the workers.	Skilled-A. 1. Operator 2. Driver Htv//Painter//Driller 3. Junior Technician 4. Assistant Fire Service Master 5. Laboratory Tester 6. Derrick man	41,815/-

Ministerial-A. 1. Senior Nurse/Nurse Grade-A 1. Office Assistant/Accounts Assistant 2. Supervisor/Head Clerk	44,532/-	Skilled-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.	40,823/-
Ministerial-B. 1. Nurse Grade-B/Senior Clerk 2. Telephone Operator 3. Male/Female Nurse	41,815/-		
Ministerial-C. 3. Sick Attendant 4. Clerk./Junior Clerk 5. Typist	40,203/-	Semi-Skilled-A 1. Oil Man// Security Guard 2. Fire Service Man 3. Assistant Well Operator	39,088/-
Highly Skilled-A. 1. Senior Operator. 2. Senior Technician 3. Senior Mechanic	44,532/-	Semi-Skilled-B 1. Helper all types 2. Mali 3. Motor Cleaner/Club Servant	38,348/-
Highly Skilled-B. 1 Technician//Mechanic 2 Senior Laboratory Tester 3 Senior Well Operator/Senior Driller	42,677/-	Unskilled. 1. Food Carrier. 2. Peon/ Sweeper 3. Chwkidar/Watchman	37,000/-

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
Managerial and Supervisory 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 alltype 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	Skilled-A 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. Tikikian Saaz/Tablet Maker	41,815/-
Ministerial-A 1. Accounts Assistant//Store Keeper 2. General Assistant//Sub-Editor 3. Computer Operator/Stenographer 4. Excise/Production Assistant 5. Office Assistant /Admn Assistant	44,532/-	Skilled-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	40,823/-
Ministerial-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	41,815/-	Semi-Skilled-A 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	39,088/-
Ministerial-C 1. Clerk/Junior Clerk all types 2. Typist	40,203/-	Semi-Skilled-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	38,348/-
Highly Skilled-A 1. Assistant Pharmacist//Chemist 2. Syrup Section/tablet Section Incharge 3. Technical Assistant 4. Attar// Chief Electrician 5. Senior Machinist/ Mechanic	44,532/-	Unskilled 1. Bottle Washer/Water Man 2. Peon / Naib Qasid 7. Sweeper/ Cleaner /Loader 3. Chowkidar / Watchman 4. Messenger	37,000/-
Highly Skilled-B 1. Analyst/Laboratory Technician 2. Assistant Supervisor 3. Khamira Saaz /Dawa Saz 4. Senior Checker/Assistant Attar 6. Technician//Machinist/ Mechanic	42,677/-	-----	-----

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
<u>Managerial and Supervisory Group</u> 1. Factory Manager 2. Accountant 3. Supervisor 4. Foreman	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 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)	40,823/-
<u>Ministerial-A</u> 1. Accounts Assistant/Office Assistant 2. Purchaser 3. Stenographer//Head Clerk	44,532/-	<u>Semi-Skilled-A</u> 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	39,088/-
<u>Ministerial-B</u> 1. Cashier/ Munshi 2. Computer Operator 3. Store Keeper//Time Keeper 4. Senior Clerks	41,815/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Mali 3. Packer	38,348/-
<u>Ministerial-C</u> 1. Assistant Purchaser 2. Typist/ Clerks all types 3. Record Keeper	40,203/-	<u>Unskilled</u> 1. Labourer /Loader 2. Chowkidar/Watchman/ Guard	37,000/-
<u>Highly Skilled-A</u> 1. Quality Inspector 2. Head Fitter //Head Kharadia 3. Assistant Supervisor 4. Head Machine Operator	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector	43,920/-
<u>Highly Skilled -B</u> 1. Senior Fitter/Electrician/Kharadia 2. Senior Machine Operator 3. Checker/ Quality Checker	42,677/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
<u>Skilled-A</u> 1. Machine Operator/Generator Operator 2. Mixer Operator// Loom Operator 3. Electrician //Fitter//Kharadia 4. Operator (all types)	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Supervisory</u> 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	<u>Skilled-A</u> 1. Electrician//Fitter//File man 2. Lathe man / Kharadia / Turner 3. Welder//Carpenter//Winder 4. Senior Driver 5. Machine man/Operator	41,815/-
<u>Ministerial-A</u> 1. Accounts/Admin Assistant 2. Sales Representative//Cashier 3. Office Assistant/Personal Assistant 4. Imam Masjid / Khatib 5. Head Clerk/Stenographer	44,532/-	<u>Skilled-B</u> 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	40,823/-
<u>Ministerial-B</u> 1. Store Keeper//Godown Incharge 2. Senior Clerks/Senior Time Keeper	41,815/-	<u>Semi-Skilled-A</u> 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	39,088/-
<u>Ministerial-C</u> 1. Time Keeper/Record Keeper 2. Typist/Clerk all types 3. Junior Store Keeper	40,203/-	<u>Semi-Skilled-B</u> 1. Helper all types	38,348/-
<u>Highly Skilled-A</u> 1. Head Fitter	44,532/-		

2. Senior Plant Operator 3. Assistant Supervisor/Foreman 4. Head Machine Man/Operator		2. Mali 3. Packer 4. Gate Keeper	
Highly Skilled-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	42,677/-	Unskilled 1. Peon/Naib Qasid 2. Chowkidar/Watchman 3. Sweeper/Cleaner 4. Labourer/Coolie 5. Darban	37,000/-

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
Managerial and Supervisory Group 1. Accountant 2. Manager 3. Supervisor 4. Foreman	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Fitter/Electrician/Welder 2. Junior Moulder/ Turner 3. Junior Machine Operator 4. Driver Ltv/Cook	40,823/-
Ministerial-A 1. Accounts Assistant 2. Office/Admin Assistant 3. Head Clerk 4. Stenographer	44,532/-	Semi-Skilled-A 1. Assistant Fitter/Electrician 2. Assistant Welder/Moulder 3. Assistant Turner//Security Guard 4. Assistant Machine Operator	39,088/-
Ministerial-B 1. Computer Operator 2. Senior Clerk/Stenotypist 3. Store Keeper	41,815/-	Semi-Skilled-B 1. Helper 2. Packer 3. Mali	38,348/-
Ministerial-C 1. Typist/ Clerk all types 2. Time Keeper//Record Keeper	40,203/-	Unskilled 1. Chowkidar/Watchman 2. Guard/Labourer/Coolie	37,000/-
Highly Skilled-A 1. Assistant Supervisor/Assistant Forman 2. Head Fitter //Head Machine Operator	44,532/-	Miscellaneous-A 1. Security Inspector	43,920/-
Highly Skilled –B 1. Senior Fitter/Electrician/Welder 2. Senior Moulder//Senior Turner 3. Senior Machine Operator	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Machine Operator 2. Fitter//Electrician//Welder 3. Moulder//Turner	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Accountant 2. Manager 3. Supervisor 4. Foreman	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Machine Operator 2. Junior Karihar//Junior Modeler 3. Junior Electrician 4. Junior Filler Man 5. Senior Fireman 6. Driver Ltv/Cook 7. Polishing Man/Polisher	40,823/-
Ministerial-A 1. Assistant all types 2. Head Clerk/Stenographer	44,532/-	Semi-Skilled-A 1. Field Worker//Fire Man 2. Assistant Machine Operator 3. Assistant Karihar/Modeler 4. Assistant Electrician 5. Assistant Filler Man 6. Security Guard	39,088/-
Ministerial-B 1. Computer Operator //Store Keeper 2. Senior Clerk/Stenotypist	41,815/-	Semi-Skilled-B 1. Packing Man/ Packer 2. Mali//Helper all types	38,348/-
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper/Record Keeper	40,203/-	Unskilled 1. Chowkidar/Watchman 2. Labourer 3. Peon/Naib Qasid 4. Coolie/Loader	37,000/-
Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman	44,532/-		
Highly Skilled –B 1. Senior Machine Operator 2. Senior Karihar//Senior Modeler 3. Senior Electrician//Senior Filler Man 4. Head Polishing Man/Polisher	42,677/-		

<u>Skilled-A</u> 1. Machine Operator 2. Karigar 3. Modeler 4. Electrician 5. Filler Man 6. Senior Polishing Man/Polisher	41,815/-	<u>Miscellaneous-A</u> 1. Security Inspector	43,920/-
		<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
		<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Managerial & Supervisory Group</u> 1. Doctor 2. Pharmacist 3. Manager 4. Supervisor/Forman	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Cook 2. Driver 3. Junior Electrician 4. Hatchery Attendant	40,823/-
<u>Ministerial-A</u> 1. Assistant all types 2. Head Clerk/Stenographer	44,532/-	<u>Semi-Skilled-A</u> 1. Assistant Electrician 2. Assistant Hatcher 3. Security Guard	39,088/-
<u>Ministerial-B</u> 1. Computer Operator 2. Senior Clerk/Munshi 3. Stenotypist//Store Keeper	41,815/-	<u>Semi-Skilled-B</u> 1. Attendent Cattle Farm 2. Attendent Poultry Farm 3. Mali//Helper	38,348/-
<u>Ministerial-C</u> 1. Typist //Clerk all types 2. Time Keeper/Record Keeper	40,203/-	<u>Unskilled</u> 1. Peon/Naib Qasid// Guard 2. Labour// Coolie	37,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor/Forman	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector	43,920/-
<u>Highly Skilled -B</u> 1. Senior Electrician/Senior Hatcher 2. Senior Veterinary Assistant	42,677/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
<u>Skilled-A</u> 1. Electrician//Hatcher 2. Veterinary Assistant 3. Senior Hatchery Attendant	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Managerial and Supervisory Group</u> 1. Engineer/Assistant Engineer all type 2. Manager/Assistant Manager all types 1. Deputy/Senior Manager all types 3. Supervisor/ Forman all types 4. Superintendent //Chemist 5. Accountant/Account Executive	Wages left for mutual bargaining between the employers and workers	<u>Skilled-A</u> 1. Electrician/Shift Electrician 2. Fitter// Motor Winder 3. Engine Room Operator 4. Head Cook//STP Operator 5. Junior Boiler Operator 6. Junior Plant Operator	41,815/-
<u>Ministerial-A</u> 1. Assistant Accountant 2. Office Assistant 3. Head Clerk 4. Stenographer	44,532/-	<u>Skilled-B</u> 1. Driver Ltv/Cook 2. Assistant Plant Operator 3. Assistant Boiler Operator 4. Junior Electrician/Motor Winder 5. Junior Shift Electrician/Fitter	40,823/-
<u>Ministerial-B</u> 1. Senior Clerk/ Stenotypist 2. Computer Operator 3. Telephone Operator//Paramedic	41,815/-	<u>Semi-Skilled-A</u> 1. Assistant Electrician/ Fitter 2. Assistant Shift Electrician 3. Assistant Motor Winder 4. Security Guard	39,088/-
<u>Ministerial-C</u> 1. Typist//Clerk all types 2. Photostat/Fax Operator 3. Record Keeper	40,203/-	<u>Semi-Skilled-B</u> 1. Mali//Sanitary Worker 2. Waiter /Qasid 3. Helper	38,348/-

Highly Skilled-A 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	44,532/-	Unskilled 1. Peon 2. Naib Qasid 3. Labouer/Coolie Miscellaneous-A 1. Security Inspector 2. Khateeb	37,000/- 43,920/-
Highly Skilled –B 1. Observing Operator 2. Control Room Operator 3. Boiler Operator//Plant Operator 4. Technician //Mechanic 5. Instrument Control Technician 6. Senior Operator	42,677/-	Miscellaneous-B-I 1. Imam Masjid Miscellaneous-B-II 1. Moazzan	40,203/- 38,348/-

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
Managerial and Supervisory Group 1. Sub Engineer 2. Foreman 3. Manager 4. Supervisor	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Fitter/Electrician 2. Junior Welder/Junior Turner 3. Junior Black Smith 4. Junior Radiator Repairer 5. Cook/Driver Ltv	40,823/-
Ministerial-A 1. Assistant Accountant 2. Office Assistant 3. Head Clerk 4. Stenographer	44,532/-	Semi-Skilled-A 1. Assistant Fitter/Electrician 2. Assistant Welder/Turner 3. Assistant Black Smith 4. Assistant Rediator Repairer 5. Security Guard	39,088/-
Ministerial-B 1. Senior Clerk/ Stenotypist 2. Computer /Telephone Operator	41,815/-	Semi-Skilled-B 1. Helper all types 2. Mali//Radiator Cleaner	38,348/-
Ministerial-C 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper	40,203/-	Unskilled 1. Chowkidar/ Watchman 2. Peon 3. Labourer/ Coolie	37,000/-
Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled –B 1. Mechanic /Technician//Machinist	42,677/-	Miscellaneous-B-I 1. Imam Masjid Miscellaneous-B-II 1. Moazzan	40,203/- 38,348/-
Skilled-A 1. Fitter//Electrician 2. Welder//Turner//Black Smith 3. Rediator Repairer	41,815/-		

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
Supervisory 1. Manager/Deputy Manager all types 2. Assistant Manager all types 3. Incharge/Supervisor/Forman all types 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	Wages left for mutual bargaining between the employers and the workers.	Skilled-B 1. Driver LTV/Cook/Rejection Man 2. Generator Operator 3. Washing Machine Operator 4. Dryer Machine Operator 5. Garment/Accessory checker 6. Rafuger/ Checker 7. Over lock Machine Operator 8. Rivet Button Machine Operator 9. Junior Machine Operator 10. Assistant Machine Mechanic 11. CCTV Operator	40,823/-

Ministerial-A 1. Assistants all types 2. Computer Operator	44,532/-	Semi- Skilled-A 1. Security Guard //Lift Operator 2. Spray man Laundry/Roti Maker 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/Layer Man 11.Assistant Operator all types	39,088/-
Ministerial-B 1. Senior Clerk/Telephone Operator 2. Khateeb/Imam Masjid 3. Cashier/Purchaser/Receptionist 4. Store keeper	41,815/-		
Ministerial-C 1. Time Keeper/Junior Time Keeper 2. Record Keeper/Clerks 3. Gate Clerk 4. Dispenser/Assistant Computer Operator 5. Shipment Dispatcher	40,203/-	Semi- Skilled-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	38,348/-
Highly Skilled-A 1. Senior Mechanic/ Mistri/8 Sider loom 2. Assistant Supervisor/Forman all types	44,532/-		
Highly Skilled-B 1. Machine Mechanic/Mistri 2. Fabric Inspector/ 6 Sider 3. Technician 4. Boiler Operator	42,677/-	Unskilled 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	37,000/-
Skilled-A 1. Sample Man/Cutting Man/Cutter 2. Electrician/Welder/Fitter/Mason 3. Carpenter/Motor Winder 4. Lab Operator/Operator all types 5. Water Treatment Plant Operator 6. Stitcher/Stitching Machine Operator 7. Kaj Bartik Machine Operator	41,815/-		

(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
Supervisory 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.	Skilled-A 1. Collar Man//Sample man 2. Electrician//Fitter/Mason/Welder 3. Outfit Tailor/Karigar/ 4. Knitting Operator/Operator all 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/Darner/Carpenter 12. Lot Maker/LaserMachine Operator 13. Control Room Operator 14. Junior Machine Mechanic	41,815/-
Ministerial-A 1. Accounts Assistant/ 2. Assistant Accountant 3. Computer Operator 4. Store Keeper/Khateeb 5. Personal Assistant/Assistant all types 6. Assistant Incharge	44,532/-	Skilled-B 1. Driver //Cook// Operator all types 2. Accessory O/L Operator 3. Alterman/Stain man/Remover 4. Size man/Card Filler 5. Rejection Man/ Checker 6. Lab Assistant/Garment Checker 7. Assistant Machine Mechanic 8. Stitcher/Stitching Machine Man	40,823/-
Ministerial-B 1. Assistant Store Keeper 2. Cashier/Purchaser 3. Checker/ time Keeper 4. Sales Man/Imam Masjid 5. Telephone Operator/Receptionist	41,815/-	Semi- Skilled-A 1. Assistant Fitter/Cutter/Welder/Cook 2. Button Stitcher/ButtonHolesMaker 3. Overlock Machine Operator 4. Rivet Button/CC tv Operator 5. Helper Tailor/Assistant Operator	39,088/-

Ministerial-C 1. Assistant Salesman 2. Typist/Clerk all types 3. Store man/Shipment Dispatcher 4. Junior/Assistant Time Keeper	40,203/-	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/Roti Maker 18. Kaj Batik Machine Operator 19. Security Guard/Layer Man 20. Assistant Operator all types	
Highly Skilled-A 1. Senior Mistry/Mechanic 2. Patter Maker/Senior Dyer 3. Assistant Supervisor/8 Sider loom	44,532/-		
Highly Skilled-B 1. Deputy Dyeing Master/6 sider 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	42,677/-	Semi-Skilled-B 1. Clipper/ Thread Cutter/trimmer 2. Loop Cutter /Numbering Man 3. Helper not elsewhere classified 4. Gate Keeper 5. Mali/Office Boy/Head Waiter	38,348/-
		Unskilled 1. Chowkidar /Watchman/Polyman 2. Trolley Man//Bundle/LineFeeder 3. Peon/Qasid/Waiter/Labour 4. Sweeper/ Cleaner/House Keeper 5. Fabric Spreader/Spreaderman	37,000/-

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
Supervisory 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 alltypes	Wages left for mutual bargaining between the employers and the workers.	Skilled-A 1. Electrician//Fitter/Operator 2. Plumber/Tin Smith/Wireman 3. Welder	41,815/-
Ministerial-A 1. Office/Accounts Assistant 2. Personal Secretary/Assistant 3. Paddy Purchase Assistant 4. Sales Assistant/General Assistant	44,532/-	Skilled-B 1. Driver Ltv/Cook/Junior Operator 2. Junior Electrician/Fitter/Plumber 3. JuniorWireman/Welder/TinSmith	40,823/-
Ministerial-B 1. Munshi /Paddy Master 2. Store Keeper//Steno Typist 3. Paddy Billing Assistant/Dispenser	41,815/-	Semi-Skilled-A 1. Husk man// Spray man 2. Khalasi/Laboratory Assistant 3. Assistant Operator 4. Messenger //Security Guard	39,088/-
Ministerial-C 1. Clerk/Typist/Accounts Clerk 2. Time Keeper/Assistant Store Keeper	40,203/-	Semi-Skilled-B 1. Helper all types 2. Mali/Cleaner/ Gate Keeper	38,348/-
Highly Skilled-A 1. Analyst/Assistant Shift Incharge 2. Assistant Supervisor /Forman	44,532/-	Unskilled 1. Chowkidar/Watchman 2. Peon/Store Boy/Sampler	37,000/-
		Highly Skilled-B 1. Senior Electrician/Fitter/Welder 2. Mistry //Motor Mechanic 3. Senior Plumber/Tin Smith/ 4. Senior Operator	42,677/-

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
Managerial and Supervisory Group 1. Sub Engineer 2. Foreman 3. Manager 4. Supervisor	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Press Man/Builder Man 2. Junior ElectricianMoulder/Turner 3. Junior Machine Operator 4. Driver Ltv/Cook 5.	40,823/-

<u>Ministerial-A</u> 1. Assistant Accountant 2. Office/Admin Assistant 3. Head Clerk/Stenographer	44,532/-	<u>Semi-Skilled-A</u> 1. Assistant Press Man/Builder Man 2. Assistant Electrician/Moulder /Turner/ Security Guard 3. Assistant Machine Operator	39,088/-
<u>Ministerial-B</u> 1. Senior Clerk/ Stenotypist 2. Computer /Telephone Operator	41,815/-	<u>Semi-Skilled-B</u> 1. Packing Man/Packer 2. Helper/Mali	38,348/-
<u>Ministerial-C</u> 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper	40,203/-	<u>Unskilled</u> 1. Chowkidar/Watchman/Peon/ 2. Naib Qasid/Sweeper/ Cleaner 3. Labourer/ Coolie	37,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Assistant Forman	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	43,920/-
<u>Highly Skilled -B</u> 1. Mechanic/ Machinist/Technician 2. Senior Moulder/Turner 3. Senior Machine Operator	42,677/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid	40,203/-
<u>Skilled-A</u> 2. Press Man//Builder Man 3. Electrician//Moulder//Turner 4. Machine Operator	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
<u>Managerial and Supervisory Group</u> 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	<u>Skilled-B</u> 1. Lab Assistant 2. Junior Teacher 3. Teacher Primary school 4. Art teacher	40,823/-
<u>Ministerial-A</u> 1. Admin Assistant/Accounts Assistant 2. Office Assistant/Stenographer	44,532/-	<u>Semi-Skilled-A</u> 1. Lab Attendant //Security Guard 1. Dafri /Office Boy	39,088/-
<u>Ministerial-B</u> 1. Computer Operator 2. Senior Clerk/Stenotypist	41,815/-	<u>Semi-Skilled-B</u> 1. Gate Keeper 2. Mali/Qasid	38,348/-
<u>Ministerial-C</u> 1. Typist/Clerk/Junior Clerk 2. Time Keeper/Store Keeper 3. Record Keeper	40,203/-	<u>Unskilled</u> 1. Peon/ Naib Qasid 2. Sweeper/Cleaner 3. Chowkidar	37,000/-
<u>Highly Skilled-A</u> 1. Program Assistant 2. Assistant Lab Administrator	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	43,920/-
<u>Highly Skilled -B</u> 1. Senior Teacher/Teacher high school 2. Teaching Assistant	42,677/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
<u>Skilled-A</u> 1. Teacher/Teacher middle school 2. Electrician	41,815/-	<u>Miscellaneous-B-II</u> 1. Head Mali	38,348/-

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.
<u>Managerial and Supervisory Group</u> 1. Incharge all types 2. Managers / Foreman all types 3. Officer/Chief Officer all types 4. Secretary //System Analyst 5. SSG Commando/ Personal Bodyguard 6. Supervisor/Senior Supervisor all types	Wages left for mutual bargaining between the employers and worker	<u>Skilled-A</u> 1. Armourer/Machine Man/Plumber 2. Control Room Operator//Welder 3. Electrician //Maintenance Fitter 4. Junior Mechanic/Auto Mechanic 5. Security Camera Installer 6. Senior Cook/Driver Htv	41,815/-

<u>Ministerial-A</u> 1. Account Assistant/Transport Assistant 2. Cashier /Computer Operator 3. Khateeb 4. Office/Admin Assistant 5. Sales Incharge / Assistant 6. Security Inspector/Safety Inspector 7. Stenographer / P.A.	44,532/-	<u>Skilled-B</u> 1. Assistant Auto Mechanic 2. Assistant Mechanic 3. Cook/Driver//Junior Electrician 4. Junior Machine Man//Wireman 5. Junior Maintenance Fitter 6. Junior Security Camera Installer 7. Wireless Operator//Fireman	40,823/-
<u>Ministerial-B</u> 1. Receptionist //Imam Masjid 1. Security/Safety Sub-Inspector 2. Senior Clerk/Telephone Operator	41,815/-	<u>Semi-Skilled-A</u> 1. Assistant Electrician 2. Assistant Machine Man 3. Assistant Maintenance Fitter 4. Assistant Security Camera Installer //Generator Operator 5. Security Guard// Female Guard //Lady Searcher	39,088/-
<u>Ministerial-C</u> 1. Clerk all types //Courier 2. Typist/Record Keeper	40,203/-		
<u>Highly Skilled-A</u> 1. Assistant Production Supervisor 2. Head Operator 3. Technologist //Quality Monitor 4. Senior Computer Operator	44,532/-	<u>Semi-Skilled-B</u> 1. Dak Runner/Qasid 2. Helper all types 3. Mali/Office Boy 4. Senior Sweeper/Head Sweeper	38,348/-
<u>Highly Skilled –B</u> 1. Quality Monitor Assistant/Mechanic 2. Technician //Auto Mechanic 3. Senior Electrician	42,677/-	<u>Unskilled</u> 1. Attendant /Sweeper/Cleaner 2. Peon/Naib Qasid//Misalchi	37,000/-

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
<u>Managerial and Supervisory Group</u> 1. Foreman 2. Supervisor all types 3. Manager 4. Laboratory Control Incharge	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Junior Rigger//Junior Welder 2. Junior Fabricator 3. Assistant Technician 4. Junior Machine Man 5. Driver LtV/Cook	40,823/-
<u>Ministerial-A</u> 1. Assistant all types 2. Stenographer	44,532/-	<u>Semi-Skilled-A</u> 1. Assistant Rigger/Welder 2. Assistant Fabricator 3. Assistant Machine Man 4. Security Guard Male/Female	39,088/-
<u>Ministerial-B</u> 1. Computer Operator//Store Keeper 2. Senior Clerk/Stenotypist	41,815/-	<u>Semi-Skilled-B</u> 1. Helper all types/Mali 2. Packer/Packing Man	38,348/-
<u>Ministerial-C</u> 1. Typist/Clerk/Junior Clerk 2. Time Keeper/Record Keeper	40,203/-	<u>Unskilled</u> 1. Labourer/Coolie/Naib Qasid 2. Peon/Chowkidar/Watchman	37,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor/Forman	44,532/-	<u>Miscellaneous-A</u> 1. Security Inspector/Khateeb	43,920/-
<u>Highly Skilled –B</u> 1. Senior Rigger//Senior Welder 2. Technician//Senior Fabricator 3. Senior Machine Man	42,677/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
<u>Skilled-A</u> 1. Rigger//Welder/Fabricator 2. Machine Man //Junior Technician	41,815/-	<u>Miscellaneous-B-II</u> 1. Moazzan	38,348/-

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
Supervisory 1. Manager 2. Assistant Manager 3. Supervisor/Foreman 4. Accountant 5. Assistant Accountant	Wages left for mutual bargaining between the employers and the workers.	Skilled-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	40,823/-
Ministerial-A 1. Office Assistant/Accounts Assistant 2. Head Clerk	44,532/-	Semi-Skilled-A 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	39,088/-
Ministerial-B 1. Security Assistant 2. Store Keeper//Senior Clerk	41,815/-		
Ministerial-C 1. Salesman//Clerk//Typist	40,203/-		
Highly Skilled-A 1. Assistant Supervisor/Forman	44,532/-		
Highly Skilled-A 1. Die Maker / Die Repairer 2. Pattern Maker 3. Milling Man Grade-I 4. Shaper Man Grade-I	42,677/-		
Skilled-A 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	41,815/-	Semi-Skilled-B 1. Helper all types 2. Gate Keeper 3. Mali 4. Apprentice	38,348/-
		Unskilled 1. Cleaner 2. Peon/Sweeper 3. Chowkidar/ Watchman 4. Naib Qasid	37,000/-

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
Supervisory. 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.	Skilled-A. 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	41,815/-
Ministerial-A 1. Accounts Assistant 2. Draughtsman 3. Office Assistant 4. Senior Sales Representative 5. Head Clerk 6. Stenographer	44,532/-	Skilled-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	40,823/-

Ministerial-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.	41,815/-	Semi-Skilled-A 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.	39,088/-
Ministerial-C. 1. Typist/Clerks all types 2. Dispatcher//Assistant Salesman 3. Record Keeper/Godown Keeper 4. Ledger Keeper	40,203/-	Semi-Skilled-B. 1. Washerman/Lift Operator 2. Helper all types 3. Marking Man/Tag Man 4. Stock Boy/Book Binder 5. Vaccinator/Daftry 6. Petrol Pump man 7.	38,348/-
Highly Skilled-A 1. Head Operator//Radiographer 2. Senior Mechanic/Mistry all type 3. Senior Pattern Maker	44,532/-	Unskilled. 1. Peon 2. Coolie 3. Chowkidar 4. Naib Qasid 5. Sweeper.	37,000/-
Highly Skilled-B 1. Radiographer /Artist/Mechanic all 2. Senior Turner/Welder/Plumber 3. Mistry/Pattern Maker 4. Senior Operator/Tailer 5. Senior Fitter/ Electrician	42,677/-		

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
Supervisory 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.	Skilled-A 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	41,815/-
Ministerial-A 1. Office Assistant 2. Accounts Assistant 3. Head Clerk	44,532/-	Skilled-B 1. Thread Cutter /Cobler/Mochi 2. Helper Commander 3. Driver/Cook /Tailor 4. Doubling Winder / Twisting Machine Operator	40,823/-
Ministerial-B 1. Bill Examiner/Senior Clerk 2. Head Time Keeper 3. Lace Incharge/Checking Incharge 4. Purchaser 5. Store Keeper 6. Treasurer/Cashier	41,815/-	Semi-Skilled-A 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	39,088/-
Ministerial-C 1. Accounts Clerk 2. Leave Clerk/Office Clerk 3. Receiving Clerk/Store Clerk 4. Security Jamadar/Shift Jamadar 5. Time Keeper/Sales Clerk	40,203/-	Semi-Skilled-B 1. Bobbin Man// Oil Man 2. Helper Fitter 3. Helper Electrician 4. Play Helper//Shearing Helper 5. Shuttle Man/Shuttle Helper 6. Shuttle Filler 7. Washer Man//Lace Packer 8. Mali 9. Helper Not elsewhere Classified	38,348/-
Highly Skilled-A 1. Assistant Designer 2. Assistant Supervisor/Forman 3. Head Rafugar	44,532/-		
Highly Skilled-B 1. Senior Rafugar 2. Senior Machine Operator 3. Senior Fitter/Electrician	42,677/-	Unskilled 1. Oil Cleaner/Sweeper 2. Laborer/Coolie all types 3. Chowkidar/Watchman 4. Peon/ Naib Qasid	37,000/-

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
<u>Managerial & Supervisory Staff</u> 1. Manager/Assistant Manager all 2. Accountant Assistant 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.	<u>Skilled-A</u> 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	41,815/-
<u>Ministerial-A</u> 1. Office Incharge 2. Stenographer 3. Store Keeper 4. Sales Incharge 5. Cashier/Treasurer 6. Draughtsman	44,532/-	<u>Skilled-B</u> 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. Pirm Winder/Twisting Winder 11. Punch/Soaper Machine Man 12. Starch/Maya Machine Man 13. Screen Printer/Spinning Operator 14. Stenter Operator/Jet Operator 15. Twisting Machine Operator 16. Twister/Twisting Operator 17. Washing Man /Paddle Man 18. Winder/Winder Man 19. Warp Knitting Operator 20. Drawing Range Operator 21. Cook /Tailor	40,823/-
<u>Ministerial-B</u> 1. Bill Examiner 2. Munshi 3. Telephone Operator 4. Purchaser 5. Senior Clerk 6. Steno Typist 7. Tracer/ Imam Masjid	41,815/-		
<u>Ministerial-C</u> 1. Typist/Clerk/ Junior Clerk all 2. Assistant Store Clerk 3. Sales Man 4. Time Keeper	40,203/-		
<u>Highly Skilled-A</u> 1. Assistant Foreman all types 2. Head Jobber 3. Head Fitter/Head Electrician 4. Head Mechanic 5. Dispenser	44,532/-	<u>Semi-Skilled-A</u> 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/El-Man 8. Pallah man//Back Sizer 9. Reacher//Security Guard	39,088/-
<u>Highly Skilled-B</u> 1. Jobber /Shift Incharge 2. Mistry/Mechanic 3. Senior Electrician 4. Card Cutter	42,677/-		
<u>Unskilled</u> 1. Cleaner /Mashki/Sweeper 2. Labourer/Coolies all types 3. Peon/Naib Qasid// Kochwan 4. Chowkidar /Watchman	37,000/-	<u>Semi-Skilled-B</u> 1. Beam Man 2. Helper all types 3. Foler/Folding Man 4. Packer//Mali	38,348/-

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
<u>Supervisory</u> 1. Manager/Assistant Manager 2. Supervisor//Foreman 3. Accountant 4. Assistant Accountant	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Polish Maker/Moti Parowe 2. Junior Karigar//Junior Fitter 3. Junior Gold Smith	40,823/-
<u>Ministerial-A</u> 1. Office Assistant 2. Accounts Assistant/Head Clerk	44,532/-	<u>Semi-Skilled-A</u> 1. Assistant Karigar/Assistant Fitter 2. Assistant Gold Smith 3. Packing Man/ Packer 4. Security Guard Male/ Female	39,088/-

Ministerial-B 1. Store Keeper 2. Senior Clerk	41,815/-	Semi-Skilled-B 1. Helper all types 2. Mali/Cleaner	38,348/-
Ministerial-C 1. Salesman 2. Clerk/Typist	40,203/-	Unskilled 1. Chowkidar/Watchman 2. Peon/ Naib Qasid/Sweeper	37,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Gold Smith//Head Fitter	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled-B 1. Senior Karigar//Senior Fitter 2. Senior Gold Smith	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Karigar/Fitter/Gold Smith 2. Senior Polish Maker 3. Senior Moti Parowe	41,815/-	Miscellaneous-B-II 1. Apprntice	38,348/-

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
Supervisory. 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.	Skilled-A 1. Dyer/Mender 2. Weaver/Warper/Sizer 3. Machine Operator all types 4. Electrician// Fitter all types 5. Damage Controller	41,815/-
Ministerial-A 1. Office Assistant 2. Accounts Assistant 3. Head Clerk	44,532/-	Skilled-B 1. Drawer//Reacher //Carpenter 2. Checker all types 3. Shuttle Polish man 4. Junior Sizer	40,823/-
Ministerial-B 1. Munshi/Cashier/treasurer 2. Senior Clerk/ Bill Examiner 3. Head time Keeper 4. Checking Incharge 5. Purchaser/Store Keeper	41,815/-	Semi-Skilled-A. 1. Bobbin Boy/Winding Boy. 2. Oilman//Security Guard 3. Assistant Sizer/Thread Cutter 4. Winder/Back Sizer 5. Needle man/Washer man	39,088/-
Ministerial-C 1. Clerks all types 2. Time Keeper 3. Security Jamadar 4. Shift Jamadar	40,203/-	Semi-Skilled-B. 1. Safai wala/Cleaner 2. Mali //Helper all types 3. Bobbin man/Lace Packer 4. Shuttle man/filler	38,348/-
Highly Skilled-A 1. Master all types 2. Senior Rafuger/Senior Designer 3. Senior Mistri 4. Head Sizer	44,532/-	Unskilled. 1. Chowkidar/Watchman 2. Peon/Naib Qasid/Sweeper 3. Labourer/Coolie all types	37,000/-
Highly Skilled-B 1. Mistry /Rafuger/Designer 2. Senior Dyer/Mender/Weaver 3. Senior Fitter/Electrician 4. Senior Machine Operator 5. Senior Sizer	42,677/-	-----	

Part-II For Piece-rated Workers

- A. Weavers working on jacquard or Drop Box Looms shall be paid @ Rs. 1639.83 per day or Rs. 42,636/- 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.1639.83 per day by working 8 hours a day.
- B. Weavers working on all kinds of Power Looms(including Velvet) shall be paid @ Rs. 1639.83 per day or Rs. 42,636/- 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. 1639.83 per day for working 8 hours a day.
- C. Weavers manufacturing Shawl Gola will be paid @ Rs. 1639.83 per day or Rs. 42,636/- 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. 1639.83 per day for working 8 hours a day.

- D. Weavers manufacturing latha, khasha, poplin, Sooti, Dosooti, Zeen, Stapple, Fabron, Jorget Silky, Shanil etc will be paid @ Rs. 1639.83 per day or Rs. 42,636/- 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. 1639.83 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
Supervisory 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.	Skilled-A 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	41,815/-
Ministerial-A 1. Sales Representative 2. Head Munshi //Stenographer 3. Computer Operator 4. Senior Office Assistant	44,532/-	Skilled-B 1. Cook/ Driver 2. Pumper 3. Fork Lifter Driver 4. Lab. Assistant//Press Man	40,823/-
Ministerial-B 1. Office Assistant 2. Cashier 3. Sales Man 4. Telephone Operator 5. Store Keeper/Store Issuer 6. Munshi 7. Draughts Man	41,815/-	Semi- Skilled-A 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	39,088/-
Ministerial-C 1. Clerk all types 2. Typist /Time Keeper 3. Counter Man 4. Assistant Store Keeper	40,203/-	Semi- Skilled-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	38,348/-
Highly Skilled-A 1. Plant Operator 2. Quality Controller 3. Process Controller 4. Senior Mechanic/Mistri	44,532/-		
Highly Skilled-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	42,677/-	Unskilled 1. Labourer /Coolie 2. Peon / Naib Qasid 3. Sweeper 4. Water Man 5. Chowkidar/Watchman 6. Office Attendant	37,000/-

84. APPLICABLE TO WORKERS EMPLOYED IN SPORTS GOODS(INCLUDING SPORTS BAGES) 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/ 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	<u>Skilled-B</u> 1. Cook/ DriverLtv/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	40,823/-
<u>Ministerial-A</u> 1. Computer Operator 2. Export Assistant//Incharge Packing 3. Khatib//Personnal Assistant 4. Purchaser/Stenographer	44,532/-	<u>Semi-Skilled-A</u> 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	39,088/-
<u>Ministerial-B</u> 1. Cashier 2. Store Assistant/Store Keeper 3. Sales Man//Telephone Operator	41,815/-		
<u>Ministerial-C</u> 1. Typist/ Clerk all types 2. Dispatcher/Store Man	40,203/-	<u>Semi-Skilled-B</u> 1. Daftry/ Carton Mover 1. Gardener/Mali /Gate Keeper 2. Helper /Trainees all types 3. Canteen Man//Poly Bag 4. Material Provider/Receiver 5. Bladder Deflator/paster 6. Carcass supplier/Cartron provider 7. Conveyar/MD Operator 8. Panel Paster & shaper//Repairer 9. Core Sprayer//Corner corrector 10.Last panel composite/Seam closer 11.Towel machine Operator 12.Towel with ball weight	38,348/-
<u>Highly Skilled-A</u> 1. Artist/Cell Leader 2. Examiner//Head Fitter 3. Group Inspector 4. Setting/Shade/Touching Master	44,532/-		
<u>Highly Skilled- B</u> 1. Mistri/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	42,677/-	<u>Unskilled</u> 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	37,000/-
<u>Skilled-A</u> 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 Coordinator 19. Telephone line repairer	41,815/-		

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
<u>Supervisory.</u> 1. Manager. 2. Foreman 3. Engineer 4. Supervisor	Wages left for mutual bargaining between the employers and the workers.	<u>Skilled-A.</u> 1. Junior Charge man 2. Crane Driver//Karegar all types 3. Tongs man/ Carpenter/Mason 4. Boiler Furnace man/Furnace man	41,815/-

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. Looper/Vulcanizer.	
Ministerial-A. 1. Assistant all types 2. Cashier 3. Head Munshi/Head Clerk 4. Stenographer	44,532/-	Skilled-B. 1. Driver/Cook//Painter/Plumber 2. Riveter/Wireman /Melter 3. Mill Operator 4. Machine Man/Operator	40,823/-
Ministerial-B. 1. Munshi 2. Time Keeper 3. Store Keeper 4. Senior Clerk	41,815/-	Semi-Skilled-A. 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	39,088/-
Ministerial-C. 1. Typist/Clerk all types 2. Gate Keeper 3. Record Keeper	40,203/-		
Highly Skilled-A 1. Assistant Foreman/Supervisor 2. Senior Charge Man/Mechanic	44,532/-	Semi-Skilled-B. 1. Mali 2. Helper all types	38,348/-
Highly Skilled-B 1. Charge man 2. Mechanic all types 3. Senior Karegar all types 4. Senior Boiler Furnace Man 5. Senior turner/Moulder/Fitter	42,677/-	Unskilled. 1. Billet Stacker/Billet Setter 2. Labourer/Coolie 3. Peon/ Naib Qasid 4. Chowkidar/Watchman 5. Bahishti/Sweeper/Baildar.	37,000/-

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
Supervisory. 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.	Skilled-B. 1. Assistant Riggat/Khalasi 2. Assistant Boiler Attendant 3. Boiler Attendant/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	41,504/-
Ministerial-A. 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	44,717/-	Semi-Skilled-A 1. Assistant Electrician/Wireman 2. Electrical Attendant 3. Assistant Fitter/Auto Fitter 4. Assistant Analyst 5. Assistant Air conditioner Fitter 6. Assistant Turbine Driver 7. Assistant Turbine Operator 8. Assistant Turbo Feed Pump Driver 9. Guad Attendant/ Carb Attendant 10. Assistant Plumber/ Winder 11. Assistant Mate/ Moulder 12. Assistant Turner/Mason 13. Assistant Black Smith 14. Bag Sewing Machine Operator	39,088/-

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.		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	
Ministerial-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.	42,795/-	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 30. Senior /Head Mali	
		Semi-Skilled-B 1. Mali /Cleaner//Gate Keeper 2. Sampler/ Despatch Rider 3. Helper all types/Tea Man 4. Head Watchman/Head Sweeper 5. Daftry/Head Peon/Head Qasid/Senior Qasid	38,348/-
		Unskilled. 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	37,000/-
Ministerial-C. 1. Time Keeper/StoreMan// Mid-wife 2. Tracer/ Record Keeper 3. Typist/Junior Clerk/Clerk all types 4. Promoting Despatcher	40,943/-		
		Miscellaneous-A. 1. Inspector Watch and Ward 2. Incharge Security Guard 3. Lady Health Visitor 4. Security Inspector	43,920/-
Highly Skilled-A. 1. Head Moulder/Turner/Electrician 2. Head Welder/Winder/Black smith 3. Head Rigggar/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	45,649/-		
		Miscellaneous-B-I 1. Head LineMan/Security Jamadar 2. Sanitory Jamadar/Inspector 3. Head Waiter/Senior Bearer 4. Senior Dak Runner 5. Assistant SecurityInspector 6. Tailor Master/Stitcher 7. Guest House Keeper	40,203/-
Highly Skilled-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	43,791/-		
		Miscellaneous-B-II. 1. Indent Distributor 2. Permit/Purzi Distributor 3. Moazzan/Khadim Masjid 4. Bearer/Khidmatgar/ Qasid 5. Senior Cooli /Senior Watchman	38,348/-
Skilled-A. 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 Fitter /Auto Fitter	42,795/-	Skilled-A. 8. Pan Mate/Juice Mate/Carb Mate/Press Mate/LH Mate/C.V. Mate/Mate/C.A Mate/R.F.A. Mate/ IInd Carb Mate. 9. Rigggar/ Khalasi /Driver HTV 10. R.A. Field Cane 11. Shaper man/Turner/ Welder 12. Switch Board Attendant/Operator 13. Tractor Driver /Senior Cook 14. Weigh Bridge Fitter 15. Winder/Wireman/Water Attendant	42,795/-

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
<u>Supervisory</u> 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	<u>Skilled-A</u> 1. Assistant Die Maker/ Die Fitter 2. Checker/Checker Machine 3. Carpenter /Garrayya 4. Chinti 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	41,815/-
<u>Ministerial-A</u> 1. Stenographer/P.A. 2. Cashier//Computer Operator 3. Assistant all types	44,532/-	<u>Skilled-B</u> 18. Cook/ Driver 19. Hammer Man// Nicle Polisher 20. Dobbi Man/Box Maker 21. Generator Operator 22. Sheet Maker/Temperer 23. Polisher/Polish Man	40,823/-
<u>Ministerial-B</u> 1. Store Keeper 2. Imam Masjid 3. Canteen Incharge 4. Telephone Operator	41,815/-	<u>Semi-Skilled-A</u> 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	39,088/-
<u>Ministerial-C</u> 1. Typist/Clerk all types 2. Time Keeper	40,203/-		
<u>Highly Skilled-A</u> 1. Examiner//Quality Controller 2. Assistant Forman/Supervisor	44,532/-		
<u>Highly Skilled-B</u> 1. Die Maker/Die Fitter 2. Mistri Grinding/Mistri Die Shop 3. Mistri Turning Machine 4. Mistri Machinist/Motor Mechanic	42,677/-		
<u>Unskilled</u> 1. Coolie/Chowkidar /Watchman 2. Peon/Naib Qasid/Sweeper 3. Store Boy	37,000/-	<u>Semi-Skilled-B</u> 1. Fire Man//Helper all types 2. Mali //Packer 3. Gate Keeper 4. Ultrasonic Cleaner	38,348/-

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
<u>Managerial and Supervisory Group.</u> 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.	<u>Skilled-A.</u> 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.	41,815/-
<u>Ministerial-A</u> 1. Cashier 2. Stenographer 3. Office Assistant	44,532/-	<u>Skilled-B.</u> 1. Junior Machine man/Operator 2. Cook /Car Driver 3. Engine/Load Lift Driver 4. Monitor /Polishman/ Press Man	40,823/-

Ministerial-B 1. Store Keeper 2. Senior Clerk 3. Munshi	41,815/-	Semi-Skilled-A. 1. Assistant Machine man Assistant Machine Operator 2. Fireman//Mate//Flasher 3. Security Guard	39,088/-
Ministerial-C 1. Clerk all types 2. Typist.	40,203/-	Semi-Skilled-B. 1. Helper all types 2. Mali//Skilled Worker 3. Gate Keeper	38,348/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Senior Mistri	44,532/-	Unskilled. 1. Canteen Boy 2. Coolie 3. Peon 4. Sweeper 5. Watchman/Chowkidar 6. Unskilled Worker 7. Labourer.	37,000/-
Highly Skilled-B 1. Mistry 2. Senior Machine Man/ Operator 3. Senior Electrician/trimmer 4. Senior Fitter/turner	42,677/-		

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
Managerial and Supervisory Group 1. Supervisor 2. Manager 3. Forman 4. Accountant	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Machine Operator 2. Junior Fitter/Electrician 3. Junior Blender/Junior Plumber 4. Cook/Driver LtV	40,823/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	44,532/-	Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Fitter/Electrician 3. Assistant Blender/Plumber 4. Senior Packer 5. Security Guard Male/Female	39,088/-
Ministerial-B 1. Store Keeper//Canteen Incharge 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Packer/ Packing Man 2. Mali //Helper all types	38,348/-
Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper	40,203/-	Unskilled 1. Peon/ Naib Qasid/Cleaner 2. Sweeper/Loader/Coolie 3. Watchman/ Chowkidar	37,000/-
Highly Skilled-A 1. Examiner//Quality Controller 2. Assistant Forman/Supervisor 3. Head Machine Operator 4. Head Blender	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled-B 1. Senior Machine Operator 2. Senior Blender/Electrician/Fitter	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Machine Operator 2. Fitter//Electrician/Blender//Plumber	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Engineer/Assistant Engineer 2. Supervisor/Foreman 3. Manager 4. Director	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Quality Man 2. Junior Electrician 3. Junior Fitter 4. Cook/Driver Ltv	40,823/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types	44,532/-	Semi-Skilled-A 1. Office Boy/Internee 2. Assistant Quality Man 3. Assistant Electrician/Fitter 4. Security Guard Male/ Female	39,088/-

Ministerial-B 1. Store Keeper//Canteen Incharge 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Helpers//Mali 2. Packer/ Paching Man	38,348/-
Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper	40,203/-	Unskilled 1. Cleaner/Sweeper/Peon 2. Naib Qasid/Watchman 3. Loader/Coolie/Chowkidar	37,000/-
Highly Skilled-A 1. Senior Technician 2. Team Lead 3. Assistant Supervisor/Forman	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled -B 1. Technician 2. Senior Quality Man 3. Senior Electrician//Senior Fitter	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Quality Man 2. Electrician//Fitter//Molder	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Supervisor 2. Foreman 3. Manager 4. Director	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Machine Operator 2. Junior Electrician 3. Junior Stitcher/Junior Darzi 4. Junior Mochi 5. Cook/Driver Ltv	40,823/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	44,532/-	Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Electrician 3. Assistant Sticher/Darzi 4. Assistant Mochi 5. Security Guard Male/Female	39,088/-
Ministerial-B 1. Store Keeper//Canteen Incharge 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Helper all types 2. Mali//Packer	38,348/-
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper	40,203/-	Unskilled 1. Peon/ Naib Qasid/ Sweeper 2. Loader/Coolie/ Cleaner 3. Watchman/ Chowkidar	37,000/-
Highly Skilled-A 1. Folding Foreman//Assistant Supervisor 2. Senior Boiler Operator	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled -B 1. Boiler Operator//Senior Electrician 2. Senior Stitcher/Darzi/Mochi	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Machine Operator 2. Electrician/Stitcher//Darzi//Mochi	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Supervisory. 1. Boiler Engineer Ist 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.	Skilled-A. 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 Auto 9. Electrician/Fitter/ Welder. 10. Jet Operator 11. Motor Winder/Turner	41,815/-

Ministerial-A. 1. Agent//Purchaser 2. Assistant Accountant 3. Accounts Assistant 4. Office/Admin Assistant 5. Head Clerk//Stenographer	44,532/-	Skilled-B. 1. Assistant Rotary Operator 2. Aijer /Calender Machine Operator 3. Ammonia/Ice 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	40,823/-
Ministerial-B. 1. Cashier//Store Keeper 2. Stenotypist//Head Munshi 3. Senior Clerk	41,815/-		
Ministerial-C. 1. Assistant Store Keeper 2. Clerk all types 3. Munshi/Time Keeper 4. Telephone Operator	40,203/-		
Highly Skilled-A 1. Boiler Engineer 2 nd 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	44,532/-	Semi-Skilled-A 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	39,088/-
Highly Skilled-B. 1. Engraving Operator/Engraver 2. Fomatax Operator 3. Head Fitter/Mistry/Senior Fitter 4. Printer //Rotary Operator 5. Boiler Engineer III-Class	42,677/-	Semi-Skilled-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	38,348/-
Unskilled. 1. Coolie/Cut Piece Arranger 2. El-Man// Peon//Sweeper 3. Gazanaman /Stamper 4. Packing man/Binder 5. Chowkidar /Watchman.	37,000/-		

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
Managerial and Supervisory Group 1. Supervisor 2. Foreman 3. Manager 4. Director	Wages left for mutual bargaining between the employers & workers	Skilled-B 1. Junior Machine Operator 2. Junior Paper Operator/Die Cutter 3. Junior Fitter/Junior Electrician 4. Cook/Driver Ltv	40,823/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	44,532/-	Semi-Skilled-A 1. Assistant Operator /Machine Operator// Senior Packer 2. Assistant Paper Operator 3. Assistant Die Cutter 4. Assistant Fitter/ Electrician 5. Security Guard Male/Female	39,088/-
Ministerial-B 1. Store Keeper/Canteen Incharge 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Helper all types 2. Mali/Packer/ Packing Man	38,348/-
Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper	40,203/-	Unskilled 1. Cleaner/Sweeper/Peon/ 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	37,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled -B 1. Senior Machine Operator 2. Senior Paper Operator 3. Senior Die Cutter/Electrician/Fitter	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-

Skilled-A 1. Machine Operator//Paper Operator 2. Die Cutter//Fitter//Electrician	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-
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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
Managerial and Supervisory Group 1. Supervisor 2. Foreman 3. Manager 4. Engineer/Assistant Engineer	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Machine Operator 2. Junior Lathe Operator 3. Junior Kharadia//Junior Fitter 4. Cook//Driver Ltv	40,823/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	44,532/-	Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Lathe Operator 3. Assistant Kharadia 4. Assistant Fitter 5. Security Guard Male/ Female	39,088/-
Ministerial-B 1. Store Keeper//Canteen Incharge 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Helper all types 2. Mali//Packer/ Packing Man	38,348/-
Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper	40,203/-	Unskilled 1. Cleaner/Sweeper/Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	37,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled -B 1. Machinist 2. Senior Machine Operator 3. Senior Lathe Operator 4. Senior Kharadia//Senior Fitter	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Machine Operator//Lathe Operator 2. Kharadia/Fitter	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Supervisor 2. Foreman 3. Manager 4. Engineer/Assistant Engineer	Wages left for mutual bargaining between the employers and workers	Skilled-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	40,823/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	44,532/-	Semi-Skilled-A 1. Assistant Fitter/Electrician 2. Assistant Machine Operator 3. Assistant Welder/turner/Kharadia 4. Jointer//Polish Maker 5. Security Guard Male/ Female	39,088/-
Ministerial-B 1. Store Keeper/Canteen Incharge 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Helper all types/Mali /Gardner/ 2. Packer/ Packing Man	38,348/-
Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper	40,203/-	Unskilled 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	37,000/-

Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator/ turner 3. Senior Machinist 4. Senior Mechanic/Technician 5. Head Electrician/Fitter/Welder/	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled –B 1. Machinist//Mechanic//Technician 2. Senior Machine Operator 3. Senior Electrician/Fitter/Welder/ 4. Senior Kharadia/ turner	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Lab Assistant 2. Machine Operator //Kharadia 3. Electrician//Fitter//Welder/ turner 4. Junior Machinist//Junior Mechanic 5. Junior Technician	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Admn Officer 2. Accountant/Supervisor 3. Manager/Forman	Wages left for mutual bargaining between the employers and workers	Skilled-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	40,823/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types	44,532/-	Semi-Skilled-A 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	39,088/-
Ministerial-B 1. Store Keeper//Canteen Incharge 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Mali//Packer 2. Helper all types	38,348/-
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper	40,203/-	Unskilled 1. Cleaner/Sweeper/Loader/Coolie 2. Peon/ Naib Qasid 3. Watchman/ Chowkidar	37,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled –B 1. Senior Welder/Turner/ Painter 2. Senior Filter Operator/Electrician/ 3. Senior Drill Man Cutter 4. Senior CAD Operator 5. Machinist/Mechanic	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Welder//Turner//Cutter 2. Filter Operator// CAD Operator 3. Electrician//Drill Man//Painter 4. Junior Machinist/Mechanic	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Supervisory 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.	Skilled-A. 1. Electrician /Auto Electrician 2. Ammonia Plant Operator 3. Blending /Bleacher Operator 4. Boiler Engineer III-Class 5. Black Smith /Tin Smith 6. Fitter/Bench Fitter 7. Cold Room/CellRoom Operator 8. Carpenter /Mason/Painter/Welder 9. Expeller man/Driver htv	41,815/-

10. Foreman/Senior Foreman all types 11. Incharge all types 12. Senior Chemist		10. Double Seamer Operator 11. Deordering Operator 12. Electrolycer Operator 13. Food Flanger Operator 14. Filling/Fork Lift Operator 15. Fabricator /Motor Winder 16. Gases Plant Operator 17. Hardening/Neat Operator 18. Moulder /Turner 19. Reformer/Refinery Operator 20. Tailor Master.	
Ministerial-A 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	44,532/-		
Ministerial-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	41,815/-	Skilled-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	40,823/-
Ministerial-C. 1. Assistant Cashier 2. Clerk/Junior Clerk (all types) 3. Record Keeper 4. Time Keeper 5. Despatcher 6. Security Havaldar	40,203/-	Semi-Skilled-A. 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	39,088/-
Highly Skilled-A. 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/urner/ Fitter	44,532/-	Semi-Skilled-B. 1. Helper (al types) 2. Washman/Washer man 3. Weigh man 4. Stacker 5. Junior Attendant 6. Cleaner 7. Mali//Daftri	38,348/-
Highly Skilled-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.	42,677/-	Unskilled. 1. Labourer/Coolie (all types) 2. Loader/ Loading Playdar 3. Peon 4. Watchman/Chowkidar 5. Sweeper /Mashki 6. Lab. Boy 7. Runner.	37,000/-

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
Managerial and Supervisory Group 1. Admn Officer 2. Accountant/Supervisor 3. Manager 4. Forman	Wages left for mutual bargaining between the employers & workers	Skilled-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	40,823/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types	44,532/-	Semi-Skilled-A 1. Assistant Quality Man 2. Assistant Machine Operator 3. Assistant Assembler 4. Assistant Fitter/Welder/Plumber 5. Security Guard Male/ Female	39,088/-
Ministerial-B 1. Store Keeper//Canteen Incharge 2. Telephone Operator	41,815/-		
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper	40,203/-	Semi-Skilled-B 1. Mali//Packer 2. Helper all types	38,348/-

Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	44,532/-	Unskilled 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/ Loader/Coolie 3. Watchman/ Chowkidar	37,000/-
Highly Skilled –B 1. Machinist//Mechanic 2. Senior Quality Man 3. Senior Machine Operator 4. Senior Assembler/Plumber 5. Senior Fitter/Senior Welder	42,677/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
		Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Quality Man//Machine Operator 2. Fitter/Welder/Plumber /Assembler 6. Junior Machinist/Junior Mechanic	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group. 1. Manager/Assistant Manager all 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.	Skilled-A. 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	41,815/-
Ministerial-A. 1. Accounts Assistant 2. Assistant Auditor 3. Purchaser//Stenographer/P.A. 4. Security Incharge 5. Computer Operator.	44,532/-	Skilled-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	40,823/-
Ministerial-C. 1. Clerk/Junior Clerk 2. Salesman//Despatcher 3. Typist 4. Time Keeper/Junior Time Keeper	40,203/-	Semi-Skilled-A 1. Lab. Boy//Store man//Packer. 2. Assistant fitter/Welder/Turner 3. Assistant Molder/Electrician 4. Assistant Operator 5. Security Guard.	39,088/-
Highly Skilled-A. 1. Chemist// Senior Technician 2. Head Moulder/Head Turner 3. Head Jamadar Khalasi 4. Head Machinist/Head Mechanic 5. Assistant Supervisor all types	44,532/-	Semi-Skilled-B 1. Mali 2. Helper all tupes	38,348/-
Highly Skilled-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	42,677/-	Unskilled. 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	37,000/-

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.292.09

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
<u>Supervisory.</u> 1. Assistant manager all types 2. Chief Accountant 3. Manager/Deputy Manager all type 4. Manager-cum-Accountant 1. Secretary /Superintendent 5. Officer alltypes 6. Engineer all types. 7. Master all types 8. Foreman/Senior Foreman/Head Foreman all types 9. Supervisor/Senior Supervisor all 10. Incharge all types 11. Junior supervisor all types 12. Accountant/Assistant Accountant/Cost Accountant	Wages left for mutual bargaining between the employers and the workers.	<u>Skilled-B.</u> 1. Assistant Jobber/Fitter 2. Back Wash operator 3. Passer /Cloth Inspector 4. Card Delivery Attendant on 6 Cards/ Card Fetler 5. Crabbing Machine Operator 6. Cook alltypes/Driver Ltv 7. Dyeing Assistant/Wool Sorter 8. Drawing Machine Operator 9. Doubling Winder/Piecener 10.Double Sider/Head Doffer 11.Fetler/Fireman (Boiler) 12.Junior Laboratory Assistant 13.Junior Hydraulic Press Operator 14.K.D. Finishing Machine Operator 15.Mender/Darner/Painter 16.Operator (N.E.C.) 17.Pirn Winder/Cone Winder 18.Junior Raising Machine Operator 19.Shrinking and Damping Machine Operator 20.Switch Board Attendant 21.Shearing Machine Operator 22.Tenter Machine Operator 23.Two Combs Operator 24.Three Looms Weaver 25.Wireman/Electrician 26.Warping Machine Operator/Warper/Junior Warper G-II 27.Hand Loom /Dari Weaver	40,823/-
<u>Ministerial-A.</u> 1. Head Cashier/Cashier Grade-I 2. Imam Masjid /Stenographer 3. Incharge Quality Control 2. Senior Stenographer 4. Assistant all types 5. Head Time Keeper 6. Incharge Provision Store 7. Incharge Despatcher 8. Time Office Incharge	44,532/-		
<u>Ministerial-B.</u> 1. Dispenser/ Nurse/ Midwife 2. Draftsman/ Overseer 3. Store Keeper 4. Sales Man/Cashier grade-II 5. Senior Typist/Stenotypist 6. Senior Time Keeper 7. Senior Clerk/Upper Division Clerk/Telephone Operator	41,815/-		
<u>Ministerial-C.</u> 1. Assistant dispenser 2. A.S.I. Watch & Ward 3. Gate Keeper /Time Keeper. 4. Junior Clerk/Lower Division Clerk/Typist/ Dispatcher	40,203/-		
<u>Highly Skilled-A.</u> 1. Air-conditioning Incharge 2. Boiler Attendant Class-I. 3. Four Sider 4. Head of Skilled Operations. 5. Assistant Foreman	44,532/-		
<u>Highly Skilled-B.</u> 1. Auto Machinist/Mechanic G-I 2. Boiler Attendant Class-II 3. Designer/Jobber.	42,677/-	<u>Semi-Skilled-A.</u> 1. Assistant to Skilled Operators 2. Auto Conner Operator 3. Auto Conner (Lowest Unit) 4. Blending Machine Operator 5. Card Doffer/ Bundler 6. Condenser Attendant 7. Cook Domestic 8. Card Feeder (Working on Cards not fitted with Hopper) 9. Creel Man/Creeler 10.Folding Operator 11.Flour Mill Operator 12.Garnett Machine Operator 13.Grey Cloth Inspector 14.Hydro Man/Operator 15.Hank Dyeing Machine Operator 16.Hammer Man/Oil Man 17.Head Guard/Head Jamadar	39,088/-

<p>Skilled-A.</p> <ol style="list-style-type: none"> 1. Adrema Operator //Blowing Operator 2. Armature Winder /Motor Winder 3. Air-conditioning Plant Operator 4. Black Smith /Tin Smith 5. Ball Winding Machine operator 6. Band Saw Operator 7. Blowing Machine Operator 8. Boiler Attendant Class-III 9. Colour Weigher /Cable Jointer 10. Cloth Milling Operator 11. Chain Maker/Repairer (Dobby/Jacquard). 12. Cloth Dyeing/Scoring Operator 13. Drill man//Drawer //Mule Operator 14. Driver heavy Transport 15. Decatising Machine Operator 16. Design Assistant/ElectricianWorkshop 17. Extracting Machine operator 18. Fitter/Moulder /Grinder man 19. Four Looms Weaver 20. Gauge Setter /Over hauler 21. Laboratory Assistant 22. Milling Operator(Workshop) 23. Mason /Plumber /Carpenter 24. Needle Man/Faller Pinner 25. Planer/Pattern Maker 26. Power House Driver 27. Passer /Reeler/ Polisher 28. Piece Dyeing Operator 29. Rotary Press Operator 30. Raising Machine Operator 31. Roving Operator 32. Reedman/Reed Repairer 33. Single Noble Comb Operator 34. Senior Hydraulic Press Operator 35. Singeing Machine Operator 36. Solder man/ Warper Grade-I 37. Shaper man/Turner /Welder 38. Top/Yarn Dyeing Operator 39. Tow Gill Operator/Turbine Driver 40. Top Making Card operator 41. Twisting Machine Operator (360 to 500 Spindles) 42. Three Comb Operator (3 to 6) 43. Four Looms Weaver (Shuttle Looms) 44. Eight Looms Weaver (Shuttle less Looms with Electronic Control & Weft Accumulator) 45. Twelve Looms Weaver (Shuttle less Looms with Electronic Control, Automatic Package Switching, Electronic Take Let Off) 46. Wool Checker /Yarn Tester 47. Wool Scouring Machine Operator 48. Woollen Card operator(ThreeCards) 49. Water Softening Plant Operator 50. Yard Inspector /Loom Inspector 51. Fancy Hand Loom Weaver 52. Fancy Dari Weaver. 	41,815/-	<ol style="list-style-type: none"> 18.Head Watchman/Head Mali 19.Latex Machine Operator 20.Loose Wool Dyeing Machine Operator 21.Moazzan/Mate /Tandoorchi 22.Over locking/Whipping Machine Operator 23.Paper man/Paper Press Worker 24.Reacher/Pump Driver 25.Rope Washing Machine Operator 26.Shaker Machine Operator 27.Steaming Machine Operator 28.Single Rectilinear Comb Operator 29.Single Car Looker/Operator 30.Single Sider /Sample Cutter 31.Single Twisting Sider 32.Single Gill Operator 33.Stitcher /Weft Checker 34.Tufting Machine Operator 35.Two Looms Weaver 36.Yarn Supplier/Assistant Yarn Store Keeper 37.Rag Pulling Machine Operator. 38.Security Guard 	
		<p>Semi-Skilled-B.</p> <ol style="list-style-type: none"> 1. Assistant Cook 2. Back Wash Delivery Attendant 3. Back Wash Feeder 4. Buncher/Bundling Man 5. Blanket Cutter/Belt Man/ Tape Man/Cobbler/Mouchi 6. Head Packer 7. Helper to Fitter / Turner / Welder / Moulder / Electrician / Shaper man / Tin Smith / Roller Coverer. 8. Marker (Games) 9. Single Roving Machine Operator 10.Scouring Machine Hopper Feeder 11.Tenter Feeder /Tape man. 12.Truck Cleaner/Weigh man 	38,348/-
		<p>Unskilled.</p> <ol style="list-style-type: none"> 1. Bearer/Club Attendant/Table Boy 2. Blending Helper/Worker 3. Bobbin Carrier/Can Man 4. Cloth Carrier/Yarn Carrier. 5. Chowkidar/ Watchman 6. Cycle Keeper/Dropper Man 7. Drain Cleaner/Floor Cleaner 8. Labourer/Coolie 9. Numbering Man 10.Packer/Baler/Stamper 11.Peon/Qasid/Sweeper 12. Water Man /Water Carrier 13.Waste Sorter / Sliver Sorter 	37,000/-

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>Managerial and Supervisory Group</p> <ol style="list-style-type: none"> 1. Mechanical Supervisor 2. Manager 3. Forman 4. Accountant 	Wages left for mutual bargaining between the employers & workers	<p>Skilled-B</p> <ol style="list-style-type: none"> 1. Driver/Cook/Junior Machine Man 2. Junior Painter/Junior Denter 3. Assistant Machinist/ Machanic 4. Junior Electrician/AC Electrician 	40,823/-

Ministerial-A 1. Stenographer/P.A. 2. Cashier /Purchaser 3. Computer Operator 4. Assistant all types	44,532/-	Semi-Skilled-A 1. Assistant Machine Man 2. Assistant Painter/Denter 3. Assistant Electrician 4. Assistant AC Electrician 5. Security Guard Male/ Female	39,088/-
Ministerial-B 1. Senior Clerk// Store Keeper 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Mali//Packer /Office Boy 2. Helper all types	38,348/-
Ministerial-C 1. Typist//Clerk all types 2. Time Keeper	40,203/-	Unskilled 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	37,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled -B 1. Senior Machine Man/ Operator 2. Senior Painter/Senior Denter 3. Machinist// Mechanic//Mistri 4. Senior Electrician/AC Electrician	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Machine Man//Painter//Denter 2. Junior Machinist 3. Electrician/AC Electrician 4. Junior Machanic/Mistri	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

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
Managerial and Supervisory Group 1. Supervisor//Forman 2. Dying Master 3. Manager 4. Jobber	Wages left for mutual bargaining between the employers and workers	Skilled-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	40,823/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types/Purchaser	44,532/-	Semi-Skilled-A 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	39,088/-
Ministerial-B 1. Store Keeper/Senior Clerk 2. Telephone Operator	41,815/-	Semi-Skilled-B 1. Mali 2. Packer/Helper all types	38,348/-
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper	40,203/-	Unskilled 1. Cleaner/Sweeper/Loader 2. Coolie/Peon/ Naib Qasid 3. Watchman/ Chowkidar	37,000/-
Highly Skilled-A 1. Assistant Supervisor//Assistant Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	44,532/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	43,920/-
Highly Skilled -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	42,677/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	40,203/-
Skilled-A 1. Machine Setter Operator 2. Fitter/Electrician/Cone Winder 3. Yarn Dyeing Operator 4. Finisher/ Yarn Tester 5. Boiler Attendant	41,815/-	Miscellaneous-B-II 1. Moazzan	38,348/-

J. Shahid.

Secretary
Minimum Wages Board, Punjab