



The Punjab Gazette

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LAHORE WEDNESDAY JUNE 30, 2021

GOVT. OF THE PUNJAB
LABOUR & HR DEPARTMENT

Dated Lahore the 30th June, 2021

NOTIFICATION

No. SO(D-II) MW/2011 (P-V). 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 specify the following minimum rates of wages for unskilled adult & Adolescent workers employed in all industrial and commercial establishments of Punjab Province:

- (a) Rs. 769.23/- per day (for eight working hours);
and
- (b) Rs. 20,000/- per month (for 26 working days).

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


- (a) For providing housing accommodation: Rs. 248/- per month;
and
- (b) For providing transport facility: Rs. 53/- per month.

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

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

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

6. This notification shall come into force with effect from 1st July, 2021.


SECRETARY
GOVT. OF THE PUNJAB
LABOUR & HR DEPARTMENT



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NOTIFICATION

No. SO(D-II) MW/2011 (P-V). 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 specify the minimum rates of wages as per appendix attached for all categories of workers (Highly Skilled, Skilled & Semi-Skilled) employed in the 102 listed industries & establishments in Punjab Province.

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

- | | |
|--|----------------------|
| (a) For providing housing accommodation: | Rs. 248/- per month; |
| and | |
| (b) For providing transport facility: | Rs. 53/- per month. |

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

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

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


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

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

- 1 Aluminum & Other Alloys Manufacturing Molding & Bending Industry,
- 2 Animal Feed & Animal Farms,
- 3 Bakeries & Sweets Manufacturing,
- 4 Battery (Auto & Other) Manufacturing,
- 5 Beverage,
- 6 Body Building Auto Vehicle,
- 7 Brick Kiln,
- 8 Building & Road Construction Industry,
- 9 Carpet,
- 10 Cement,
- 11 Ceramic,
- 12 Chambers & Commission Agents,
- 13 Chemicals and Dyes,
- 14 Cigarettes Mfg,
- 15 Cinema Houses and Film Studios,
- 16 Clock & Optical Manufacturing,
- 17 Contractors & Vendors (All Type),
- 18 Cotton Ginning and Pressing,
- 19 Cotton Textile,
- 20 Custom, Tax Clearing and Insurance Agencies,
- 21 Cutlery and Allied Goods,
- 22 Cycle and Cycle Parts Manufacturing,
- 23 Dairy Products,
- 24 Electric Goods Manufacturing (Including Fans),
- 25 Electronic Equipment & Accessories Industry,
- 26 Embroidery & Stitching Industry,
- 27 Fertilizer Manufacturing & Allied Industry,
- 28 Fishery & Hatchery Industry,
- 29 Flour Milling,
- 30 Foam & Foam Products Industry,
- 31 Food Products,
- 32 Foot Wear,
- 33 Fruit Products,
- 34 Gas & Gas Distributor's and Allied Appliances manufactures,
- 35 Glass,
- 36 Glues, Gel tine & Allied Industry (Bone & Hide etc.),
- 37 Hair Saloon & Beauty Clinics,
- 38 Handy Craft Industry,
- 39 Hardware (Tanks, Containers),
- 40 Heating & Ventilation Industry,
- 41 Hosiery and Knitted Goods,
- 42 Hospitals, Clinics & Labs and waste Management Works,
- 43 Hotels and Restaurants,
- 44 Ice and Cold Storage,
- 45 Industrial Chemicals & Gas filling, Packing, Sales and Allied Industry,
- 46 Interior Decoration & Poshash etc.,
- 47 Iron and Steel (Foundries and Workshops),
- 48 Jute,
- 49 Leather (Including Artificial Leather),
- 50 Marble & Stone Crushing Industry,
- 51 Marriage & Banquette and Community Halls & event management,
- 52 Match Box Mfg.,
- 53 Media (Print & Electronic),
- 54 Metal (Primarily Concerned with Utensils),
- 55 Mining and Quarrying (Other than Coal Mines),
- 56 Motor Road Transport,
- 57 Motorcycle, Scooter, Three Wheel Automobiles & Allied Parts Manufacture,
- 58 Nursery Growers and Allied Services,

- 59 Paint Varnish & Allied Products,
- 60 Paper and Printing,
- 61 Paper Board & Paper Products Industry,
- 62 Perfumes, Cosmetics and Other Toilet Preparations,
- 63 Petroleum Refining,
- 64 Pharmaceutical,
- 65 Pipe Industry (Iron, Steel & Plastic),
- 66 Plastic Products,
- 67 Plastic Recycling & Plastic Raw Material Manufacturing,
- 68 Pottery & Crockery Industry,
- 69 Poultry & Poultry Farms & Animal Medicine,
- 70 Power Generation Plants,
- 71 Radiators & Boilers Manufacturing Industry,
- 72 Ready Made Garments,
- 73 Rice Milling,
- 74 Rubber & Rubber Goods Manufacturing Industry,
- 75 Schools, Academies & Educational Institutions (All Type),
- 76 Security Service Providers and Security Instruments, Installation & Manufacturing,
- 77 Seeds, Pests & Allied Industry,
- 78 Sewing Machines and Parts Mfg.,
- 79 Shops and Commercial Establishments,
- 80 Silk and Rayon,
- 81 Silver, Gold & Artificial Ornaments Manufacturing,
- 82 Small Units Power Looms,
- 83 Soap and Detergent,
- 84 Sports Goods(Including Sports Bags),
- 85 Steel Re-rolling,
- 86 Sugar,
- 87 Surgical Medical and Dental Instruments and Equipments Manufacturing,
- 88 Tanning (Tanneries),
- 89 Tea, Coffee, Kahwa Blending, Packing, Trading & Allied Industry,
- 90 Telecommunication Equipments & Accessories Industry,
- 91 Tent & Sheds Manufacturing,
- 92 Textile Printing, Dyeing and Finishing,
- 93 Thermo Pore & Packing Material Manufacturing,
- 94 Tools & Tools Parts Manufacturing,
- 95 Tractors, Agriculture Implements and Allied Industry,
- 96 Tube well, Turbines Water Pumps Industry,
- 97 Vegetable Ghee and Edible Oils,
- 98 Water purification Plants & Allied items Manufacturing / Assembling Industry,
- 99 Wood and Wood Products (Including Furniture and Fixture),
- 100 Woolen Textile,
- 101 Workshops (All Type),
- 102 Yarn & Thread and Fiber Industry,

8. This notification shall come into force with effect from 1st July, 2021.


 SECRETARY
 GOVT. OF THE PUNJAB
 LABOUR AND HR DEPARTMENT

SCHEDULE

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

| Nomenclature | Approved minimum rates of wages per month for 26 days | Nomenclature | Approved minimum rates of wages per month for 26 days |
|--|--|--|---|
| <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 | 22,066/- |
| <u>Ministerial-A</u> 1. Assistant all types 2. Stenographer/Head Clerk | 24,071/- | <u>Semi-Skilled-A</u> 1. Delivery Person/Roll Man 2. Assistant Fitter/Molder 3. Junior Polishman | 21,129/- |
| <u>Ministerial-B</u> 1. Telephone Operator 2. Store Keeper/Stenotypist 3. Senior Clerk all types | 22,602/- | <u>Semi-Skilled-B</u> 1. Mali/Helper all types 2. Assistant Rollman/Polishman | 20,729/- |
| <u>Ministerial-C</u> 1. Typist/Clerks all types 2. Time Keeper/Record Keeper | 21,731/- | <u>Unskilled</u> 1. Labourer/Coolie/Watchman 2. Peon/Naib Qasid/Chowkidar 3. Cleaner/Sweeper | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Foreman/Supervisor all 2. Head Fitter/ Molder/Karegar | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| <u>Highly Skilled –B</u> 1. Senior Fitter/Molder/Karegar 2. Senior Quality Checker 3. Senior Crane Operator | 23,069/- | <u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| <u>Skilled-A</u> 1. Karegar /Fitter/Molder 2. Quality Checker /Crane Operator 3. Driver HTV /Senior Polishman | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan | 20,729/- |

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 | 22,066/- |
| <u>Ministerial-A</u> 1. Assistant all types 2. Stenographer/Head Clerk | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Fitter/Electrician 2. Senior Packer//Junior Mixer | 21,129/- |
| <u>Ministerial-B</u> 1. Senior Clerks/Store Keeper 2. Telephone Operator | 22,602/- | <u>Semi-Skilled-B</u> 1. Helper all types 2. Packer/Mali/Assistant Mixer | 20,729/- |
| <u>Ministerial-C</u> 1. Typist/Clerks all types 3. Time Keeper/Record Keeper | 21,731/- | <u>Unskilled</u> 1. Worker/Peon/Watchman 2. Labourer/Coolie/Chowkidar 3. Cleaner/Sweeper | 20,000/- |
| <u>Highly Skilled-A</u> 1. Head Electrician /Fitter 2. Senior Mechanic | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| <u>Highly Skilled –B</u> 1. Senior Electrician /Fitter 2. Mechanic | 23,069/- | <u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector | 21,731/- |
| <u>Skilled-A</u> 1. Electrician/ Fitter/Driver HTV 2. Junior Mechanic/Senior Mixer | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan | 20,729/- |

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 |
|--|--|---|---|
| <u>Managerial and Supervisory Group</u> 1. Manager/Accountant all 2. Assistant Accountant 3. Sales Officer 4. Incharge/Supervisor all types | Wages left for mutual bargaining between the employers & workers | <u>Skilled-B</u> 1. Mixing Man 2. Sweet Maker 3. Confectioner 4. Cook 5. Driver | 22,066/- |
| <u>Ministerial-A</u> 1. Accounts Assistant/Cashier 2. Stenographer/Head Clerk | 24,071/- | <u>Semi-Skilled-A</u> 1. Second Mistri 2. Junior Cook/Sweet Maker | 21,129/- |
| <u>Ministerial-B</u> 1. Store Keeper 2. Senior Sales man 3. Senior Clerk | 22,602/- | <u>Semi-Skilled-B</u> 1. Packing Man/Bread Packing 2. Biscuit Packing 3. Helper all types | 20,729/- |
| <u>Ministerial-C</u> 1. Sales Man/Clerk all types 3. Dispatcher | 21,731/- | <u>Unskilled</u> 1. Sweeper 2. Peon | 20,000/- |
| <u>Highly Skilled-A</u> 1. Head Cook /Head Baker 2. Head Confectioner 3. Head Mistri | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| <u>Highly Skilled -B</u> 3. Senior Baker/Senior Cook 4. Mechanic/ Mistri | 23,069/- | <u>Miscellaneous-B-I</u> 1. Sub-Inspector 2. Imam Masjid | 21,731/- |
| <u>Skilled-A</u> 1. Baker /Confectioner 2. Bread Maker/Biscuit Maker 3. Electrician | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 3. Office Boy 4. Moazzan | 20,729/- |

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 |
|---|--|---|---|
| <u>Managerial and Supervisory Group</u> 1. Assistant Engineer 2. Supervisor/Forman all types 3. Manager/ Accountant | Wages left for mutual bargaining between the employers and workers | <u>Skilled-B</u> 1. Junior Machine Operator 2. Cook/Driver Ltv 3. Junior Electrician 4. Junior Plate man | 22,066/- |
| <u>Ministerial-A</u> 1. Office Assistant 2. Accounts Assistant 3. Stenographer/Head Clerk | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Filler 2. Assistant Electrician 3. Assistant Plate man | 21,129/- |
| <u>Ministerial-B</u> 1. Store Keeper 2. Cashier 3. Stenotypist/Senior Clerk | 22,602/- | <u>Semi-Skilled-B</u> 1. Helper all types 2. Gardner 3. Packer | 20,729/- |
| <u>Ministerial-C</u> 1. Clerk/Typist 2. Time Keeper | 21,731/- | <u>Unskilled</u> 1. Cleaner/Sweeper/Naib Qasid 2. Peon/Chowkidar/Watchman | 20,000/- |
| <u>Highly Skilled-A</u> 1. Quality Inspector 2. Assistant Supervisor/Forman | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| <u>Highly Skilled -B</u> 3. Senior Operator/Electrician 4. Senior Plate man/Senior Filler | 23,069/- | <u>Miscellaneous-B-I</u> 1. Sub-Inspector 2. Imam Masjid | 21,731/- |
| <u>Skilled-A</u> 3. Quality Man/Electrician 4. Filler// Plate man | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 2. Office Boy//Moazzan | 20,729/- |

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 | 24,071/- | <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 | 22,602/- |
| <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) | 22,602/- | <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 | 22,066/- |
| <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 | 21,731/- | <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 Mali// Security Guard 12. Oil Man //Still Man/Pump man | 21,129/- |
| <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 | 24,071/- | <u>Semi-Skilled-B</u> 1 Helper all types 2 Gate Keeper/Gun Man 3 Tyreman//Head Watchman 4 //Transporter 5 Mali//Washerman | 20,729/- |
| <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 | 23,069/- | <u>Unskilled</u> 1 Chowkidar/Watchman 2 Assistant Gate Keeper 3 Loader /Labourer/ Sweeper 4 Office Attendant 5 Peon/Naib Qasid | 20,000/- |

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 | 22,602/- |

| | | | |
|---|----------|---|----------|
| Ministerial-A 1 Assistant Secretary 2 Assistant all types 3 Stenographer/Head Clerk | 24,071/- | 6 Electrician 7 Grinding man 8 Moulder //Turner //Painter 9 Upholsterer //Vulcaniser | |
| Ministerial-B 1 Purchaser /Store Assistant 2 Steno typist /Store Keeper | 22,602/- | 10 Wireman//Welder 11 Head Serviceman 12 Sheet Maker | |
| Ministerial-C 1 Clerk all types 2 Typist 3 Time Keeper | 21,731/- | Skilled-B 1 Cook/Driver Auto 2 Hammer man/Service Man 3 Assistant Mechanic | 22,066/- |
| 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 | 24,071/- | Semi-Skilled-A 1. Assistant Electrician/Fitter 2. Assistant Black Smith/ainter 3. Assistant Vulcaniser 4. Assistant Hammer man. 5. Oilman//Greaser//Tyreman 6. Security Guard 7. Tube well Operator//Security Guard | 21,129/- |
| Highly Skilled -B 1. Instrument Mechanic 2. Mechanic/Work Mistri 3. Senior Fitter/ Senior Electrician 4. Senior Carpenter/Senior Turner | 23,069/- | Semi-Skilled-B 1 Grounds man/Washer man 2 Helper all types 3 Picker/Mali/ 4 Head Peon | 20,729/- |
| Unskilled 1. Chowkidar/Watchman 2. Peon/Sweeper/ Cleaner/ Scraper | 20,000/- | ----- | ----- |

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. 1,480/- |
| 1. Special Brick Layer 2 Gutka Brick Layer 3 Tiles Layer | Rs. 1,748/- |
| 1. Nikasi Wala | Rs. 374/- |
| 1. Donkey Man 2. Rehra Wala | Rs. 481/- |

PART-II FOR TIME-RATED WORKERS

| Nomenclature | Approved minimum rates of wages per month for 26 days in Rs. |
|--|--|
| 1. Munshi | 25,075/- |
| Highly Skilled 1. Mistry 2. Truck Driver/Tractor Trolley Driver | 27,748/- |
| Skilled 1. Car Driver 2. Cook | 22,402/- |
| Semi-Skilled 1. Jalai Wala/Bharai Wala /Coal Man 2. Kari Wala/Safai Wala 3. Tubewell Driver 4. Security Guard | 21,462/- |
| Unskilled 1. Chowkidar/Watchman/Mashki 2. Loader/Unloader | 20,000/- |

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 | 22,066/- |
| <u>Ministerial-A</u> 1. Surveyor/Stenographer. 2. Assistant 3. Head Clerk | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Fabricator 2. Assistant Mason 3. Insulator/ Steel Fixer | 21,129/- |
| <u>Ministerial-B</u> 1. Store Keeper //Cashier. 2. Senior Clerk | 22,602/- | <u>Semi-Skilled-B</u> 1. Helper all types 2. Mate//Carpet Layer | 20,729/- |
| <u>Ministerial-C</u> 1. Clerk all types 2. Typist 3. Time Keeper | 21,731/- | <u>Unskilled</u> 1. Chowkidar/Watchman 2. Mazdoor/ Labourer/Coolie 3. Peon/Naib Qasid | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor 1. Head Mason//Fabricator 2. Senior Mechanic | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateweb | 23,741/- |
| <u>Highly Skilled –B</u> 1. Senior Mason//Senior Fabricator 2. Mechanic | 23,069/- | <u>Miscellaneous-B-I</u> 1. Sub-Inspector 2. Imam Masjid | 21,731/- |
| <u>Skilled-A</u> 1. Mason//Tile Setter// Steel Binder 2. Landscaper/Fabricator//Carpenter 3. Grander Operator//Painter//Plumber 4. Electrician/ Welder// Pipe Fitter | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan | 20,729/- |

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 | 22,602/- |
| <u>Ministerial-A</u> 1 Accounts Assistant 2 Cost Assistant 3 Head Time Keeper 4 Inspector 5 Office Assistant | 24,071/- | <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 | 22,066/- |

| | | | |
|--|----------|--|----------|
| Ministerial-B 1. Cashier 2. Dispenser 3. Purchaser/Store Keeper 4. Senior Clerk/Stenotypist 5. Senior Time Keeper 6. Telephone Operator | 22,602/- | 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 | 21,129/- |
| Ministerial-C 1. Clerk/Junior Clerk 2. Typist 3. Time Keeper | 21,731/- | Semi-Skilled-B 1. Gardner/Mali 2. Gate Keeper / 3. Helper all types | 20,729/- |
| Highly Skilled-A 1 Artist/Designer/Talam Writer 2 Assistant Foreman/Supervisor 3 Boiler Attendant/Operator 4 Head Fitter 5 Jobber/ Junior Supervisor | 24,071/- | Unskilled 1 Attendant 2 Coolie/Labourer 3 Naib Qasid/Peon 4 Sweeper 5 Watchman | 20,000/- |
| Highly Skilled-B 1. Mechanic 2. Senior Fitter/Senior Electrician 3. Senior Weaver/Operator | 23,069/- | ----- | |

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 | 22,602/- |
| 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 | 24,071/- | 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. | 22,066/- |
| 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. | 22,602/- | Semi-Skilled-A 1. Assistant Fitter/Painter/Welder 2. Assistant Plumber/Moulder 3. Assistant Turner 4. Assistant Operator all type 5. Assistant Electrician 6. Assistant Driver 7. Oil Man/Senior Helper | 21,129/- |

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| 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. | 21,731/- | Semi-Skilled-B 1. Helper all types 2. Poker Man//Packer// Mali 3. Senior Sample Boy 4. Sample Catcher //Sample Boy | 20,729/- |
| 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 | 24,071/- | Unskilled. 1. Labourer//Loader 2. Peon //Qasid/Sweeper 3. Watchman//Chowkidar | 20,000/- |
| | | Miscellaneous-A. 1. Pesh Imam //School Teacher 2. Sanitary Inspector 3. Inspector Security | 23,741/- |
| | | Miscellaneous-B-I. 1. Head Qasid/Head Mali 2. Head Security Guard 3. Midwife/Tandoorchi | 21,731/- |
| Highly Skilled-B 1. Pattern Maker/Jamadar Khalasi 2. Mechanic/Mistry all types 3. Machinist/Technician 4. Senior Electrician | 23,069/- | Miscellaneous-B-II. 1. Dai 2. Patrolman 3. Security Guard. | 20,729/- |

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 | 22,602/- |
| Ministerial-A. 1. Computer Operator 2. Head Clerk 3. Office Incharge 4. Store Keeper 5. Time Office Incharge 6. Stenographer | 24,071/- | Skilled-B. 1. Cook/Driver Ltv/ Packer 2. Clay man/Glaze man// Pressman 3. Lab/Testing Assistant 4. Operator (Not elsewhere classified) | 22,066/- |
| Ministerial-B. 1. Cashier /Munshi 2. Purchaser/ Store Assistant 3. Sale Man 4. Telephone Operator 5. Upper Division Clerk | 22,602/- | 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 | 21,129/- |
| Ministerial-C. 1. Clerk all types 2. Lower Division Clerk 3. Typist//Record Keeper 4. Time Keeper | 21,731/- | Unskilled. | |
| Highly Skilled-A. 1. Assistant Foreman 2. Artist 3. Assistant Supervisor 4. Modeler | 24,071/- | | |
| Highly Skilled-B. 1. Analyst 2. Mechanic/Mistry 3. Senior Turner | 23,069/- | | |

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| Semi-Skilled-B 1. Foot Finisher (with Foam) 2. Helper all types 3. Mali/Gardener/Storeman 4. Loader/ Un-Loader | 20,729/- | 1. Chowkidar /Watchman. 2. Cooli/Labourer/Masalchi 3. Peon/Qasid/Sweeper | 20,000/- |
|---|----------|--|----------|

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

| Nomenclature | Approved minimum rates of wages per month for 26 days | Nomenclature | Approved minimum rates of wages per month for 26 days |
|---|--|---|---|
| <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 | 22,066/- |
| <u>Ministerial-A</u> 1. Accounts Assistant 2. Admin/Office Assistant | 24,071/- | <u>Semi-Skilled-A</u> 1. Assitant Boli wala 2. Assitant Auction Man | 21,129/- |
| <u>Ministerial-B</u> 1. Munshi 2. Telephone Operator 3. Senior Clerk//Stenotypist | 22,602/- | <u>Semi-Skilled-B</u> 1. Helper 2. Mali | 20,729/- |
| <u>Ministerial-C</u> 1. Clerk/Typist 2. Record Keeper | 21,731/- | <u>Unskilled</u> 1. Peon/Coolie 2. Sweeper/Cleaner | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Head Boli Wala/ Auction Man | 24,071/- | <u>Miscellaneous-A</u> 1. Inspector Security 2. Khateeb | 23,741/- |
| <u>Highly Skilled –B</u> 1. Senior Boli Wala 2. Senior Auction Man | 23,069/- | <u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| <u>Skilled-A</u> 1. Boli wala 2. Auction Man | 22,602/- | <u>Miscellaneous-B-II</u> 1. Office Boy 2. Security Guard | 20,729/- |

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 | 22,602/- |
| <u>Ministerial-A</u> 1 Accounts/Office Assistant 2 Senior Store/Chief TimeKeeper 3 Dispenser//Draftsman 4 Senior Telephone Operator 5 Chemical Assistant | 24,071/- | | |

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|---|----------|--|----------|
| Ministerial-B 1. Assistant Security Inspector 2. Care Taker/Store Keeper 3. Draftsman (G-II) 4. Munshi //Steno typist 5. Sales-man// Telex operator 6. Senior Meter Reader 7. Upper Division Clerk. | 22,602/- | 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 | 22,066/- |
| Ministerial-C 1 Draftsman (G-III) 2 Lower Division Clerk 3 Clerk all types 4 Meter Reader 5 Tracer | 21,731/- | 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 | 21,129/- |
| Highly Skilled-A 1 Analyst //Junior Foreman 2 Naib Supervisor | 24,071/- | Semi-Skilled-B 1 Helper //Attendant | 20,729/- |
| 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 | 23,069/- | Unskilled 1 Bearer/Coolie 2 Chowkidar/Watchman 3 Misalchi 4 Naib Qasid/Peon 5 Sweeper/Cleaner | 20,000/- |

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. | 22,602/- |
| Ministerial-A. 1. Cashier //Stenographer 2. Accounts/ Office Assistant 3. Head Time Keeper 4. Tool Store Head 5. Computer Attendant | 24,071/- | 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. | 22,066/- |
| Ministerial-B. 1. Senior Clerk 2. Senior Typist 3. Store Keeper//Time Keeper 4. Telephone Operator | 22,602/- | Semi-Skilled-A 1. Central Vacuum Compressor 2. Attendant /Daftri /Havaladar 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 | 21,129/- |
| Ministerial-C. 1. Clerk/Junior Clerk 2. Typist/Typist Cum Clerk Grade-I 3. Assistant Cashier Fair Price Shop | 21,731/- | 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 | 20,729/- |
| Highly Skilled-A. 1. Assistant Supervisor 2. Quality Control/Head Mechanic 3. Inspector/Quality Monitor-I 4. Senior Technician 5. Senior Section Machinist | 24,071/- | | |

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|---|----------|--|----------|
| 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 | 23,069/- | Unskilled. 1. Laborer 2. Watchman 3. Sweeper 4. Lance Naik 5. Peon/Bank Peon 6. Naib Qasid. | 20,000/- |
|---|----------|--|----------|

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

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

| Nomenclature | Approved minimum rates of wages per month for 26 days | Nomenclature | Approved minimum rates of wages per month for 26 days |
|--|--|---|---|
| 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 | 22,602/- |
| Ministerial-A 1. Accounts Assistant 2. Office Assistant | 24,071/- | Skilled-B. 1. Assistant Printer/Developer 3. Sound Assistant | 22,066/- |
| Ministerial-B. 1. Purchaser 2. Store Keeper 3. Senior Clerk 4. Telephone Operator | 22,602/- | Semi-Skilled-A 1. Assistant Operator 2. Assistant Plumber 3. Boom Boy/Boom Man/Light Man 4. White Washer// Security Guard. | 21,129/- |
| Ministerial-C. 1. Clerk (Not elsewhere classified) 2. Laboratory Clerk 3. Record Clerk/Store Clerk | 21,731/- | Semi-Skilled-B 1. Gate Keeper 2. Mali 3. Helpers | 20,729/- |
| Highly Skilled-A 1. Developer 2. Head Sound Department 3. Head Camera Department 4. Head Electrician | 24,071/- | Unskilled. 1. Cooli (all types) 2. Chowkidar 3. Sweeper | 20,000/- |
| Highly Skilled-B. 1. Recordist /Camera Man 2. Senior Electrician 3. Junior Developer | 23,069/- | ----- | ----- |

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 | 22,602/- |
| Ministerial-A. 1. Accounts Assistant 2. Office/Admin Assistant 3. Head Booking Clerk | 24,071/- | Skilled-B. 1. Junior Operator/Rewinder 2. Junior Electrician/Carpenter 3. Driver Ltv/Cook | 22,066/- |
| Ministerial-B. 1. Senior Booking Clerk 2. Senior Clerk 3. Stenotypist 4. Store Keeper | 22,602/- | Semi-Skilled-A 4. Assistant Air-conditioning Plant Operator// Security Guard 5. Assistant Operator/ Rewinder 6. Assistant Electrician/Carpenter | 21,129/- |
| Ministerial-C. 1. Booking Clerk 2. Record Keeper/Typist | 21,731/- | Semi-Skilled-B 1. Fire Fighting Man 2. Gate Keeper //Helper | 20,729/- |

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| Highly Skilled-A. 1. Head Operator 2. Assistant Supervisor | 24,071/- | Unskilled. 1. Chowkidar/Watchman/Sweeper 2. Peon/Naib Qasid | 20,000/- |
| Highly Skilled-B. 1. Senior Operator 2. Senior Electrician/Carpenter 3. Senior AC Plant Operator | 23,069/- | ----- | ----- |

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 | 22,066/- |
| Ministerial-A 1. Accounts Assistant 2. Office/Admin Assistant | 24,071/- | Semi-Skilled-A 1. Assistant Fitter /Turner 2. Assistant Metal Caster/Repairer | 21,129/- |
| Ministerial-B 1. Senior Clerk 2. Store Keeper 3. Stenotypist | 22,602/- | Semi-Skilled-B 1. Packer //Mali 2. Helper all types 3. Visitor Attendant | 20,729/- |
| Ministerial-C 1. Clerk all types 2. Time Keeper | 21,731/- | Unskilled 1. Watchman/ Chowkidar/Peon 2. Labourer/ Coolie | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman | 24,071/- | Miscellaneous-A 1. Inspector Security 2. Khateeb | 23,741/- |
| Highly Skilled -B 1. Technician/Mechanic 2. Senior Electrician/Senior Fitter 3. Senior Turner/Metal Caster | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Fitter /Repairer 2. Turner/Metal Caster | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Gate Keeper/Moazzan | 20,729/- |

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 | 22,602/- |
| 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 | 24,071/- | 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) | 22,066/- |
| Ministerial-B 1. Assistant Time Keeper 2. Assistant Transport Incharge 3. Senior Dispatch Rider 4. Junior Office Assistant 5. Salesman//Receptionist | 22,602/- | Semi-Skilled-A 1. Greaser / Oil Man / | 21,129/- |
| Ministerial-C 1. Typist /Clerk all types | 21,731/- | | |

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| 2. Courier/Despatch Rider 3. Record Keeper | | 2. Head_Gardner/ Mali 3. Security Guard// Lady Searcher 4. Helper all types | |
| 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 | 24,071/- | 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 | 20,729/- |
| 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 | 23,069/- | Unskilled 1. Attendant / Bearer/ Coolie 2. /Labourer/Loader / Unloader 3. Misalchi//Peon / Naib Qasid 4. Sweeper / Cleaner 7. Watchman / Chowkidar | 20,000/- |

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 | 22,602/- |
| Ministerial-A 1 Cost Assistant// Office Assistant 2 Gate Incharge | 24,071/- | Skilled-B 1 Driver Car// Cook 2 Operator 3 Junior Expellerman | 22,066/- |
| Ministerial-B 1. Cashier// Senior Clerk 2. Store Keeper 3. Time Keeper | 22,602/- | Semi-Skilled-A 1 Assistant Fitter (all types) 2 Bora Maker//Ginning Worker 3 Refine man//Volve Man 4 Security Guard | 21,129/- |
| Ministerial-C 1 Bill Clerk//Binola Clerk 2 Clerk//Delivery Clerk 3 Oil Clerk/Press Clerk | 21,731/- | Semi-Skilled-B 1 Gate Keeper 2 Helper all types | 20,729/- |
| Highly Skilled-A 1 Assistant Fitter Sajin 2 Head Fitter 3 Head Expeler Man | 24,071/- | Unskilled 1 Chowkidar/Watchman 2 Labourer/Coolie 3 Peon/Naib Qasid 4 Sweeper/Cleaner | 20,000/- |
| Highly Skilled-B 1 Press Driver 2 Senior Fitter//Senior Electrician 3 Senior Expeller Man 4 Senior Turner/Welder | 23,069/- | | |

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 Bentle 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 54 Stenter Machine Man/ Operator</p> | <p>22,066/-</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>24,071/-</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 Teleprinter Operator/Telex Operator 19 Telephone Supervisor/Incharge PABX 20 X-Ray Assistant/X-Ray Technician.</p> | <p>22,602/-</p> | | |

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|--|----------|--|----------|
| <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 | 21,731/- | <ol style="list-style-type: none"> 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 | 24,071/- | <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 | 21,129/- |
| <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 | 23,069/- | | |

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| <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) | 22,602/- | <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. | |
| <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 26 Thread Ball Cutter/Thread Ball Maker | 20,729/- | <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 28 Water man/Ward Boy | 20,000/- |

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|---|----------|--|----------|
| 27 Twisting operator 28 Willow man /Thread Cutter 29 Wire Head Sorter/Hand Folder | | 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 | 23,741/- | 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) | 21,731/- |
| Miscellaneous-B-II 1 Fireman(Fire Fighter) 2 Gate Keeper/Guard man 3 Reading Man/Meter Reader 4 Sepoy Watch & Ward/Security Guard/Daftry/Head Peon | 20,729/- | | |

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 | 22,066/- |
| Ministerial-A 1. Office Assistant/Accounts Assistant 2. Head Clerk/Stenographer 3. Admin Assistant | 24,071/- | Semi-Skilled-A 1. Dafri 2. Despatch Rider 3. Head Peon | 21,129/- |
| Ministerial-B 1. Senior Clerk//Stenotypist 2. Computer Operator 3. Telephone Operator//Munshi | 22,602/- | Semi-Skilled-B 1. Qasid 2. Senior Peon 3. Office Boy | 20,729/- |
| Ministerial-C 1. Typist //Clerk all types 2. Dry Port Representative 3. Tax Clerk//Record Keeper | 21,731/- | Unskilled 1. Naib Qasid 2. Peon/Watchman 3. Frash//Sweeper | 20,000/- |
| Highly Skilled-A 1. Assistant Sales Officer 2. Assistant Supervisor | 24,071/- | Miscellaneous-A 1. Khateeb 2. Security Inspector | 23,741/- |
| Highly Skilled -B 1. Senior Sales Representative 2. Senior Cashier | 23,069/- | Miscellaneous-B-I 1. Security Sub-Inspector 2. Imam Masjid | 21,731/- |
| Skilled-A 1. Sales Representative 2. Cashier 3. Senior Driver | 22,602/- | Miscellaneous-B-II 1. Security Guard | 20,729/- |

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 Ltv//Cook 3. Grinder//Turner//Welder 4. Machine man | 22,602/- |
| Ministerial-A. 1. Computer Operator 2. Sales Assistant 3. Stenographer 4. Works Assistant | 24,071/- | Skilled-B. 1. Cutter//Filler//Knife Polisher 2. Nickel Plating Man//PressMan 3. Junior Fitter//Die Fitter 4. Junior Machine Man | 22,066/- |
| Ministerial-B. 1. Cashier//Store Keeper | 22,602/- | Semi-Skilled-A. 1. Assistant Fitter/ Electrician | 21,129/- |

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|--|----------|--|----------|
| 2. Senior Time Keeper 3. Telephone Operator | | 2. Assistant Turner 3. Security Guard | |
| Ministerial-C 1. Typist//Clerk all types 2. Dispatcher//Time Keeper | 21,731/- | Semi-Skilled-B. 1. Gate Keeper//Packer// Mali 2. Helper all types | 20,729/- |
| Highly Skilled-A. 1. Assistant Foreman 1. Senior Mistri Surgical 2. Head Fitter/Head turner 3. Head Machine Man | 24,071/- | Unskilled. 1. Chowkidar 2. Night Watchman 3. Office Boy 4. Sweeper. | 20,000/- |
| Highly Skilled-B 1. Mistri Surgical 2. Senior Fitter /Die Fitter 3. Senior turner/Machine man | 23,069/- | ----- | ----- |

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 | 22,066/- |
| 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 | 24,071/- | 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 27 Tube Cutter//Tube Joiner 28 Solutioner | 21,129/- |
| 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 | 22,602/- | | |
| Ministerial-C 1 Time Keeper/Assistant Store Keeper 2 Assistant Sales Man 3 Assistant Record Keeper 4 Typist//Clerk (all types)//Tracer | 21,731/- | | |
| 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 8 Shop Inspector /Mistry 9 Mill Wright /Over hauler | 24,071/- | | |

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|--|----------|---|----------|
| 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 | | 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) | 23,069/- | 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 //Helper | 20,729/- |
| 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/Moulder 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 | 22,602/- | Unskilled 1 Cleaner/ Sweeper 2 Labourer/Coolie 3 Peon 4 Water Carrier 5 Baildar 6 Watchman/Chowkidar | 20,000/- |
| | | Miscellaneous-A 1 Inspector Watch & Ward 2 Sanitary Inspector | 23,741/- |
| | | Miscellaneous-B-I 1 Head SecurityGuard 2 Head Mali 3 Head Jamadar | 21,731/- |
| | | Miscellaneous-B-II 1 Coolie Incharge 2 Security Guard 3 Daftry 4 Gate Keeper 5 Head Chowkidar/Head Watchman | 20,729/- |

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 | 22,602/- |
| 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. | 24,071/- | 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 | 22,066/- |
| Ministerial-B. 1. Cashier//Imam Masjid 2. Steno typist//Store Keeper | 22,602/- | Semi-Skilled-A. 1. Assistant Electrician/Fitter 2. Blender /Milk Tester | 21,129/- |

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|---|----------|--|----------|
| 3. Senior Time Keeper 4. Security Assistant. 5. Telephone Operator 6. Work Munshi | | 3. Laboratory Attendant 4. Mixing Man/Mixing Operator 5. Store Attendant 6. Tailor/Sticher/Trainee Operator 7. Security Guard | |
| Ministerial-C. 1. Assistant Store Keeper 2. Typist/Clerk /Junior Clerk all 3. Despatcher//Sales Man 4. Time Checker/Keeper 5. Junior Time Keeper | 21,731/- | Semi-Skilled-B. 1. Butter Worker// Plant Worker 2. Despatch Rider 3. Helper all types 4. Mali/Gardener//Packer 5. Senior Peon// | 20,729/- |
| 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 | 24,071/- | 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. | 20,000/- |
| Highly Skilled-B. 1. Mechanic//A.C. Technician 2. Assistant Chemist 3. Tetra Pak Operator | 23,069/- | ----- | ----- |

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 | 22,602/- |
| Ministerial-A 1. Accounts Assistant 2. Cashier//Stenographer 3. Dispatch Assistant | 24,071/- | | |
| Ministerial-B. 1. Store Keeper 2. Telephone Operator | 22,602/- | | |
| Ministerial-C. 1. Typist//Clerk all types 2. Time Keeper | 21,731/- | Skilled-B. 1. Assistant Mechanic/ Machinist 2. Assistant Tank Checker 3. Cook/Driver Ltv//Hammer Man 4. Press Man/Press Operator | 22,066/- |
| 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 | 24,071/- | 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 | 21,129/- |
| 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 | 23,069/- | Semi-Skilled-B 1. Assistant Press Man/Operator 2. Gardener / Mali //Office Boy 3. Helper all types | 20,729/- |
| | | Unskilled. 1. Labourer//Loader//Sweeper 2. Watchman/Chowkidar/Peon | 20,000/- |

(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 |
|---|---|--|---|
| Supervisory. 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. | Skilled-A. 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 | 22,602/- |
| Ministerial-A. 1. Office Assistant 2. Assistant Accountant 3. Purchaser | 24,071/- | | |
| Ministerial-B. 1. Cashier 2. Telephone Operator 3. Dispenser 4. Store Keeper | 22,602/- | Skilled-B. 1. Driver Car/Cook// Pressman 2. Machine Operator 3. Plastic Machine Operator 4. Grinder//Weight Balancer | 22,066/- |
| Ministerial-C. 1. Clerk all types 2. Time Keeper | 21,731/- | Semi-Skilled-A 1. Packer //Assistant Fitter 2. Assistant Needing Machine Operator 3. Security Guard | 21,129/- |
| Highly Skilled-A. 1. Assistant Supervisor 2. Quality Inspector/Senior technician 3. Senior Plant Operator | 24,071/- | Semi-Skilled-B 1. Helper all types 2. Gate Keeper | 20,729/- |
| Highly Skilled-B 1 Die Maker 2 Plant Operator 3 Technician | 23,069/- | Unskilled. 1. Chowkidar/Watchman/Coolie 2. Labour/Loader / unloader 3. Peon //Sweeper | 20,000/- |

(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 |
|--|---|---|---|
| Supervisory. 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. | Skilled-A. 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 | 22,602/- |
| Ministerial-A. 1. Computer Operator 2. Office Assistant/Purchaser. | 24,071/- | | |
| Ministerial-B. 1. Draftsman 2. Imam Masjid 3. Receptionist//Telephone Operator 4. Store Keeper | 22,602/- | Skilled-B. 1. Pressman //Assistant Machinist 2. Assistant Tank Operator 3. Driver Car//Hammer man | 22,066/- |
| Ministerial-C. 1 Clerk all types/Typist 2 Time Keeper | 21,731/- | Semi-Skilled-A 1. Assistant Fitter/ Electrician 2. Assistant Winder/Painter 3. Assistant Furnace Man | 21,129/- |

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|---|----------|---|--------------------------|
| Highly Skilled-A. 1. Die Maker//Senior Inspector 2. Senior Mechanic/Technician 3. Senior Pattern Maker 4. Boiler Operator/Senior Machinist | 24,071/- | 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 | 23,069/- | Semi-Skilled-B 1. Assistant Press Man /operator 2. Gardener/Mali 3. Helper all types/. 4. Khadim Masjid//Loader Unskilled. 1. Chowkidar //Peon/Qasid 2. Dish Washer/Office Boy 3. Sweeper | 20,729/- 20,000/- |

(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 | 22,602/- |
| Ministerial-A. 1. Accounts/Office Assistant 2. Wastage Controller | 24,071/- | Skilled-B. 1. Driver Car 2. Operator (not elsewhere) | 22,066/- |
| Ministerial-B. 1. Store Keeper 2. Computer Operator | 22,602/- | Semi-Skilled-A 1. Packer/Assistant Electrician 2. Assistant Fitter/Turner 3. Security Guard | 21,129/- |
| Ministerial-C. 1. Clerk 2. Record Keeper | 21,731/- | Semi-Skilled-B 1. Gardener/Mali 2. Helper all types 3. // Office Boy | 20,729/- |
| Highly Skilled-A. 1. Assistant Foreman/ Supervisor. 1. Head Fitter//Head Electrician. 2. Head turner | 24,071/- | Unskilled. 1. Cleaner//Labourer 2. Peon//Sweeper. 3. Watchman/Chowkidar | 20,000/- |
| Highly Skilled-B. 2. Senior Fitter//Senior Electrician. 3. Senior turner | 23,069/- | ----- | ----- |

(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 | 22,066/- |
| Ministerial-A. 1. Office/Accounts Assistant | 24,071/- | 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 Struading Operator 7. Security Guard | 21,129/- |
| Ministerial-B. 1. Store Keeper/Senior Clerk | 22,602/- | | |
| Ministerial-C. 1. Clerk all types 2. Store Man/typist | 21,731/- | | |
| Highly Skilled-A. 1. Senior Lab. Technician 2. Senior Maintenance Technician | 24,071/- | | |
| Highly Skilled-B. 1. Technician//.Senior Wire Drawer | 23,069/- | Semi-Skilled-B 1. Assistant Packer. | 20,729/- |

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|--|----------|--|----------|
| 2. Senior Wire Stranding Operator 3. Senior Machine Operator 4. Senior Copper Rod Operator 5. Senior ELPE Cable Operator | | 2. Gate Keeper//. 3. Mali/Gardener/Head Watchman 4. Helper all types | |
| 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 | 22,602/- | Unskilled. 1. Labourer/Coolie 2. Peon//Sweeper 3. Watchman/Chowkidar | 20,000/- |

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 | 22,066/- |
| Ministerial-A 1. Purchaser 2. Office Assistant 3. Accounts Assistant | 24,071/- | Semi-Skilled-A 1. Assistant Mason/Assistant Painter 2. Assistant Electrician/Press Man 3. Assistant Welder/Assistant Winder | 21,129/- |
| Ministerial-B 1. Store Keeper 2. Computer Operator | 22,602/- | Semi-Skilled-B 1. Gardener/Mali 2. Helper all types/Packer | 20,729/- |
| Ministerial-C 1. Clerk all types 2. Record Keeper | 21,731/- | Unskilled 1. Labourer/Loader 2. Peon//Sweeper | 20,000/- |
| Highly Skilled-A 1. Assistant Inspector | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled -B 1. Machinist//Quality Inspector 2. Senior Electrician 3. Senior Fitter/General Fitter 4. Senior Machine Operator | 23,069/- | Miscellaneous-B-I 1. Time Keeper 2. Imam Masjid | 21,731/- |
| 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 | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Moazzan | 20,729/- |

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 | 22,066/- |
| Ministerial-A 1. Office Assistant 2. Accounts Assistant | 24,071/- | Semi-Skilled-A 1. Assistant Operator 2. Assistant Rafugar | 21,129/- |
| Ministerial-B 1. Store Keeper 2. Senior Clerk | 22,602/- | Semi-Skilled-B 1. Gazi//Clipper//Shuttle Man 2. Helper all types | 20,729/- |

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|---|----------|--|----------|
| Ministerial-C 1. Clerks all types 2. Typist | 21,731/- | Unskilled 1. Watchman//Peon 2. Worker/Labourer | 20,000/- |
| Highly Skilled-A 1. Master 2. Assistant Supervisor | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled –B 1. Senior Machine Operator 2. Senior Rafugar | 23,069/- | Miscellaneous-B-I 1. Time Keeper 2. Imam Masjid | 21,731/- |
| Skilled-A 1. Operator 2. Rafugar 3. Machine Man /Operator | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Moazzan | 20,729/- |

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) | 22,602/- |
| Ministerial-A 1. Office /Accounts Assistant | 24,071/- | Skilled-B 1. Driver//Cook | 22,066/- |
| Ministerial-B 1. Store Keeper 2. Senior Clerk | 22,602/- | Semi-Skilled-A 1. Assistant Rigger/Fabricator 2. Assistant Fitter/Welder 3. Assistant Operator (All types) 4. Stitching Man 5. Folder Man/Adjuster 6. Sewing Machine Operator | 21,129/- |
| Ministerial-C 1. Clerk | 21,731/- | Semi-Skilled-B 1. Mali //Helper all types 2. Bag Supply Man 3. Insertion Man/Weight Man | 20,729/- |
| Highly Skilled-A 1. Head Operator 2. Assistant Supervisor/Forman | 24,071/- | Unskilled 1. Labourer/Plaidar 2. Naib Qasid/Peon/Cleaner | 20,000/- |
| Highly Skilled –B 1. Technician 2. Senior Rigger 3. Senior Fitter//Senior Welder 4. Senior Fabricator 5. Senior Operator (All Types) | 23,069/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| | | Miscellaneous-B-I 1. Time Keeper//Imam Masjid | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard//Moazzan | 20,729/- |

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. | 22,066/- |
| Ministerial-A 1. Officer Assistant 2. Accounts Assistant | 24,071/- | Semi-Skilled-A 1. Assistant Electrician 2. Assistant Operator | 21,129/- |
| Ministerial-B 1. Munshi/Store Keeper | 22,602/- | Semi-Skilled-B 1. Helper/Mali | 20,729/- |
| Ministerial-C 1. Clerk/Typist | 21,731/- | Unskilled 1. Labourer/Attendant Cattle Farm | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor 2. Head Operator | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled –B | 23,069/- | Miscellaneous-B-I | 21,731/- |

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|---|----------|--|----------|
| 1. Senior Electrician 2. Senior Operator | | 1. Time Keeper 2. Imam Masjid | |
| Skilled-A 1. Electrician 2. Operator | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Moazzan | 20,729/- |

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 | 22,066/- |
| Ministerial-A. 1. Accounts/ Officer Assistant 2. Cashier/Munshi//Purchaser | 24,071/- | Semi-Skilled-A. 1. Assistant Fitter 2. Filling Man//Head Packer 3. Oil Man//Stitcher 4. Truck Cleaner 5. Washing Man/Washer Man/Hodiwala | 21,129/- |
| Ministerial-B. 1. Sales Man//Store keeper 2. Senior Clerk | 22,602/- | 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) | 20,729/- |
| 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 | 21,731/- | | |
| Highly Skilled-A. 1. Assistant Shift Incharge 2. Mill Mistry //Assistant Miller 3. Head Carpenter//Head Fitter | 24,071/- | Unskilled. 1. Chowkidar /Watchman 2. Domestic Servant 3. Labourer/Peon/Naib Qasid 4. Qasid/Sweeper 5. Water Carrier | 20,000/- |
| Highly Skilled-B. 1. Groover/GroovingMan | 23,069/- | | |
| 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 | 22,602/- | Miscellaneous-A 1. Inspector Security | 23,741/- |
| | | Miscellaneous-B-I. 2. Imam Masjid | 21,731/- |
| | | Miscellaneous-B-II. 1. Mouzzan 2. Head Watchman/Jamadar 3. Security Guard | 20,729/- |

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 2. Cook 3. Assistant Mechanic | 22,066/- |
| Ministerial-A 1. Accounts Assistant 2. Office Assistant | 24,071/- | Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Machine Cutter 3. Assistant Electrician | 21,129/- |
| Ministerial-B 1. Cashier/Munshi 2. Purchaser// Store keeper 3. Senior Clerk //Sales Man | 22,602/- | Semi-Skilled-B 1. Helper all types 2. Mali/Packer | 20,729/- |
| Ministerial-C 1. Time Keeper//Typist/Clerk | 21,731/- | Unskilled 1. Labour/Sweeper 2. Chowkidar/ Watchman | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor/Forman | 24,071/- | Miscellaneous-A 1. Inspector Security | 23,741/- |
| Highly Skilled -B 1. Mechanic //Senior Electrician | 23,069/- | Miscellaneous-B-I. 1. Imam Masjid | 21,731/- |

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|--|----------|---|----------|
| 2. Senior Machine Operator 3. Senior Machine Cutter | | | |
| Skilled-A 1. Machine Operator 2. Machine Cutter //LHT Driver 3. Electrician //Operator | 22,602/- | Miscellaneous-B-II. 1. Mouzzan 2. Head Watchman/Jamadar 3. Security Guard | 20,729/- |

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 | 22,602/- |
| 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 | 24,071/- | 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 | 22,066/- |
| 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 | 22,602/- | 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 Senior/Head Packer 10 Security Guard | 21,129/- |
| 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 | 21,731/- | 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 | 20,729/- |
| 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 | 24,071/- | Unskilled 1 Labourer/Loader 2 Naib Qasid/Qasid/Peon 3 Assistant Packer 4 Sweeper /Cleaner 5 Watchman/Chowkidar 6 Waterman/Water Carrier | 20,000/- |
| 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 | 23,069/- | ----- | ----- |

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|---|---|
| 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 Nailer/Loose Nailing Man | 78 Label Paster/ Packing Man |
| 79 Maker and Measurer | 79 Material Receiver/Controller/ Supplier/Arranger |
| 80 Mixing Man/Mixture Preparer | 80 Molino Parts preparer |
| 81 Moulding Man | 81 Measuring & Spooling Man |
| 82 Mould and Mandrel Cleaner | |
| 83 Moulded Soles Recutter | |

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|---|--|
| 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-Stamper |
| 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 Sticher all types |
| 140 Sallets Man/Slotting Man | 138 Stiffening Man |
| 141 Toes/Toes Pads/Top Pads Cutter | 139 Straps Carrier/ Inserting Man |
| 142 Toe & Counter Cutter all types | 140 Straps and Guard Cutter |
| 143 Top Lifts/Full Under Lifts Cutter (Leather) | 141 Strips Cutter/Striping Man |
| 144 Tapes 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 | |

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|--|----------|---|----------|
| 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 | | 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 | |
| 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 | 20,000/- | 162 Upper inserter 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 | 21,731/- | Miscellaneous-A 1 Security Inspector | 23,741/- |
| Miscellaneous-B-II 1 Head Mali 2 Imam Masjid | 21,731/- | Miscellaneous-B-II 1 Security Guard/Gate Keeper 2 Malaria Man//Mali 3 Head Chowkidar / Watchman | 20,729/- |

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 and Supervisory Group. 1. Manager/Assistant Manager all 2. Assistant Accountant 3. Officer/Superintendent all types 4. Engineer/Assistant Engineer all 5. Chief Accountant 6. Depot Incharge 7. Food Technologist. 8. Foreman/Supervisor all types 9. 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. Electrician//Fitter 9. Filler Operator/Bottle Filler 10. Fabricator//Shipper 11. Generator Operator 12. Laboratory Assistant 13. Moulder//Turner//Welder 14. Machine Man/Machine Operator 15. Plant Operator 16. Painter//Tractor Driver 17. Washing Operator | 22,602/- |
| 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 | 24,071/- | 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. | 22,066/- |
| Ministerial-B. 1. Assistant Store Keeper 2. Cashier 3. Purchaser 4. Telephone Operator 5. Senior Clerk | 22,602/- | 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 | 21,129/- |
| Ministerial-C. 1. Assistant Cashier 2. Typist//Clerk all types 3. Dispatcher//Record Keeper 4. Sales Man 5. Time Keeper. | 21,731/- | | |

| | | | |
|---|----------|---|----------|
| Highly Skilled-A. 1. Attar 2. Boiler Operator Ist Class 3. Head Fitter 4. Senior Technician | 24,071/- | Semi-Skilled-B 1. Daftri 2. Packer//Helper all types 3. Head Watchman//Head Loader 4. Mali//Tandoorchi /Security Guard | 20,729/- |
| Highly Skilled-B. 1. Boiler Attendant/Operator (2 nd class) 5. Mechanic//Technician//Mistry 2. Plant Operator//Senior operator | 23,069/- | Unskilled. 1. Loader//Labourer 2. Peon//Sweeper 3. Watchman/Chowkidar. | 20,000/- |

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 | 22,066/- |
| Ministerial-A 1. Accounts Assistant 2. Assistant 3. Computer Operator | 24,071/- | Semi-Skilled-A 1. Pressman 2. Assistant Welder 3. Assistant Electrician/Fitter | 21,129/- |
| Ministerial-B 1. Store Keeper //Purchaser 2. Cashier/Telephone Operator | 22,602/- | Semi-Skilled-B 1. Gate Keeper 2. Mali/Helper | 20,729/- |
| Ministerial-C 1. Clerk all types 2. Dispatcher//Record Keeper | 21,731/- | Unskilled 1. Labourer/Loader/Sweeper/Peon 2. Chowkidar/Watchman | 20,000/- |
| Highly Skilled-A 1. Assistant Forman/Supervisor 2. Head Fitter//Head Welder 3. Head Electrician | 24,071/- | Miscellaneous-A 1 Security Inspector | 23,741/- |
| Highly Skilled -B 1. Machinist. //Plant Operator 2. Senior Welder//Senior Electrician 3. Senior Fitter | 23,069/- | Miscellaneous-B-I 1. Head Chowkidar/Watchman 2. Head Mali | 21,731/- |
| Skilled-A 1. Welder//Electrician//Fitter | 22,602/- | Miscellaneous-B-II 1. Security Guard/Gate Keeper | 20,729/- |

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 | 22,066/- |
| 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 | 24,071/- | 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 | 21,129/- |
| Ministerial-B 7. Assistant Store Keeper 8. Cashier//Senior Clerk | 22,602/- | Semi-Skilled-B 1 Mali//Helper all types 2 Line Man//Mould Cleaner 3 Packer /Marker//Sand Washer | 20,729/- |

| | | | |
|--|----------|--|----------|
| Ministerial-C 1 Typist//Clerk all types 2 Time Keeper | 21,731/- | Unskilled 1 Carrier//Labourer 2 Peon//Sweeper//Watchman | 20,000/- |
| Highly Skilled-A 1 Die Maker//Incharge Sorting 2 Rigger Jamadar | 24,071/- | Miscellaneous-A 1 Security Inspector | 23,741/- |
| Highly Skilled-B 2. Mechanic//Instrument Technician 3. Mould Fitter//Screen Maker 4. Senior Fitter/Senior Electrician 5. Senior operator all types | 23,069/- | Miscellaneous-B-I 1 Dispatcher 2 Fireman/Fire Fighter | 21,731/- |
| 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 | 22,602/- | Miscellaneous-B-II 1. Security Guard/Gate Keeper | 20,729/- |
| | | 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 | 22,602/- |

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 | 22,602/- |
| Ministerial-A 1. Personal Assistant 2. Accounts Assistant | 24,071/- | Skilled-B 1. Plant Attendant//Driver Ltv 2. Junior Welder//Junior Fitter 3. Junior Electrician/Rigger | 22,066/- |
| Ministerial-B 1. Assistant Store Keeper 2. Cashier//Senior Clerk | 22,602/- | Semi-Skilled-A 1. Lab Attendent 2. Assistant Electrician 3. Packer //Senior Mali | 21,129/- |
| Ministerial-C 1. Typist//Clerk all types 2. Time Keeper | 21,731/- | Semi-Skilled-B 1. Mali//Qasid //Helper all types | 20,729/- |
| Highly Skilled-A 1. Senior Plant Operator 2. Assistant Supervisor/Forman 3. Head Fitter/turner/Electrician | 24,071/- | Unskilled 1. Sweeper// Cleaner 2. Naib Qasid //Junior Mali | 20,000/- |
| Highly Skilled -B 1. Senior Electrician//Senior Fitter 2. Senior Turner//Senior Welder 3. Plant Operator// Boiler Operator 4. Compressor Mechanic | 23,069/- | Miscellaneous-A 1 Security Inspector | 23,741/- |
| | | Miscellaneous-B-I 1. Dispatcher 2. Fireman/Fire Fighter | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard | 20,729/- |

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 | 22,066/- |
| Ministerial-A 1. Assistant Accountant 2. Office/Admin Assistant | 24,071/- | Semi-Skilled-A 1. Assistant Hair Cutter/Dresser 2. Assistant Beautician/Karigar 4. Junior Massager | 21,129/- |

| | | | |
|--|----------|---|----------|
| Ministerial-B 1. Cashier 2. Senior Clerk | 22,602/- | Semi-Skilled-B 1. Helper 2. Assistant Massager | 20,729/- |
| Ministerial-C 1. Clerk 2. Typist | 21,731/- | Unskilled 1. Peon/Naib Qasid 2. Sweeper | 20,000/- |
| Highly Skilled-A 1. Senior Make up Artist 2. Head Beautician | 24,071/- | Miscellaneous-A 1 Assistant Supervisor | 23,741/- |
| Highly Skilled –B 1. Make up Artist 2. Senior Hair Cutter /Hair Dresser 3. Senior Beautician//Senior Karigar | 23,069/- | Miscellaneous-B-I 1. Receptionist. | 21,731/- |
| Skilled-A 1. Hair Cutter// Hair Dresser 2. Beautician//Karigar 5. Senior Massager | 22,602/- | Miscellaneous-B-II 1. Security Guard | 20,729/- |

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 | 22,066/- |
| Ministerial-A 1. Office Assistant | 24,071/- | | |
| Ministerial-B 1. Cashier/ Senior Clerk | 22,602/- | | |
| Ministerial-C 1. Clerk all types | 21,731/- | 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 | 21,129/- |
| Highly Skilled-A 1. Plant Operator 2. Assistant Supervisor | 24,071/- | | |
| 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 | 23,069/- | | |
| 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 | 22,602/- | Semi-Skilled-B 1. Helper 2. Mali//Packer 3. Assistant Firer | 20,729/- |
| | | Unskilled 1. Labourer/Loader/Sweeper 2. Peon/Naib Qasid | 20,000/- |
| | | Miscellaneous-A 1. Security Inspector | 23,741/- |
| | | Miscellaneous-B-I 1. Time Keeper 2. Store Keeper | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard | 20,729/- |

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 4. Forman 5. 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 | 22,066/- |
| Ministerial-A 1. Office Assistant 2. Assistant Accountant | 24,071/- | | Semi-Skilled-A 1. Assistant Electrician/ Fitter 2. Assistant Operator (All Types) |

| | | | |
|---|----------|---|----------|
| | | 3. Assistant Lathe Operator 4. Assistant Finishing Man | |
| Ministerial-B 1. Sales Man 2. Cashier | 22,602/- | Semi-Skilled-B 1. Helper all types 2. Mali//Packer | 20,729/- |
| Ministerial-C 1. Receptionist 2. Clerk | 21,731/- | Unskilled 1. Labourer/Loader 2. Sweeper//Peon//Naib Qasid | 20,000/- |
| Highly Skilled-A 1. Assistant Forman/Supervisor | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled -B 1. Senior Electrician//Senior Fitter 2. Senior Operator (All Types) 3. Senior Lathe Operator 4. Senior Finishing Man | 23,069/- | Miscellaneous-B-I 1. Time Keeper 2. Store Keeper 3. Imam Masjid | 21,731/- |
| Skilled-A 1. Electrician//Fitter 2. Operator (All Types) 3. Lathe Operator 4. Repairer// Finishing Man | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Moazzan | 20,729/- |

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 | 22,066/- |
| Ministerial-A 1. Office Assistant 2. Assistant Accountant | 24,071/- | Semi-Skilled-A 1. Assistant Electrician 2. Assistant Welder//Fitter | 21,129/- |
| Ministerial-B 1. Sales Man 2. Cashier//Senior clerk | 22,602/- | Semi-Skilled-B 1. Helper all types 2. Packer//Mali | 20,729/- |
| Ministerial-C 1. Receptionist 2. Clerk all types | 21,731/- | Unskilled 1. Labourer/Loader/Sweeper//Peon 2. Naib Qasid/Chowkidar/Watchman | 20,000/- |
| Highly Skilled-A 1. Assistant Forman/Supervisor 2. Assistant Engineer 3. Senior Machinist//Senior Mechanic | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled -B 1. Machinist//Mechanic 2. Senior Electrician/Welder/Fitter | 23,069/- | Miscellaneous-B-I 1. Time Keeper 2. Store Keeper | 21,731/- |
| Skilled-A 1. Electrician//Welder//Fitter 2. Junior Machinist//Junior Mechanic | 22,602/- | Miscellaneous-B-II 1. Security Guard | 20,729/- |

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 2. Accountant/ Chief Accountant 3. Assistant Incharge all types 4. Auditor/Internal Auditor 5. Officer/ Assistant Officer all types 6. Manager/Assistant Manager all 7. Engineer all types 8. Computer Programmer 9. Company Secretary 10. Deputy Manager all types | 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 8. Rafugar Woollen | 22,602/- |

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|---|----------|--|----------|
| 11. Spinning Master /Superintendent 12. Foreman/Supervisor all types 13. Senior Supervisor 14. Sampling Controller | | Skilled-B 1. Cook//Driver Ltv 2. Fireman/Junior Operator 3. Shaper man//Stain Man | 22,066/- |
| Ministerial-A 2. Accounts Assistant 3. Assistant Incharge 4. Assistant/Office Assistant 5. Computer Operator 6. Head Clerk 7. Assistant Accountant | 24,071/- | 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 | 21,129/- |
| Ministerial-B 1. Munshi 2. Purchaser 3. Receptionist 4. Raising Assistant 5. Store Keeper 6. Senior Time Keeper 7. Telephone/Fax Operator | 22,602/- | | |
| Ministerial-C 1. Clerk all types 2. Typist 3. Time Keeper | 21,731/- | | |
| 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 | 24,071/- | Semi-Skilled-B 1. Bearer/Tea man 2. Helper all types 3. Gate Keeper 4. Mali/Gardener 5. Knitting /Thread Cutter | 20,729/- |
| Highly Skilled-B 1. Mistri//Mechanic 2. Assistant Pattern Master 3. Assistant Master | 23,069/- | Unskilled 1. Coolie/Labourer/Loader/Cleaner 2. Sweeper/Peon/Chowkidar 3. Label man/Washing /Water Man | 20,000/- |

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/Neutronist 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 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 | 23,069/- |
| | | Skilled-A 1. Machine Operator /Lab Assistant 2. Electrician//Welder 3. Carpenter// Mason// Painter 4. Dresser/Mid Wife | 22,602/- |
| | | Skilled-B 1. Rahber//Dispenser//Driver Ltv 2. Junior Welder/Plumber//Cook 3. Assistant Technician all types | 22,066/- |
| | | Semi-Skilled-A 1. Ward Boy// Office Boy 2. Patient Facilitator//House Keeper 3. Assistant Welder/Plumber 4. Lift Operator// Security Guard | 21,129/- |
| | | Semi-Skilled-B 1. Attendant//Lab Attendant 2. Student (Trainee) 3. Washer Man//Gardener//Mali 4. Helper all types | 20,729/- |
| Ministerial-A 1. Assistant all types 2. Assistant Accountant 3. Purchaser//Cashier 4. Computer Operator//Head Clerk | 24,071/- | Unskilled 1. Sweeper/Cleaner 2. Watchman/Chowkidar 3. Peon/Naib Qasid | 20,000/- |
| Ministerial-B 1. Senior Clerk all types 2. Telephone Operator 3. Store Keeper//Care Taker | 22,602/- | | |

| | | | |
|--|----------|---|----------|
| Ministerial-C 1. Record Keeper/Clerk all types 2. Receptionist 3. Sample Courier | 21,731/- | Miscellaneous-A 1. Security Inspector 2. SSG Security Guard 3. Khateeb | 23,741/- |
| 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 | 24,071/- | Miscellaneous-B-I 1. CCV Monitor 2. Security Sub-Inspector 3. Imam Masjid | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard 2. Moazzan | 20,729/- |

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 1. Officer all types/ Head Cashier 2. Accountant/Assistant Accountant all 3. Airport Representative 4. Chief Steward/Head Steward 5. Chief Receptionist//House Keeper 6. 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 | 22,602/- |
| 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 | 24,071/- | 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 | 22,066/- |
| Ministerial-B 1. Assistant Store Keeper 2. Steno typist 3. Senior Clerk 4. Telephone/Telex Operator | 22,602/- | 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 | 21,129/- |
| Ministerial-C 1. Assistant Telephone Operator 2. Clerk all types 3. Messenger 4. Record Keeper//Time Keeper 5. Typist | 21,731/- | 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 | 20,729/- |
| Highly Skilled-A 1. Captain//Steward 2. Head Confectioner//Head Cook 8. Assistant House Keeper 9. Khatib//Religious Teacher | 24,071/- | 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 | 20,000/- |
| Highly Skilled-B 1. Confectioner 2. Head Driver 3. Mechanic all types 4. Senior Backer/Senior Cook 5. Imam Masjid | 23,069/- | | |
| ----- | ----- | | |

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 Mistry | 22,602/- |
| Ministerial-A 1. Accounts Assistant 2. Office Assistant | 24,071/- | Skilled-B 1. Driver (Light Transport) 2. Junior Electrician 3. Assistant Mistry | 22,066/- |
| Ministerial-B 1. Cashier 2. Munshi 3. Store Keeper 4. Senior Clerk | 22,602/- | Semi-Skilled-A 1. Assistant Electrician 2. Helper all types 3. Oil Man//Tank Man 4. Security Guard | 21,129/- |
| Ministerial-C 1. Clerk all types 2. Assistant Store Keeper 3. Typist | 21,731/- | Semi-Skilled-B 1. Assistant Tank Man 2. Rehra Man 3. Mali/Gardener | 20,729/- |
| Highly Skilled-A 1. Assistant Supervisor 2. Mistry Incharge//Senior Mistry 3. Head Electrician | 24,071/- | Unskilled 1. Assistant Tank Man 2. Beldar 3. Coolie/ Ice Cutter 4. Chowkidar 5. Sweeper 6. Peon | 20,000/- |
| Highly Skilled-B 1. Technician//Mistry 2. Senior Electrician | 23,069/- | | |

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 | 22,066/- |
| Ministerial-A 1. Accounts Assistant 2. Office Assistant | 24,071/- | Semi-Skilled-A 1. Assistant Operator all types 2. Assistant Mixing Man 3. Assistant Gas Turbine Operator 4. Assistant Gas Turbine Fitter | 21,129/- |
| Ministerial-B 1. Store Keeper//Senior Clerks | 22,602/- | Semi-Skilled-B 1. Helper//Mali | 20,729/- |
| Ministerial-C 1. Clerk all types 2. Time Keeper | 21,731/- | Unskilled 1. Peon //Attendant 2. Sweeper | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor/Forman 2. Senior technician | 24,071/- | Miscellaneous-A 1. Security Inspector 2. Imam Masjid | 23,741/- |
| Highly Skilled -B 1. Mechanical/Electrical Technician 2. Instrument Technician 3. Senior Operator all types 4. Senior Fitter all types | 23,069/- | Miscellaneous-B-I 1. Security Sub-Inspector | 21,731/- |
| Skilled-A 1. Operator all types 2. Mixing Man 3. Gas Turbine Operator/Fitter | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Moazzan 3. Office Boy | 20,729/- |

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 | 22,066/- |
| <u>Ministerial-A</u> 1. Accounts Assistant 2. Office Assistant | 24,071/- | <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 | 21,129/- |
| <u>Ministerial-B</u> 1. Store Keeper 2. Senior Clerks | 22,602/- | <u>Semi-Skilled-B</u> 1. Helper all types 2. Mali | 20,729/- |
| <u>Ministerial-C</u> 1. Clerk all types 2. Time Keeper | 21,731/- | <u>Unskilled</u> 1. Labourer 2. Cleaner/Sweeper | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Design Man | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Imam Masjid | 23,741/- |
| <u>Highly Skilled -B</u> 1. Technician 2. Senior Fitter/ Electrician/Painter | 23,069/- | <u>Miscellaneous-B-I</u> 1. Security Sub-Inspector | 21,731/- |
| <u>Skilled-A</u> 1. Fitter// Electrician//Painter 2. Poshish/Falls Ceiling Karigar 3. Wood Cutter//Dhancha Framer 4. Karigar Interior Decoration | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan 3. Office Boy | 20,729/- |

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 | 22,602/- |
| <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 | 24,071/- | | |
| <u>Ministerial-B</u> 1. Drafts Man 2. Senior Clerk 3. Store Keeper 4. Time Keeper 5. Telephone Operator | 22,602/- | <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 | 22,066/- |
| <u>Ministerial-C</u> 1. Clerk all types 2. Store Man 3. Typist 4. Record Keeper | 21,731/- | | |

| | | | |
|---|----------|--|----------|
| 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 | 24,071/- | 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 | 21,129/- |
| 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 | 23,069/- | Semi-Skilled-B 1. Attendant//Gate Man 2. Helper (all types) | 20,729/- |
| | | Unskilled 1. Coolie/Labourer 2. Peon/ Naib Qasid 3. Sweeper/Chowkidar | 20,000/- |

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 | 22,066/- |
| 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 | 24,071/- | 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 | 20,729/- |
| 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 | 22,602/- | 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) 33. Beam Tier / Pusher (Weaving) | 20,394/- |
| Ministerial-C 1. Typist//Clerk (all types) 2. Time Keeper | 21,731/- | | |
| Highly Skilled-A 1. Line Jobber (all sections). 2. Boiler Engineer 2 nd Class 3. Assistant Supervisor | 24,071/- | | |
| Highly Skilled-A 1. Air Conditioner Mechanic 2. Pattern Maker//Motor Mechanic 3. Weaver (Four Looms) | 23,069/- | | |
| 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 Mechanic | 22,602/- | | |

| | | | |
|---|----------|---|----------|
| 13. Weaver (Three Looms) | | 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/ | 20,000/- | Miscellaneous-A 1. Security Inspector 2. Imam Masjid | 23,741/- |
| | | Miscellaneous-B-I 1. Security Sub-Inspector | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard/ Guard Man 2. Moazzan 3. Office Boy/Fire Fighter 4. Gate Keeper | 20,729/- |

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 | 22,602/- |
| Ministerial-A 1. Accounts/Office Assistant 2. Assistant Store Incharge | 24,071/- | Skilled-B 1. Shaver//Press Man 2. Revitter//Stitcher 3. Colour Man 4. Carpenter//Cutter 5. Driver Transport | 22,066/- |
| Ministerial-B 1. Store Keeper 2. Telephone Operator | 22,602/- | | |
| Ministerial-C 1. Clerk 2. Typist 3. Record Keeper 4. Time Keeper | 21,731/- | Semi-Skilled-A 1. Packer //Assistant Colour Man 2. Assistant Mistry/Karigar 3. Assistant Stitcher/ Revitter 4. Assistant Carpenter/Cutter 5. Security Guard | 21,129/- |
| Highly Skilled-A 1. Sample/Shoe Sample Master 2. Assistant Supervisor/Forman | 24,071/- | Semi-Skilled-B 1. Helper all types 2. Mali | 20,729/- |
| Highly Skilled B 1. Senior Mistry / Karigar Suitcase, Loose Case, File Case, Document Case, Brief Case, Bags (Hand & Shoulder), Holdall, Saddler 2. Senior Electrician | 23,069/- | Unskilled 1. Coolie/Labouer 2. Chowkidar/ Watchman 3. Sweeper/Cleaner 4. Peon/ Naib Qasid | 20,000/- |

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 Man/ Measurement Man | 22,066/- |
| Ministerial-A 1. Accounts Assistant 2. Assistant all types 3. Assistant Store Incharge | 24,071/- | Semi-Skilled-A 1. Suction Man/Marble CuttingMan 2. Measurement Man 3. Assistant Machine Man 4. Assistant Polish Man/ Cutter | 21,129/- |
| Ministerial-B 1. Store Keeper//Senior Clerk 2. Telephone Operator | 22,602/- | Semi-Skilled-B | 20,729/- |

| | | | |
|---|----------|---|----------|
| | | Helper/Mali | |
| Ministerial-C 1. Clerk/Typist 2. Record Keeper/Time Keeper | 21,731/- | Unskilled 1. Labourer/Coolie 2. Peon/Chowkidar | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor/Forman | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled -B 1. Senior Machine Man 2. Senior Marble Cutting Man 3. Senior Cutter//Polish Maker | 23,069/- | Miscellaneous-B-I 1. Security Sub-Inspector 2. Imam Masjid | 21,731/- |
| Skilled-A 2. Machine Man/Marble Cutting Man 3. Cutter //Polish Maker | 22,602/- | Miscellaneous-B-II 5. Security Guard 6. Moazzan //Office Boy | 20,729/- |

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 | 22,066/- |
| Ministerial-A 1. Accounts Assistant 2. Office/AdminAssistant 3. Assistant Store Incharge | 24,071/- | Semi-Skilled-A 1. Waiter 2. Assistant Cook 3. Assistant Decorator | 21,129/- |
| Ministerial-B 1. Store Keeper 2. Telephone Operator | 22,602/- | Semi-Skilled-B 1. Helper 2. Mali | 20,729/- |
| Ministerial-C 1. Typist/Clerk all types 2. Record Keeper//Time Keeper | 21,731/- | Unskilled 1. Peon //Sweeper 2. Watch Man/Chowkidar | 20,000/- |
| Highly Skilled-A 1. Kitchen Incharge//Head Cook 2. Assistant Supervisor | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled-B 1. Assistant Kitchen Incharge 2. Senior Cook//Senior Decorator | 23,069/- | Miscellaneous-B-I 2. Security Sub-Inspector 3. Imam Masjid | 21,731/- |
| Skilled-A 1. Cook 2. Decorator //Head Waiter | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Moazzan //Office Boy | 20,729/- |

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 | 22,602/- |
| Ministerial-A. 1. Computer Operator/ Assistant all 2. Cashier//Assistant Accountant | 24,071/- | Skilled-B. 1. Driver (LtV)//Cook 2. Fireman | 22,066/- |
| Ministerial-B. 1. Time keeper 2. Telephone Operator. 3. Stenotypist//Senior Clerk | 22,602/- | Semi-Skilled-A 1. Assistant Fitter 2. Mixer//OilmanTandoorchi 3. Security Guard//Daftri | 21,129/- |
| Ministerial-C. 1. Typist /Clerk (all types) 2. Record Keeper | 21,731/- | Semi-Skilled-B 1. Helper (all types) 2. Mali | 20,729/- |

| | | | |
|--|----------|--|----------|
| Highly Skilled-A. 1. Assistant foreman/Supervisor 2. Quality Controller//Head Fitter. | 24,071/- | Unskilled. 1. Coolie/Labourer/Transporter 2. Peon/Sweeper 3. Dish Washer 4. Chowkidar | 20,000/- |
| Highly Skilled-B. 1. Boiler operator//Wood Checker 2. Die Fitter//Miller | 23,069/- | | |

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 | 22,602/- |
| Ministerial-A 1. Computer Operator 2. Translator /Personal Assistant 3. Office Assistant/Admn Assistant 4. Accounts Assistant 5. Circulation Assistant | 24,071/- | Skilled-B 1. Junior Reporter/ Animators 2. Driver Ltv/Cook 3. Junior Graphic Designers 4. Assistant Make-up Artist 5. AssistantMechanic/technician | 22,066/- |
| Ministerial-B 1. Store Keeper 2. Senior Clerk 3. Purchaser | 22,602/- | Semi-Skilled-A 4 Assistant Camera Man 5 Assistant Reporter/Animators 6 Assistant Graphic Designers 7 Assistant Electrician 8 Assistant Photographer | 21,129/- |
| Ministerial-C 1. Receptionist 2. Record Keeper/ Clerk all types | 21,731/- | Semi-Skilled-B 1. Helpers all types 2. Mali | 20,729/- |
| 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 | 24,071/- | Unskilled 1. Sweeper/ Cleaner 2. Chowkidar/Peon | 20,000/- |
| 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 | 23,069/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| | | Miscellaneous-B-I 1. Security Sub-Inspector | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard 3. Dispatch Rider/Office Boy | 20,729/- |

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 | 22,602/- |
| Ministerial-A 1. Accounts Assistant. 2. Office/Admin Assistant 3. Head Clerk//Stenographer | 24,071/- | | |
| Ministerial-B 1. Cashier/Munshi 2. Store Keeper | 22,602/- | Skilled-B 1. Fireman/Press Man/ Scrapper 2. Pulling /Pushing Man | 22,066/- |

| | | | |
|---|----------|--|--------------------------|
| 3. Purchaser 4. Sales Man 5. Senior Clerk | | 3. Polisher / Polishia 4. Driver Ltv/Cook 5. Strating man/Cutter Man 6. Security Guard | |
| Ministerial-C 1. Clerk (all types) 2. Record Keeper | 21,731/- | 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 | 21,129/- |
| Highly Skilled-A 1. Assistant Foreman all types 2. Assistant Supervisor | 24,071/- | | |
| 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 | 23,069/- | Semi-Skilled-B 1. Gate Keeper 2. Cleaner/Helper (all types) Unskilled 1. Assistant Labourer/ Labourer 2. Chowkidar/Watchman 3. Peon/Sweeper | 20,729/- 20,000/- |

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 | 22,602/- |
| 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 | 24,071/- | | |
| 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 | 22,602/- | 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 | 22,066/- |
| 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 | 21,731/- | | |
| 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 | 24,071/- | 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 | 21,129/- |

| | | | |
|--|----------|---|----------|
| Highly Skilled-B 1. Bulldozer Operator 2. Head Driver// Senior Fitter 3. Mechanic/Auto Mechanic 4. Assistant Foreman/ Supervisor 5. Shovel /Wagon Drill Operator | 23,069/- | 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 Trolley Man /Mule Driver | |
| Miscellaneous-A 1. Assistant Station Inspector Dispenser/Khateeb/Pesh Imam 2. Male Nurse/Radiographer 3. Staff Nurse | 23,741/- | Semi-Skilled-B 1. Incline Worker/Helper alltype 2. Mali //Donkey Man 3. M.O. Worker//E. Worker 4. Construction Worker 5. Junior Attendant | 20,729/- |
| Miscellaneous-B-I 1. Cook/Khansama 2. School Teacher (PTC) 3. Nurse/Dai /Dresser// Havalдар 4. Operation Theatre Assistant | 21,731/- | Unskilled 1. Bearer//Chowkidar 2. Dak Runner//Qasid 3. Mahtar//Sweeper// Ward Boy 4. Water Man/Water Carrier | 20,000/- |
| Miscellaneous-B-II 1. Daftry //Mid Wife 2. Security Guard/Sepoy 3. Muazzan//Vaccinator | 20,729/- | | |

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 2. Wire Man 3. Auto Rickshaw Driver 4. Checker / Ticket Examiner 5. Conductor (Matriculate) | 22,066/- |
| Ministerial-A 1. Assistant Accountant 2. Stenographer//Office Assistant 3. Head Store Keeper//Head Clerk | 24,071/- | 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) | 21,129/- |
| Ministerial-B 1. Stenotypist/Senior/Clerk Cashier 2. Purchaser/Store Keeper 3. Head Time Keeper | 22,602/- | Semi-Skilled-B 1. Helper Conductor// Tyreman 2. Mali/Assistant Conductor | 20,729/- |
| Ministerial-C 1. Junior Store Keeper 2. Clerk/Junior Clerk all types 3. Time Keeper//Munshi | 21,731/- | 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 | 20,000/- |
| Highly Skilled-A 1. Mechanic all types//Yard Master 2. Head Black Smith/Welder 3. Head Electrician/Turner 4. Head Carpenter/Painter | 24,071/- | | |
| Highly Skilled-B 1. Bus/Truck Driver 2. Air Conditioner Mini Bus Driver | 23,069/- | Miscellaneous-A 1. Inspector Watch and Ward | 23,741/- |
| 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 | 22,602/- | Miscellaneous-B-I 1. Assistant Security Inspector | 21,731/- |
| | | Miscellaneous-B-II 1. Gate Keeper //Daftry 2. Security Man/Guard | 20,729/- |

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 | 22,066/- |
| <u>Ministerial-A</u> 1. Accounts Assistant 2. Stenographer 3. Office Assistant | 24,071/- | <u>Semi-Skilled-A</u> 1. Storeman//Fireman 2. Assistant Tin Smith 3. Assistant Press Operator 4. Assistant Fitter/Electrician/Filler | 21,129/- |
| <u>Ministerial-B</u> 1. Senior Clerk 2. Telephone Operator 3. Store Keeper//Time Keeper | 22,602/- | <u>Semi-Skilled-B</u> 1. Mali 2. Helper all types | 20,729/- |
| <u>Ministerial-C</u> 1. Typist//Clerk all types 2. Record Keeper | 21,731/- | <u>Unskilled</u> 1. Loader//Cleaner//Sweeper 2. Watchman | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Engineering/ Mechanical Supervisor 2. Engine Assembler | 24,071/- | <u>Miscellaneous-A</u> 1. Inspector Watch and Ward | 23,741/- |
| <u>Highly Skilled –B</u> 1. Assistant Inspector 2. Senior Fitter/Electrician 3. Mechanic//Machinist | 23,069/- | <u>Miscellaneous-B-I</u> 1. Assistant Security Inspector | 21,731/- |
| <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) | 22,602/- | <u>Miscellaneous-B-II</u> 1. Gate Keeper 2. Security Man/Guard 3. Daftry | 20,729/- |

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 | 22,066/- |
| <u>Ministerial-A</u> 4. Accounts Assistant 5. Assistant 6. Assistant Store Incharge | 24,071/- | <u>Semi-Skilled-A</u> 1. Mali 2. Gardener 3. Assistant Landscaper | 21,129/- |
| <u>Ministerial-B</u> 1. Senior Clerk 2. Munchi/Cashier | 22,602/- | <u>Semi-Skilled-B</u> 1. Helper 2. Junior Mali/Junior Gardener | 20,729/- |
| <u>Ministerial-C</u> 1. Clerk all types 2. Salesman | 21,731/- | <u>Unskilled</u> 1. Guard/Chowkidar/Watchman 2. Assistant Gardener/Mali | 20,000/- |
| <u>Highly Skilled-A</u> 1. Head Landscaper 2. Assistant Supervisor | 24,071/- | <u>Miscellaneous-A</u> 1. Imam Masjid | 23,741/- |
| <u>Highly Skilled –B</u> 1. Senior Landscaper | 23,069/- | <u>Miscellaneous-B-I</u> 1. Moazzan | 21,731/- |
| <u>Skilled-A</u> 1. Head Mali/Landscaper | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard | 20,729/- |

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 | 22,066/- |
| <u>Ministerial-A</u> 1. Accounts Assistant 2. Office Assistant/Admin Assistant 3. Head Clerk/ Stenographer | 24,071/- | <u>Semi-Skilled-A</u> 1. Packer//Assistant Warehouse Operator 2. Assistant Fitter/Electrician | 21,129/- |
| <u>Ministerial-B</u> 1. Computer Operator 2. Senior Clerks | 22,602/- | <u>Semi-Skilled-B</u> 1. Sanitary Worker 2. Mali//Helper all types | 20,729/- |
| <u>Ministerial-C</u> 1. Telephone Operator 2. Store Keeper 3. Clerks all types | 21,731/- | <u>Unskilled</u> 1. Chowkidar/ Guard 2. Sweeper/Peon 3. Labourer | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor all types 2. Assistant Forman | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| <u>Highly Skilled -B</u> 1. Senior Operator 2. Machinist//Mechanic 3. Senior Fitter | 23,069/- | <u>Miscellaneous-B-I</u> 1. Security Sub-Inspector 2. Imam Masjid | 21,731/- |
| <u>Skilled-A</u> 1. Warehouse Operator 2. Fitter //Electrician//Material Filler 3. Assistant Warehouse 4. Machine man/Operator all types | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard | 20,729/- |

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 | 22,602/- |
| <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 | 24,071/- | | |

| | | | |
|---|----------|---|----------|
| Ministerial-B 1. Computer Attendant 2. Store Keeper 3. Telephone Operator/Telex Operator 4. Assistant Rationalization 5. Time Keeper 6. Senior Clerk /Steno typist 7. Store Assistant 8. Receptionist | 22,602/- | 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 | 22,066/- |
| Ministerial-C 1. Clerk all types 2. Typist 3. Assistant Store Keeper 4. Mail Dispatcher | 21,731/- | | |
| Highly Skilled-A 1. Senior Boiler Operator 2. Senior Mechanic 3. Quality Control Inspector 4. Waste Control Inspector 5. Research Analyst 6. Lab. Analyst | 24,071/- | 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 | 21,129/- |
| 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 | 23,069/- | 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 | 20,729/- |
| | | Unskilled 1. Peon /Office Boy 2. Floor Attendant /Bearer 3. Loader/Cleaner /Sweeper 4. Store Attendant/Office Attendant 5. Watchman/Chowkidar | 20,000/- |

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 | 22,602/- |
| Ministerial-A 1. Job Assistant/ Office Assistant 2. Purchaser 3. Accounts Assistant | 24,071/- | Skilled-B 1. Binder/Book Binder 2. Driver/Head Daftri 3. Cook | 22,066/- |
| Ministerial-B 1. Store Keeper 2. Senior Clerks 3. Telephone Operator | 22,602/- | Semi- Skilled-A 1. Assistant Electrician 2. Assistant Feeder Man/MachineMan 3. Ink man//Security Guard | 21,129/- |
| Ministerial-C 1. Clerk all types 2. Time Keeper | 21,731/- | Semi- Skilled-B 1. Helper (all types) 2. Daftri | 20,729/- |
| Highly Skilled-A 1. Assistant Foreman/Supervisor 2. Senior Camera Man 3. Senior Plate Maker | 24,071/- | Unskilled 1. Store Boy//Cooli//Labourer Chowkidar/Watchman 2. Jamadar/Sweeper | 20,000/- |
| Highly Skilled-B 1. Plate Maker 2. Camera Man/Grain Man | 23,069/- | ----- | ----- |

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 | 22,066/- |
| <u>Ministerial-A</u> 1. Office Assistant 2. Accounts Assistant | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Operator/Lead Operator 1. House Keeper 1. Assistant Feeder Man 2. Assistant Plumber/Electrician 3. Assistant Fort Lifter Driver 4. Assistant Welder /Fitter | 21,129/- |
| <u>Ministerial-B</u> 1. Time Keeper 2. Computer Operator 3. Store Keeper | 22,602/- | | |
| <u>Ministerial-C</u> 1. Reminder Man 2. Clerk /Record Keeper | 21,731/- | <u>Semi-Skilled-B</u> 1. Mali 2. Helper all types | 20,729/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Assistant Forman | 24,071/- | <u>Unskilled</u> 1. Peon/Naib Qasid 2. Guard Loader/Sweeper | 20,000/- |
| <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 | 23,069/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| | | <u>Miscellaneous-B-I</u> 1. Security Sub-Inspector 2. Imam Masjid | 21,731/- |
| <u>Skilled-A</u> 1. Feeder Man/Lead Operator 2. Plumber /Electrician// Welder /Fitter 3. Fort Lifter Driver | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard | 20,729/- |

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 | 22,602/- |
| <u>Ministerial-A</u> 1. Computer Operator 2. F.C. Assistant 3. Accounts Assistant | 24,071/- | <u>Skilled-B</u> 1. Press Man 2. Driver (Light Duty) 3. Cook | 22,066/- |
| <u>Ministerial-B</u> 1. Store Keeper 2. Sales Man 3. Cashier 4. Telephone Operator | 22,602/- | <u>Semi-Skilled-A</u> 1. Assistant Machine Operator 2. Assistant Electrician 3. Assistant Fitter 4. Security Guard | 21,129/- |
| <u>Ministerial-C</u> 1. Typist//Clerk all types 2. Assistant Store Keeper | 21,731/- | <u>Semi-Skilled-B</u> 1. Mali/Packer 2. Stamper | 20,729/- |
| <u>Highly Skilled-A</u> 1. Assistant Forman/Supervisor 2. Analyst 3. Senior Mistry | 24,071/- | <u>Unskilled</u> 1. Labourer/Coolie 2. Peon/Naib Qasid 3. Chowkidar/Sweeper | 20,000/- |
| <u>Highly Skilled-B</u> 1. Senior Machine Operator/Man 2. Mistry// Printer 3. Senior Electrician/Senior Turner 4. Senior Fitter/Senior Welder | 23,069/- | ----- | ----- |

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 |
|---|---|---|---|
| <u>Supervisory.</u> 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. | <u>Skilled-A.</u> 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. | 22,602/- |
| <u>Ministerial-A.</u> 1. Senior Nurse 2. Stenographer 3. Personal Assistant/Office Assistant 4. Assistant. 5. Receptionist | 24,071/- | | |
| <u>Ministerial-B.</u> 1. Nurse 2. Dresser 3. Head Gate Keeper 4. Telephone Operator/Attendent | 22,602/- | <u>Skilled-B.</u> 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 | 22,066/- |
| <u>Ministerial-C.</u> 1. Clerk (all types) 2. Gate Keeper. 3. Typist 4. Record Keeper | 21,731/- | | |
| <u>Highly Skilled-A.</u> 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 | 24,071/- | <u>Semi-Skilled-A</u> 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 1. Security Guard | 21,129/- |
| <u>Highly Skilled-B.</u> 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 | 23,069/- | <u>Semi-Skilled-B</u> 2. General Worker 3. Helper (all types) 4. Junior Plant Attendant 5. Gardener/Mali 6. Dak Runner 7. Club Servant/ Care taker 8. Fire Safetyman 9. Junior Fuel Attendant 10. Hospital Attendant 11. Tennis Marker | 20,729/- |
| | | <u>Unskilled.</u> 1. Peon/Naib Qasid/ Sweeper 2. Chowkidar/Watchman 3. Coolie/Labourer | 20,000/- |

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 |
|--|---|--|---|
| <u>Supervisory.</u> 1. Sant/Hort Supervisor 2. Foreman/Senior foreman 3. Supervisor Patrolling 4. Manager | Wages left for mutual bargaining between the employers and the workers. | <u>Skilled-A.</u> 1. Operator 2. Driver Htv//Painter//Driller 3. Junior Technician 4. Assistant Fire Service Master 5. Laboratory Tester 6. Derrick man | 22,602/- |

| | | | |
|--|----------|---|----------|
| Ministerial-A. 1. Senior Nurse/Nurse Grade-A 2. Office Assistant 1. Accounts Assistant 2. Supervisor/Head Clerk | 24,071/- | 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. | 22,066/- |
| Ministerial-B. 1. Nurse Grade-B 2. Senior Clerk 3. Telephone Operator 4. Male/Female Nurse | 22,602/- | | |
| Ministerial-C. 3. Sick Attendant 4. Clerk./Junior Clerk 5. Typist | 21,731/- | Semi-Skilled-A 1. Oil Man// Security Guard 2. Fire Service Man 3. Assistant Well Operator | 21,129/- |
| Highly Skilled-A. 1. Senior Operator. 2. Senior Technician 3. Senior Mechanic | 24,071/- | Semi-Skilled-B 1. Helper all types 2. Mali 3. Motor Cleaner/Club Servant | 20,729/- |
| Highly Skilled-B. 1 Technician//Mechanic 2 Senior Laboratory Tester 3 Senior Well Operator 4 Senior Driller | 23,069/- | Unskilled. 1. Food Carrier. 2. Peon/ Sweeper 3. Chwkidar/Watchman | 20,000/- |

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 all type 9. Manager/Senior Manager all types 10. Medicine Representative 11. Engineer all types/Incharge all types 12. Secretary /Office Superintendent 13. Sales Representative/Unani DawaSales 14. Chief Accountant /Deputy Accountant 15. Checking Inspector/Supervisor all type | Wages Left for mutual bargaining between the employers and the workers | 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. Tikkian Saaz/Tablet Maker | 22,602/- |
| 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 | 24,071/- | 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 | 22,066/- |
| 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 | 22,602/- | 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 | 21,129/- |
| Ministerial-C 1. Clerk/Junior Clerk all types 2. Typist | 21,731/- | 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 | 20,729/- |
| Highly Skilled-A 1. Assistant Pharmacist//Chemist 2. Syrup Section/tablet Section Incharge 3. Technical Assistant | 24,071/- | | |

| | | | |
|--|----------|--|----------------|
| 4. Attar// Chief Electrician 5. Senior Machinist/ Mechanic | | Unskilled 1. Bottle Washer/Water Man 2. Peon / Naib Qasid 7. Sweeper/ Cleaner /Loader 3. Chowkidar / Watchman 4. Messenger | 20,000/- |
| Highly Skilled-B 1. Analyst/Laboratory Technician 2. Assistant Supervisor 3. Khamira Saaz /Dawa Saz 4. Senior Checker 5. Assistant Attar 6. Technician//Machinist/ Mechanic | 23,069/- | ----- ----- | ----- ----- |

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 |
|---|--|--|---|
| Managerial and Supervisory Group 1. Factory Manager 2. Accountant 3. Supervisor 4. Foreman | Wages left for mutual bargaining between the employers and workers | Skilled-B 1. Cook//Driver Ltv 2. Junior Mixer Operator 3. Junior Electrician/Fitter 4. Junior Generator Operator 5. Junior Kharadia 6. Junior Loom Operator 7. Junior Operator (all types) | 22,066/- |
| Ministerial-A 1. Accounts Assistant/Office Assistant 2. Purchaser 3. Stenographer//Head Clerk | 24,071/- | Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Mixer Operator 3. Assistant Electrician/Fitter 4. Assistant Kharadia 5. Assistant Loom Operator 6. Assistant Operator(all types) | 21,129/- |
| Ministerial-B 1. Cashier/ Munshi 2. Computer Operator 3. Store Keeper//Time Keeper 4. Senior Clerks | 22,602/- | Semi-Skilled-B 1. Helper all types 2. Mali 3. Packer | 20,729/- |
| Ministerial-C 1. Assistant Purchaser 2. Typist/ Clerks all types 3. Record Keeper | 21,731/- | Unskilled 1. Labourer /Loader 2. Chowkidar/Watchman/ Guard | 20,000/- |
| Highly Skilled-A 1. Quality Inspector 2. Head Fitter //Head Kharadia 3. Assistant Supervisor 4. Head Machine Operator | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled -B 1. Senior Fitter/Electrician/Kharadia 2. Senior Machine Operator 3. Checker/ Quality Checker | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Machine Operator/Generator Operator 2. Mixer Operator// Loom Operator 3. Electrician //Fitter//Kharadia 4. Operator (all types) | 22,602/- | Miscellaneous-B-II 1. Security Guard | 20,729/- |

65. 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 |
|---|--|--|---|
| Supervisory 1. Boiler Engineer 2. Accountant/Chief Accountant 3. Manager/Works Manager 4. Litigation Officer 5. Assistant Accountant 6. Excise Accountant 7. Supervisor/Senior Supervisor 8. Foreman Trainee Supervisor 9. Shift/Quality Incharge | Wages left for mutual bargaining between the employers and workers | Skilled-A 1. Electrician//Fitter 2. File man 3. Lathe man / Kharadia / Turner 4. Welder//Carpenter//Winder 5. Senior Driver 6. Machine man/Operator | 22,602/- |
| Ministerial-A 1. Accounts/Admin Assistant 2. Sales Representative//Cashier 3. Office Assistant/Personal Assistant 4. Imam Masjid / Khatib 5. Head Clerk/Stenographer | 24,071/- | Skilled-B 1. Driver Ltv /Cook//Mochi 2. Junior Electrician/ Turner 3. Junior Fitter/ File man 4. Junior Lathe man / Kharadia/ 5. Junior Welder/ Winder 6. Junior Carpenter 7. Junior Machine man/Operator 8. Security Guard | 22,066/- |

| | | | |
|---|----------|--|----------|
| Ministerial-B 1. Store Keeper//Godown Incharge 2. Senior Clerks/Senior Time Keeper | 22,602/- | Semi-Skilled-A 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 | 21,129/- |
| Ministerial-C 1. Time Keeper/Record Keeper 2. Typist/Clerk all types 3. Junior Store Keeper | 21,731/- | | |
| Highly Skilled-A 1. Head Fitter 2. Senior Plant Operator 3. Assistant Supervisor/Foreman 4. Head Machine Man/Operator | 24,071/- | Semi-Skilled-B 1. Helper all types 2. Mali 3. Packer 4. Gate Keeper | 20,729/- |
| 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 | 23,069/- | Unskilled 1. Peon/Naib Qasid 2. Chowkidar/Watchman 3. Sweeper/Cleaner 4. Labourer/Coolie 5. Darban | 20,000/- |

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 | 22,066/- |
| Ministerial-A 1. Accounts Assistant 2. Office/Admin Assistant 3. Head Clerk 4. Stenographer | 24,071/- | Semi-Skilled-A 1. Assistant Fitter/Electrician 2. Assistant Welder/Moulder 3. Assistant Turner 4. Assistant Machine Operator | 21,129/- |
| Ministerial-B 1. Computer Operator 2. Senior Clerk/Stenotypist 3. Store Keeper | 22,602/- | Semi-Skilled-B 1. Helper 2. Packer 3. Mali | 20,729/- |
| Ministerial-C 1. Typist/ Clerk all types 2. Time Keeper//Record Keeper | 21,731/- | Unskilled 1. Chowkidar/Watchman 2. Guard/Labourer/Coolie | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor/Assistant Forman 2. Head Fitter //Head Machine Operator | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled -B 1. Senior Fitter/Electrician/Welder 2. Senior Moulder//Senior Turner 3. Senior Machine Operator | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Machine Operator 2. Fitter//Electrician//Welder 3. Moulder//Turner | 22,602/- | Miscellaneous-B-II 1. Security Guard | 20,729/- |

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 Karigar//Junior Modeler 3. Junior Electrician 4. Junior Filler Man 5. Senior Fireman 6. Driver Ltv/Cook 7. Polishing Man/Polisher | 22,066/- |
| Ministerial-A 1. Assistant all types 2. Head Clerk/Stenographer | 24,071/- | | |
| Ministerial-B 1. Computer Operator //Store Keeper 2. Senior Clerk/Stenotypist | 22,602/- | Semi-Skilled-A 1. Field Worker//Fire Man 2. Assistant Machine Operator 3. Assistant Karigar/Modeler 4. Assistant Electrician 5. Assistant Filler Man | 21,129/- |
| Ministerial-C 1. Typist/Clerk all types 2. Time Keeper/Record Keeper | 21,731/- | | |

| | | | |
|---|----------|--|----------|
| Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman | 24,071/- | Semi-Skilled-B 1. Packing Man/ Packer 2. Mali//Helper all types | 20,729/- |
| Highly Skilled –B 1. Senior Machine Operator 2. Senior Karigar//Senior Modeler 3. Senior Electrician//Senior Filler Man 4. Head Polishing Man/Polisher | 23,069/- | Unskilled 1. Chowkidar/Watchman 2. Labourer 3. Peon/Naib Qasid 4. Coolie/Loader | 20,000/- |
| Skilled-A 1. Machine Operator 2. Karigar 3. Modeler 4. Electrician 5. Filler Man 6. Senior Polishing Man/Polisher | 22,602/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| | | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard | 20,729/- |

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 |
|---|--|---|---|
| Managerial & Supervisory Group 1. Doctor 2. Pharmacist 3. Manager 4. Supervisor/Forman | Wages left for mutual bargaining between the employers and workers | Skilled-B 1. Cook 2. Driver 3. Junior Electrician 4. Hatchery Attendant | 22,066/- |
| Ministerial-A 1. Assistant all types 2. Head Clerk/Stenographer | 24,071/- | Semi-Skilled-A 1. Assistant Electrician 2. Assistant Hatcher | 21,129/- |
| Ministerial-B 1. Computer Operator 2. Senior Clerk/Munshi 3. Stenotypist//Store Keeper | 22,602/- | Semi-Skilled-B 1. Attendent Cattle Farm 2. Attendent Poultry Farm 3. Mali//Helper | 20,729/- |
| Ministerial-C 1. Typist //Clerk all types 2. Time Keeper/Record Keeper | 21,731/- | Unskilled 1. Peon/Naib Qasid// Guard 2. Labour// Coolie | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor/Forman | 24,071/- | Miscellaneous-A 1. Security Inspector | 23,741/- |
| Highly Skilled –B 1. Senior Electrician/Senior Hatcher 2. Senior Veterinary Assistant | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Electrician//Hatcher 2. Veterinary Assistant 3. Senior Hatchery Attendant | 22,602/- | Miscellaneous-B-II 1. Security Guard | 20,729/- |

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 |
|---|--|--|---|
| Managerial and Supervisory Group 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 | Skilled-A 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 | 22,602/- |
| Ministerial-A 1. Assistant Accountant 2. Office Assistant 3. Head Clerk 4. Stenographer | 24,071/- | Skilled-B 1. Driver Ltv/Cook 2. Assistant Plant Operator 3. Assistant Boiler Operator 4. Junior Electrician/Motor Winder 5. Junior Shift Electrician/Fitter | 22,066/- |
| Ministerial-B 1. Senior Clerk/ Stenotypist 2. Computer Operator 3. Telephone Operator//Paramedic | 22,602/- | Semi-Skilled-A 1. Assistant Electrician/ Fitter 2. Assistant Shift Electrician 3. Assistant Motor Winder | 21,129/- |

| | | | |
|---|----------|--|----------|
| Ministerial-C 1. Typist//Clerk all types 2. Photostat/Fax Operator 3. Record Keeper | 21,731/- | Semi-Skilled-B 1. Mali//Sanitary Worker 2. Waiter /Qasid 3. Helper | 20,729/- |
| 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 | 24,071/- | Unskilled 1. Peon 2. Naib Qasid 3. Labourer/Coolie | 20,000/- |
| | | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| 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 | 23,069/- | Miscellaneous-B-I 7. Imam Masjid | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard 2. Moazzan | 20,729/- |

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 | 22,066/- |
| Ministerial-A 1. Assistant Accountant 2. Office Assistant 3. Head Clerk 4. Stenographer | 24,071/- | Semi-Skilled-A 1. Assistant Fitter/Electrician 2. Assistant Welder/Turner 3. Assistant Black Smith 4. Assistant Radiator Repairer | 21,129/- |
| Ministerial-B 1. Senior Clerk/ Stenotypist 2. Computer /Telephone Operator | 22,602/- | Semi-Skilled-B 1. Helper all types 2. Mali//Radiator Cleaner | 20,729/- |
| Ministerial-C 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper | 21,731/- | Unskilled 1. Chowkidar/ Watchman 2. Peon 3. Labourer/ Coolie | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman | 24,071/- | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| Highly Skilled –B 1. Mechanic /Technician//Machinist | 23,069/- | Miscellaneous-B-I 1. Imam Masjid | 21,731/- |
| Skilled-A 1. Fitter//Electrician 2. Welder//Turner//Black Smith 3. Radiator Repairer | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Moazzan | 20,729/- |

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 | Wages left for mutual bargaining between the employers and the workers. | Skilled-B 1. Driver LTV/Cook 2. Generator Operator 3. Washing Machine Operator 4. Dryer Machine Operator 5. Garment/Accessory checker 6. Rafuger 7. Over lock Machine Operator 8. Rivet Button Machine Operator 9. Junior Machine Operator | 22,066/- |

| | | | |
|---|----------|---|----------|
| 10. Assistant/Junior Accountant 11. Garment Dyeing Master | | 10. Assistant Machine Mechanic 11. CCTV Operator | |
| Ministerial-A 1. Assistants all types 2. Computer Operator | 24,071/- | Semi-Skilled-A 1. Security Guard //Lift Operator 2. Spray man Laundry 3. Wisker man//Garment Grinder 4. Chemical Store/Lab Assistant 5. Rubbing Scrubbing man 6. Assistant Fitter/Electrician/Welder 7. Assistant Carpenter/Mason 8. Assistant Machine Operator 9. Assistant Cook/Chapati Maker | 21,129/- |
| Ministerial-B 1. Senior Clerk/Telephone Operator 2. Khateeb/Imam Masjid 3. Cashier/Purchaser/Receptionist 4. Store keeper | 22,602/- | | |
| Ministerial-C 1. Time Keeper/Junior Time Keeper 2. Record Keeper/Clerks 3. Gate Clerk 4. Dispenser/Assistant Computer Operator 5. Shipment Dispatcher | 21,731/- | 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 | 20,729/- |
| Highly Skilled-A 1. Senior Mechanic/ Mistri 2. Assistant Supervisor/Forman all types | 24,071/- | | |
| Highly Skilled-B 1. Machine Mechanic/Mistri 2. Fabric Inspector 3. Technician 4. Boiler Operator | 23,069/- | 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 | 20,000/- |
| Skilled-A 1. Sample Man/Cutting Man/Cutter 2. Electrician/Welder/Fitter/Mason 3. Carpenter/Motor Winder 4. Lab Operator 5. Water Treatment Plant Operator 6. Stitcher/Stitching Machine Operator 7. Kaj Bartik Machine Operator | 22,602/- | | |

(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 12. Accountant/Assistant Accountant 13. Manager/Senior Manager all types 14. Supervisor/Senior Supervisor all types 15. Officer/Assistant Officer all types 16. Office Superintendent 17. Merchandiser/Assistant Merchandiser 18. Cost and Financial Controller 19. Coordinator all 20. Incharge/Executive all types 21. Senior Accountant 22. Deputy/Assistant Manager all types 23. Chief Engineer/Engineer all types 24. Chemist/Forman/Master all types 25. Auditor/Secretary/Administrator | Wages left for mutual bargaining between the employers and the workers. | Skilled-A 8. Collar Man//Sample man 9. Electrician//Fitter/Mason/Welder 10. Outfit Tailor/Karigar 11. Knitting Operator 12. Jet Operator//Soft Flow Operator 13. Boiler Operator//Vinch Operator 14. Hydro Operator//Lab Operator 15. Winder/Motor Winder /Painter 16. Line Checker//Table Checker 17. Rafugar/Cutter/Cutting Man 18. Quality Checker/Darner/Carpenter 19. Lot Maker/LaserMachine Operator 20. Control Room Operator 21. Junior Machine Mechanic | 22,602/- |
| Ministerial-A 3. Accounts Assistant/Assistant Accountant 4. Computer Operator 5. Store Keeper/Khateeb 6. Personal Assistant/Assistant all types 7. Assistant Incharge | 24,071/- | Skilled-B 12. Driver /Cook 13. Accessory O/L Operator 14. Alterman/Stain man/Remover 15. Size man/ Card Filler 16. Operator all types 17. Lab Assistant/Garment Checker 18. Assistant Machine Mechanic 19. Stitcher/Stitching Machine Man | 22,066/- |
| Ministerial-B 5. Assistant Store Keeper 6. Cashier/Purchaser 7. Checker/ time Keeper 8. Sales Man/Imam Masjid 9. Telephone Operator/Receptionist | 22,602/- | Semi-Skilled-A 10. Assistant Fitter/Cutter/Welder/Cook 11. Button Stitcher/ ButtonHolesMaker 12. Overlock Machine Operator 13. Rivet Button/CC tv Operator 14. Helper Tailor/Assistant Operator | 21,129/- |

| | | | |
|--|----------|--|----------|
| Ministerial-C 6. Assistant Salesman 7. Typist/Clerk all types 8. Store man/Shipment Dispatcher 9. Junior/Assistant Time Keeper | 21,731/- | 15. Pressman/Presser/Packer/Fireman 16. Assistant Electrician/Carpenter 17. Lot Stitcher/Bundler/Label/tag Man 18. Fusingman/tracer/touchingman 19. Cut Panel Checker//Wiskerman 20. Mender/Lift Operator/Sprayman 21. Assistant Cook/Chapati Maker 22. Dryer Machine/Oven Operator 23. Chemical Store Assistant 24. Shader/Garment Grinder 25. Rubing Scrubing Man 26. Metal Detecting Man 27. Kaj Batik Machine Operator 28. Security Guard | |
| Highly Skilled-A 3. Senior Mistry/Mechanic 4. Patter Maker/Senior Dyer 5. Assistant Supervisor | 24,071/- | | |
| Highly Skilled-B 5. Deputy Dyeing Master 6. Senior Soft Flow Operator 7. Quality/Rowing Inspector 8. Assistant Knitting Master 9. Assistant Pattern Maker 10. Inspector/Trims Inspector 11. Junior Dyer/Fabric Inspector 12. Mistry/Mechanic/technician all types | 23,069/- | Semi- Skilled-B 8. Clipper/ Thread Cutter/trimmer 9. Loop Cutter /Numbering Man 10. Helper not elsewhere classified 11. Gate Keeper 12. Mali/Office Boy/Head Waiter | 20,729/- |
| | | Unskilled 9. Chowkidar /Watchman/Polyman 10. Trolley Man//Bundle/LineFeeder 11. Peon/Qasid/Waiter/Labour 12. Sweeper/ Cleaner/House Keeper 13. Fabric Spreader/Spreaderman | 20,000/- |

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 2. Operator 3. Plumber/Tin Smith 4. Wireman 5. Welder | 22,602/- |
| Ministerial-A 1. Office/Accounts Assistant 2. Personal Secretary/Assistant 3. Paddy Purchase Assistant 4. Sales Assistant/General Assistant | 24,071/- | Skilled-B 1. Driver Ltv/Cook 2. Junior Electrician/Fitter/Plumber 3. Junior Operator 4. Junior Wireman/Welder/TinSmith | 22,066/- |
| Ministerial-B 1. Munshi /Paddy Master 2. Store Keeper//Steno Typist 3. Paddy Billing Assistant/Dispenser | 22,602/- | Semi-Skilled-A 1. Husk man// Spray man 2. Khalasi/Laboratory Assistant 3. Assistant Operator 4. Messenger //Security Guard | 21,129/- |
| Ministerial-C 1. Clerk/Typist/Accounts Clerk 2. Time Keeper/Assistant Store Keeper | 21,731/- | Semi-Skilled-B 1. Helper all types 2. Mali/Cleaner/ Gate Keeper | 20,729/- |
| Highly Skilled-A 1. Analyst/Assistant Shift Incharge 2. Assistant Supervisor /Forman | 24,071/- | Unskilled 1. Chowkidar/Watchman 2. Peon 3. Store Boy 4. Sampler | 20,000/- |
| Highly Skilled-B 1. Senior Electrician/Fitter 2. Mistry //Motor Mechanic 3. Senior Plumber/Tin Smith/Welder 4. Senior Operator | 23,069/- | | |

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 | 22,066/- |

| | | | |
|---|----------|---|----------|
| Ministerial-A 1. Assistant Accountant 2. Office/Admin Assistant 3. Head Clerk/Stenographer | 24,071/- | Semi-Skilled-A 1. Assistant Press Man/Builder Man 2. Assistant Electrician/Moulder/Turner 3. Assistant Machine Operator | 21,129/- |
| Ministerial-B 1. Senior Clerk/ Stenotypist 2. Computer /Telephone Operator | 22,602/- | Semi-Skilled-B 1. Packing Man/Packer 2. Helper/Mali | 20,729/- |
| Ministerial-C 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper | 21,731/- | Unskilled 1. Chowkidar/Watchman/Peon/ 2. Naib Qasid/Sweeper/ Cleaner 3. Labourer/ Coolie | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman | 24,071/- | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| Highly Skilled -B 1. Mechanic/ Machinist/Technician 2. Senior Moulder/Turner 3. Senior Machine Operator | 23,069/- | Miscellaneous-B-I 1. Imam Masjid | 21,731/- |
| Skilled-A 2. Press Man//Builder Man 3. Electrician//Moulder//Turner 4. Machine Operator | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Moazzan | 20,729/- |

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 |
|--|--|--|---|
| Managerial and Supervisory Group 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 | Skilled-B 1. Lab Assistant 2. Junior Teacher 3. Teacher Primary school 4. Art teacher | 22,066/- |
| Ministerial-A 1. Admin Assistant/Accounts Assistant 2. Office Assistant/Stenographer | 24,071/- | Semi-Skilled-A 1. Lab Attendant 2. Dafri /Office Boy | 21,129/- |
| Ministerial-B 1. Computer Operator 2. Senior Clerk/Stenotypist | 22,602/- | Semi-Skilled-B 1. Gate Keeper 2. Mali/Qasid | 20,729/- |
| Ministerial-C 1. Typist/Clerk/Junior Clerk 2. Time Keeper/Store Keeper 3. Record Keeper | 21,731/- | Unskilled 1. Peon/ Naib Qasid 2. Sweeper/Cleaner 3. Chowkidar | 20,000/- |
| Highly Skilled-A 1. Program Assistant 2. Assistant Lab Administrator | 24,071/- | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| Highly Skilled -B 1. Senior Teacher/Teacher high school 2. Teaching Assistant | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Teacher/Teacher middle school 2. Electrician | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Head Mali | 20,729/- |

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. |
|--|---|---|--|
| Managerial and Supervisory Group 1. Officer/Chief Officer all types 2. Managers / Foreman all types 3. Incharge all types 4. Supervisor/Senior Supervisor all types 5. Secretary //System Analyst 6. SSG Commando | Wages left for mutual bargaining between the employers and worker | Skilled-A 1. Armourer// Machine Man//Plumber 2. Control Room Operator//Welder 3. Senior Cook/Driver Htv 4. Electrician //Maintenance Fitter 5. Security Camera Installer 6. Junior Auto Mechanic | 22,602/- |

| | | | |
|---|----------|--|----------|
| <u>Ministerial-A</u> 1. Account Assistant/Transport Assistant 2. Cashier /Computer Operator 3. Office/Admin Assistant 4. Sales Incharge / Assistant 5. Stenographer / P.A. 6. Security Inspector 7. Khateeb | 24,071/- | <u>Skilled-B</u> 1. Cook/Driver//Junior Electrician 2. Wireless Operator//Fireman 3. Junior Security Camera Installer 4. Junior Machine Man//Wireman 5. Junior Maintenance Fitter 6. Assistant Auto Mechanic 7. Assistant Mechanic | 22,066/- |
| <u>Ministerial-B</u> 1. Senior Clerk/Telephone Operator 1. Receptionist //Imam Masjid 2. Sub-Inspector Security | 22,602/- | <u>Semi-Skilled-A</u> 1. Assistant Electrician 2. Assistant Security Camera Installer //Generator Operator 3. Assistant Machine Man 1. Assistant Maintenance Fitter 2. Security Guard//Security Guard Female //Lady Sercher | 21,129/- |
| <u>Ministerial-C</u> 1. Clerk all types //Courier 2. Typist/Record Keeper | 21,731/- | <u>Semi-Skilled-B</u> 1. Helper all types 2. Mali/Office Boy 3. Dak Runner/Qasid | 20,729/- |
| <u>Highly Skilled-A</u> 1. Assistant Production Supervisor 2. Head Operator 3. Technologist //Quality Monitor 4. Senior Computer Operator | 24,071/- | <u>Unskilled</u> 1. Attendant /Sweeper/Cleaner 2. Peon/Naib Qasid//Misalchi | 20,000/- |
| <u>Highly Skilled -B</u> 1. Quality Monitor Assistant 2. Technician //Auto Mechanic 3. Wireless Supervisor/Senior Electrician | 23,069/- | | |

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 | 22,066/- |
| <u>Ministerial-A</u> 1. Assistant all types 2. Stenographer | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Rigger/Welder 2. Assistant Fabricator 3. Assistant Machine Man | 21,129/- |
| <u>Ministerial-B</u> 1. Computer Operator//Store Keeper 2. Senior Clerk/Stenotypist | 22,602/- | <u>Semi-Skilled-B</u> 1. Helper all types/Mali 2. Packer/Packing Man | 20,729/- |
| <u>Ministerial-C</u> 1. Typist/Clerk/Junior Clerk 2. Time Keeper/Record Keeper | 21,731/- | <u>Unskilled</u> 1. Labourer/Coolie/Naib Qasid 2. Peon/Chowkidar/Watchman | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor/Forman | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector/Khateeb | 23,741/- |
| <u>Highly Skilled -B</u> 1. Senior Rigger//Senior Welder 2. Technician//Senior Fabricator 3. Senior Machine Man | 23,069/- | <u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| <u>Skilled-A</u> 1. Rigger//Welder/Fabricator 2. Machine Man //Junior Technician | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 2. Security Guard Female | 20,729/- |

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 | 22,066/- |
| Ministerial-A 1. Office Assistant/Accounts Assistant 2. Head Clerk | 24,071/- | 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 | 21,129/- |
| Ministerial-B 1. Security Assistant 2. Store Keeper//Senior Clerk | 22,602/- | | |
| Ministerial-C 1. Salesman//Clerk//Typist | 21,731/- | | |
| Highly Skilled-A 1. Assistant Supervisor/Forman | 24,071/- | | |
| Highly Skilled-A 1. Die Maker / Die Repairer 2. Pattern Maker 3. Milling Man Grade-I 4. Shaper Man Grade-I | 23,069/- | | |
| 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 | 22,602/- | Semi-Skilled-B 1. Helper all types 2. Gate Keeper 3. Mali 4. Apprentice | 20,729/- |
| | | Unskilled 1. Cleaner 2. Peon/Sweeper 3. Chowkidar/ Watchman 4. Naib Qasid | 20,000/- |

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 | 22,602/- |
| Ministerial-A 1. Accounts Assistant 2. Draughtsman 3. Office Assistant 4. Senior Sales Representative 5. Head Clerk 6. Stenographer | 24,071/- | 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 | 22,066/- |

| | | | |
|--|----------|--|----------|
| 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. | 22,602/- | 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. | 21,129/- |
| Ministerial-C. 1. Typist/Clerks all types 2. Dispatcher//Assistant Salesman 3. Record Keeper/Godown Keeper 4. Ledger Keeper | 21,731/- | 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. | 20,729/- |
| Highly Skilled-A 1. Head Operator//Radiographer 2. Senior Mechanic/Mistry all type 3. Senior Pattern Maker | 24,071/- | Unskilled. 1. Peon 2. Coolie 3. Chowkidar 4. Naib Qasid 5. Sweeper. | 20,000/- |
| 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 | 23,069/- | | |

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 | 22,602/- |
| Ministerial-A 1. Office Assistant 2. Accounts Assistant 3. Head Clerk | 24,071/- | Skilled-B 1. Thread Cutter /Cobler/Mochi 2. Helper Commander 3. Driver/Cook /Tailor 4. Doubling Winder / Twisting Machine Operator | 22,066/- |
| Ministerial-B 1. Bill Examiner/Senior Clerk 2. Head Time Keeper 3. Lace Incharge/Checking Incharge 4. Purchaser 5. Store Keeper 6. Treasurer/Cashier | 22,602/- | 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 | 21,129/- |
| 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 | 21,731/- | 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 | 20,729/- |
| Highly Skilled-A 1. Assistant Designer 2. Assistant Supervisor/Forman 3. Head Rafugar | 24,071/- | | |
| Highly Skilled-B 1. Senior Rafugar 2. Senior Machine Operator 3. Senior Fitter/Electrician | 23,069/- | Unskilled 1. Oil Cleaner/Sweeper 2. Laborer/Coolie all types 3. Chowkidar/Watchman 4. Peon/ Naib Qasid | 20,000/- |

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 Accountant 3. Master/Assistant Master all types 4. Engineer all types 5. Foreman /Supervisor all types 6. Secretary/Assistant Secretary 7. Designer 8. Export Assistant 9. 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 6. Maroori Wala 7. Printing Machine Operator 8. Shaper Man/Turner/ Welder 9. Warper/Weaver /Sizer 10. Air Condition Plant Operator 11. Heavy Transport Driver | 22,602/- |
| <u>Ministerial-A</u> 1. Office Incharge 2. Stenographer 3. Store Keeper 4. Sales Incharge 5. Cashier/Treasurer 6. Draughtsman 7. Imam Masjid | 24,071/- | <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. Pirn 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 | 22,066/- |
| <u>Ministerial-B</u> 1. Bill Examiner 2. Munshi 3. Telephone Operator 4. Purchaser 5. Senior Clerk 6. Steno Typist 7. Tracer | 22,602/- | | |
| <u>Ministerial-C</u> 1. Typist/Clerk/ Junior Clerk all 2. Assistant Store Clerk 3. Sales Man 4. Time Keeper | 21,731/- | | |
| <u>Highly Skilled-A</u> 1. Assistant Foreman all types 2. Head Jobber 3. Head Fitter/Head Electrician 4. Head Mechanic 5. Dispenser | 24,071/- | <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 | 21,129/- |
| <u>Highly Skilled-B</u> 1. Jobber /Shift Incharge 2. Mistry/Mechanic 3. Senior Electrician 4. Card Cutter | 23,069/- | | |
| <u>Unskilled</u> 1. Cleaner /Mashki/Sweeper 2. Labourer/Coolies all types 3. Peon/Naib Qasid// Kochwan 4. Chowkidar /Watchman | 20,000/- | <u>Semi-Skilled-B</u> 1. Beam Man 2. Helper all types 3. Foler/Folding Man 4. Packer//Mali | 20,729/- |

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 2. Moti Parowe 3. Junior Karigar//Junior Fitter 4. Junior Gold Smith | 22,066/- |
| <u>Ministerial-A</u> 1. Office Assistant 2. Accounts Assistant | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Karigar/Assistant Fitter 2. Assistant Gold Smith | 21,129/- |

| | | | |
|---|----------|---|----------|
| 3. Head Clerk | | 3. Packing Man/ Packer | |
| Ministerial-B 1. Store Keeper 2. Senior Clerk | 22,602/- | Semi-Skilled-B 1. Apprentice//Helper all types 2. Mali/Cleaner | 20,729/- |
| Ministerial-C 1. Salesman 2. Clerk/Typist | 21,731/- | Unskilled 1. Chowkidar/Watchman 2. Peon/ Naib Qasid/Sweeper | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Gold Smith//Head Fitter | 24,071/- | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| Highly Skilled-B 1. Senior Karigar//Senior Fitter 2. Senior Gold Smith | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Karigar/Fitter/Gold Smith 2. Senior Polish Maker 3. Senior Moti Parowe | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Security Guard Female | 20,729/- |

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 | 22,602/- |
| Ministerial-A 1. Office Assistant 2. Accounts Assistant 3. Head Clerk | 24,071/- | Skilled-B 1. Drawer//Reacher //Carpenter 2. Checker all types 3. Shuttle Polish man 4. Junior Sizer | 22,066/- |
| Ministerial-B 1. Munshi/Cashier/treasurer 2. Senior Clerk/ Bill Examiner 3. Head time Keeper 4. Checking Incharge 5. Purchaser/Store Keeper | 22,602/- | 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 | 21,129/- |
| Ministerial-C 1. Clerks all types 2. Time Keeper 3. Security Jamadar 4. Shift Jamadar | 21,731/- | Semi-Skilled-B. 1. Safai wala/Cleaner 2. Mali //Helper all types 3. Bobbin man/Lace Packer 4. Shuttle man/filler | 20,729/- |
| Highly Skilled-A 1. Master all types 2. Senior Rafuger/Senior Designer 3. Senior Mistri 4. Head Sizer | 24,071/- | Unskilled. 1. Chowkidar/Watchman 2. Peon/Naib Qasid/Sweeper 3. Labourer/Coolie all types | 20,000/- |
| Highly Skilled-B 1. Mistry /Rafuger/Designer 2. Senior Dyer/Mender/Weaver 3. Senior Fitter/Electrician 4. Senior Machine Operator 5. Senior Sizer | 23,069/- | ----- | |

Part-II For Piece-rated Workers

- A. Weavers working on jacquard or Drop Box Looms shall be paid @ Rs. 886 per day or Rs. 23,066/- 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. 886 per day by working 8 hours a day.
- B. Weavers working on all kinds of Power Looms(including Velvet) shall be paid @ Rs. 886 per day or Rs. 23,066/- 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. 886 per day for working 8 hours a day.
- C. Weavers manufacturing Shawl Gola will be paid @ Rs. 886 per day or Rs. 23,066/- 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. 886 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. 886 per day or Rs. 23,066/- 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. 886 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 | 22,602/- |
| Ministerial-A 1. Sales Representative 2. Head Munshi //Stenographer 3. Computer Operator 4. Senior Office Assistant | 24,071/- | Skilled-B 1. Cook/ Driver 2. Pumper 3. Fork Lifter Driver 4. Lab. Assistant//Press Man | 22,066/- |
| Ministerial-B 1. Office Assistant 2. Cashier 3. Sales Man 4. Telephone Operator 5. Store Keeper/Store Issuer 6. Munshi 7. Draughts Man | 22,602/- | 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 | 21,129/- |
| Ministerial-C 1. Clerk all types 2. Typist /Time Keeper 3. Counter Man 4. Assistant Store Keeper | 21,731/- | 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 | 20,729/- |
| Highly Skilled-A 1. Plant Operator 2. Quality Controller 3. Process Controller 4. Senior Mechanic/Mistri | 24,071/- | Unskilled 1. Labourer /Coolie 2. Peon / Naib Qasid 3. Sweeper 4. Water Man 5. Chowkidar/Watchman 6. Office Attendant | 20,000/- |
| 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 | 23,069/- | | |

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 2. Driver Ltv 3. Leather Panel Cutter 4. Junior Bat Maker 5. Band Saw Man 6. Junior Painter//Junior Dipper 7. Electrician/Finisher 8. Junior Foot Ball Stitcher 9. Junior Rubberization Man 10. Junior Shaver/Tanner 11. Web Zip Machine Operator | 22,066/- |
| <u>Ministerial-A</u> 1. Computer Operator 2. Export Assistant 3. Incharge Packing 4. Khatib//Personnal Assistant 5. Purchaser/Stenographer | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Electrician 2. Diesel Engine Operator 3. Bundler 4. Plainer 5. Tracer all types 6. Mixture Man Foot Ball Rounder 7. Rubber Pipe Machine Operator 8. Shearing Machine Operator 9. Stacking Machine Operator 10. Packer all types 11. Saw Helper 12. Scan Pack Helper 13. Security Guard 14. Lift Operator | 21,129/- |
| <u>Ministerial-B</u> 1. Cashier 2. Store Assistant/Store Keeper 3. Sales Man//Telephone Operator | 22,602/- | <u>Semi-Skilled-B</u> 1. Daftry 2. Carton Mover 1. Gradener 2. Mali /Gate Keeper 3. Helper all types 4. Canteen Man 5. Material Provider/Receiver | 20,729/- |
| <u>Ministerial-C</u> 1. Typist/ Clerk all types 2. Dispatcher/Store Man | 21,731/- | <u>Unskilled</u> 1. Coolie 2. Labourer 3. Speader 4. Chowkidar 5. Watchman 6. Peon 7. Naib Qasid 8. Sweeper 9. Meterial Feeder 10. Ware House Labour | 20,000/- |
| <u>Highly Skilled-A</u> 1. Artist/Cell Leader 2. Examiner//Head Fitter 3. Group Inspector | 24,071/- | | |
| <u>Highly Skilled- B</u> 1. Mistri/Mechanic all Sections 2. Motor Mechanic/Printer 3. Scream Macker//Senior Fitter 4. Printer//Development Printer 5. Final Inspection Crew 6. Japan Quality checking Crew | 23,069/- | | |
| <u>Skilled-A</u> 1. Bat Maker/Band Saw Man 2. Quality Checker//Driver Htv 3. Painter all types 4. Dipper/Electrician/Finisher 5. Sewer Stitcher all types 6. Glue man/ Ink Mixer 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//Gereator Operator 14. Heat Transfer Machine Operator 15. Binding Machine Operator 16. Pressman/Press Operator | 22,602/- | | |

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 5. Accountant 6. Excise/Sales Incharge 7. Security Incharge. | 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 5. Pattern Maker/Fitter/Welder 6. Turner/Moulder/Shaper man 7. Electrician/Armature Winder 8. Black/Tin/Copper Smith 9. Looper/Vulcanizer. | 22,602/- |

| | | | |
|---|----------|--|----------|
| Ministerial-A. 1. Assistant all types 2. Cashier 3. Head Munshi/Head Clerk 4. Stenographer | 24,071/- | Skilled-B. 1. Driver/Cook//Painter/Plumber 2. Riveter/Wireman /Melter 3. Mill Operator 4. Machine Man/Operator | 22,066/- |
| Ministerial-B. 1. Munshi 2. Time Keeper 3. Store Keeper 4. Senior Clerk | 22,602/- | 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 | 21,129/- |
| Ministerial-C. 1. Typist/Clerk all types 2. Gate Keeper 3. Record Keeper | 21,731/- | | |
| Highly Skilled-A 1. Assistant Foreman/Supervisor 2. Senior Charge Man/Mechanic | 24,071/- | Semi-Skilled-B. 1. Mali 2. Helper all types | 20,729/- |
| 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 | 23,069/- | Unskilled. 1. Billet Stacker/Billet Setter 2. Labourer/Coolie 3. Peon/ Naib Qasid 4. Chowkidar/Watchman 5. Bahishti/Sweeper/Baildar. | 20,000/- |

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 4. Cook/Driver 5. Crane Operator//Cable Jointer 6. Cane Carrier Operator 7. Feeding Jamadar/Feeding Checker 8. Junior Welder/Fitter/turner 9. Junior Shaper Man 10. Junior Milling Man 11. Junior Winder/Electrician 12. Motor/Car/Jeep Driver 13. Turbine Driver/Turbine Operator/ Sew Man 14. Junior Mate all types 15. Lab. Assistant. 16. Assistant Mechanic | 22,434/- |
| | | Ministerial-A. 1. Accounts Assistant 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 8. P.A./Stenographer 9. Senior Telephone Operator 10. Senior Field Man (Cane) 11. Sugar Godown Incharge 12. Establishment/Office Assistant 13. Dispenser/Purchaser | 24,171/- |

| | | | |
|--|----------|---|----------|
| 14. Incharge Fair Price Shop 15. Incharge Petrol Pump 16. Yard Shift Incharge 17. Assistant Field Inspector 18. General Duty Assistant. | | 16. Carb Attendant 17. Assistant Carpenter 18. Cane Cutter Attendant 19. Greaser //Oil Man 20. Hammer man/Juice Attendant 21. Laboratory Points man 22. Pump Driver//Pan Attendant 23. Record Attendant 24. Serviceman Mechanical Transport 25. Tube well Driver/Operator 26. Tandoor man// Spray man. 27. Tool Room Attendant 28. Assistant Welder/Driver 29. Junior Turbine Operator | |
| 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. | 23,133/- | | |
| Ministerial-C. 1. Time Keeper/StoreMan// Mid-wife 2. Tracer/ Record Keeper 3. Typist/Junior Clerk/Clerk all types 4. Promoting Despatcher | 22,131/- | Semi-Skilled-B 1. Mali /Cleaner 2. Sampler/ Despatch Rider 3. Helper all types 4. Tea Man//Gate Keeper | 20,729/- |
| Highly Skilled-A. 1. Head Moulder/Turner/Electrician 2. Head Welder/Winder/Black smith 3. Head Riggat/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 | 24,675/- | Unskilled. 1. Baildar/Coolie (all types) 2. Chowkidar/Colony Guard 3. Dak Runner/Lab. Boy 4. Line Peon /Orderly 5. Misalchi/Peon/Naib Qasid 6. Sweeper/Sanitary Worker 7. Watchman/Water Carrier 8. Ward Boy. | 20,000/- |
| 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 | 23,670/- | Miscellaneous-A. 1. Inspector Watch and Ward 2. Incharge Security Guard 3. Lady Health Visitor 4. Security Inspector 5. Sanitation Inspector | 23,741/- |
| Skilled-A. 1. Junior Instrument Technician 2. Junior Mechanic 3. Moulder/ Milling man/Carpenter 4. Assistant Fireman/ Pan man | 23,133/- | Miscellaneous-B-I 1. Head Watchman/Head Sweeper 2. Daftry/Head Peon/Head Qasid/Senior Qasid 3. Head Line Man/Security Jamadar 4. Senior Mali /Head Mali 5. Sanitary Jamadar 6. Head Waiter/Senior Bearer 7. Senior Dak Runner 8. Assistant Security 9. Inspector/Marker 10. Tailor Master/Stitcher 11. Guest House Keeper | 21,731/- |

| | | | |
|---|--|--|----------|
| 5. Auto Electrician/ Electrician 6. Black Smith /Tin Smith/ Painter 7. Boiler Attendant Class-II/Boiler Operator Class-II/Boiler Attendant. 8. Carpenter/ Mason /Plumber 9. Fitter/Diesel Fitter /Auto Fitter 10. Pan Mate/Juice Mate/Carb Mate/Press Mate/LH Mate/C.V. Mate/Mate/C.A Mate/R.F.A. Mate/ IInd Carb Mate. 11. Rigggar/ Khalasi /Driver HTV 12. R.A. Field Cane 13. Shaper man/Turner/ Welder 14. Switch Board Attendant/Operator 15. Tractor Driver /Senior Cook 16. Weigh Bridge Fitter 17. Winder/Wireman/Water Attendant | | Miscellaneous-B-II. 1. Indent Distributor 2. Permit/Purzi Distributor 3. Moazzan/Khadim Masjid 4. Bearer/Khidmatgar/ Qasid 5. Senior Cooli /Senior Watchman 6. Security Man /Security Guard | 20,729/- |
|---|--|--|----------|

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 |
|---|--|--|---|
| Supervisory 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 | Skilled-A 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 | 22,602/- |
| Ministerial-A 1. Stenographer/P.A. 2. Cashier//Computer Operator 3. Assistant all types | 24,071/- | Skilled-B 18. Cook/ Driver 19. Hammer Man// Nicle Polisher 20. Dobbie Man/Box Maker 21. Generator Operator 22. Sheet Maker/Temperer 23. Polisher/Polish Man | 22,066/- |
| Ministerial-B 1. Store Keeper 2. Imam Masjid 3. Canteen Incharge 4. Telephone Operator | 22,602/- | Semi-Skilled-A 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 | 21,129/- |
| Ministerial-C 1. Typist/Clerk all types 2. Time Keeper | 21,731/- | | |
| Highly Skilled-A 1. Examiner//Quality Controller 2. Assistant Forman/Supervisor | 24,071/- | | |
| Highly Skilled-B 1. Die Maker/Die Fitter 2. Mistri Grinding/Mistri Die Shop 3. Mistri Turning Machine 4. Mistri Machinist/Motor Mechanic | 23,069/- | | |
| Unskilled 1. Coolie/Chowkidar /Watchman 2. Peon/Naib Qasid/Sweeper 3. Store Boy | 20,000/- | Semi-Skilled-B 1. Fire Man//Helper all types 2. Mali //Packer 3. Gate Keeper 4. Ultrasonic Cleaner | 20,729/- |

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. | 22,602/- |
| <u>Ministerial-A</u> 1. Cashier 2. Stenographer 3. Office Assistant | 24,071/- | <u>Skilled-B.</u> 1. Junior Machine man/Operator 2. Cook /Car Driver 3. Engine/Load Lift Driver 4. Monitor /Polishman/ Press Man | 22,066/- |
| <u>Ministerial-B</u> 1. Store Keeper 2. Senior Clerk 3. Munshi | 22,602/- | <u>Semi-Skilled-A.</u> 1. Assistant Machine man Assistant Machine Operator 2. Fireman//Mate//Flasher 3. Security Guard | 21,129/- |
| <u>Ministerial-C</u> 1. Clerk all types 2. Typist. | 21,731/- | <u>Semi-Skilled-B.</u> 1. Helper all types 2. Mali//Skilled Worker 3. Gate Keeper | 20,729/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor/Forman 2. Senior Mistri | 24,071/- | <u>Unskilled.</u> 1. Canteen Boy 2. Coolie 3. Peon 4. Sweeper 5. Watchman/Chowkidar 6. Unskilled Worker 7. Labourer. | 20,000/- |
| <u>Highly Skilled-B</u> 1. Mistry 2. Senior Machine Man/ Operator 3. Senior Electrician/trimmer 4. Senior Fitter/turner | 23,069/- | | |

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 |
|--|--|--|---|
| <u>Managerial and Supervisory Group</u> 1. Supervisor 2. Manager 3. Forman 4. Accountant | Wages left for mutual bargaining between the employers and workers | <u>Skilled-B</u> 1. Junior Machine Operator 2. Junior Fitter/Electrician 3. Junior Blender/Junior Plumber 4. Cook/Driver LtV | 22,066/- |
| <u>Ministerial-A</u> 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Machine Operator 2. Assistant Fitter/Electrician 3. Assistant Blender/Plumber 4. Senior Packer | 21,129/- |
| <u>Ministerial-B</u> 1. Store Keeper//Canteen Incharge 2. Telephone Operator | 22,602/- | <u>Semi-Skilled-B</u> 1. Packer/ Packing Man 2. Mali //Helper all types | 20,729/- |
| <u>Ministerial-C</u> 1. Typist 2. Clerk all types 3. Time Keeper | 21,731/- | <u>Unskilled</u> 1. Peon/ Naib Qasid/Cleaner 2. Sweeper/Loader/Coolie 3. Watchman/ Chowkidar | 20,000/- |
| <u>Highly Skilled-A</u> 1. Examiner//Quality Controller 2. Assistant Forman/Supervisor 3. Head Machine Operator 4. Head Blender | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| <u>Highly Skilled-B</u> 1. Senior Machine Operator 2. Senior Blender/Electrician/Fitter | 23,069/- | <u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |

| | | | |
|--|----------|--|----------|
| Skilled-A 1. Machine Operator 2. Fitter//Electrician/Blender//Plumber | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Security Guard Female | 20,729/- |
|--|----------|--|----------|

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 | 22,066/- |
| Ministerial-A 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types | 24,071/- | Semi-Skilled-A 1. Office Boy/Internee 2. Assistant Quality Man 3. Assistant Electrician/Fitter | 21,129/- |
| Ministerial-B 1. Store Keeper 2. Canteen Incharge 3. Telephone Operator | 22,602/- | Semi-Skilled-B 1. Helpers 2. Mali 3. Packer/ Paching Man | 20,729/- |
| Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper | 21,731/- | Unskilled 1. Cleaner/Sweeper/Peon 2. Naib Qasid/Watchman 3. Loader/Coolie/Chowkidar | 20,000/- |
| Highly Skilled-A 1. Senior Technician 2. Team Lead 3. Assistant Supervisor/Forman | 24,071/- | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| Highly Skilled -B 1. Technician 2. Senior Quality Man 3. Senior Electrician//Senior Fitter | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Quality Man 2. Electrician//Fitter//Molder | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Security Guard Female | 20,729/- |

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 | 22,066/- |
| Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types | 24,071/- | Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Electrician 3. Assistant Sticher/Darzi 4. Assistant Mochi | 21,129/- |
| Ministerial-B 1. Store Keeper//Canteen Incharge 2. Telephone Operator | 22,602/- | Semi-Skilled-B 1. Helper all types 2. Mali//Packer | 20,729/- |
| Ministerial-C 1. Typist/Clerk all types 2. Time Keeper | 21,731/- | Unskilled 1. Peon/ Naib Qasid/ Sweeper 2. Loader/Coolie/ Cleaner 3. Watchman/ Chowkidar | 20,000/- |
| Highly Skilled-A 1. Folding Foreman//Assistant Supervisor 2. Senior Boiler Operator | 24,071/- | Miscellaneous-A 3. Security Inspector 4. Khateeb | 23,741/- |
| Highly Skilled -B 1. Boiler Operator//Senior Electrician 2. Senior Stitcher/Darzi/Mochi | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Machine Operator 2. Electrician/Stitcher//Darzi//Mochi | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Security Guard Female | 20,729/- |

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 | 22,602/- |
| Ministerial-A. 1. Agent//Purchaser 2. Assistant Accountant 3. Accounts Assistant 4. Office/Admin Assistant 5. Head Clerk//Stenographer | 24,071/- | 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 | 22,066/- |
| Ministerial-B. 1. Cashier//Store Keeper 2. Stenotypist//Head Munshi 3. Senior Clerk | 22,602/- | | |
| Ministerial-C. 1. Assistant Store Keeper 2. Clerk all types 3. Munshi/Time Keeper 4. Telephone Operator | 21,731/- | | |
| 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 | 24,071/- | 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 | 21,129/- |
| 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 | 23,069/- | 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. Security Guard// Gate Keeper | 20,729/- |
| Unskilled. 1. Coolie/Cut Piece Arranger 2. El-Man// Peon//Sweeper 3. Gazanaman /Stamper 4. Packing man/Binder 5. Chowkidar /Watchman. | 20,000/- | | |

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 3. Junior Die Cutter 4. Junior Fitter/Junior Electrician 5. Cook/Driver Ltv | 22,066/- |
| Ministerial-A 1. Stenographer/P.A. | 24,071/- | Semi-Skilled-A 1. Assistant Operator /Machine | 21,129/- |

| | | | |
|---|----------|--|----------|
| 2. Cashier 3. Computer Operator 4. Assistant all types | | Operator 2. Assistant Paper Operator 3. Assistant Die Cutter 4. Assistant Fitter/ Electrician 5. Senior Packer | |
| Ministerial-B 1. Store Keeper/Canteen Incharge 2. Telephone Operator | 22,602/- | Semi-Skilled-B 1. Helper all types 2. Mali/Packer/ Packing Man | 20,729/- |
| Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper | 21,731/- | Unskilled 1. Cleaner/Sweeper/Peon/ 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator | 24,071/- | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| Highly Skilled -B 1. Senior Machine Operator 2. Senior Paper Operator 3. Senior Die Cutter/Electrician/Fitter | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Machine Operator//Paper Operator 2. Die Cutter//Fitter//Electrician | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Security Guard Female | 20,729/- |

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 | 22,066/- |
| Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types | 24,071/- | Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Lathe Operator 3. Assistant Kharadia 4. Assistant Fitter | 21,129/- |
| Ministerial-B 1. Store Keeper//Canteen Incharge 2. Telephone Operator | 22,602/- | Semi-Skilled-B 1. Helper all types 2. Mali/Packer/ Packing Man | 20,729/- |
| Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper | 21,731/- | Unskilled 1. Cleaner/Sweeper/Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar | 20,000/- |
| Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist | 24,071/- | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| Highly Skilled -B 1. Machinist 2. Senior Machine Operator 3. Senior Lathe Operator 4. Senior Kharadia//Senior Fitter | 23,069/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| Skilled-A 1. Machine Operator//Lathe Operator 2. Kharadia 3. Fitter | 22,602/- | Miscellaneous-B-II 1. Security Guard 2. Security Guard Female | 20,729/- |

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 |
|--|--|---|--|
| <u>Managerial and Supervisory Group</u> 1. Supervisor 2. Foreman 3. Manager 4. Engineer/Assistant Engineer | Wages left for mutual bargaining between the employers and workers | <u>Skilled-B</u> 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 | 22,066/- |
| <u>Ministerial-A</u> 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Fitter/Electrician 2. Assistant Machine Operator 3. Assistant Welder/turner/Kharadia 4. Joiner//Polish Maker | 21,129/- |
| <u>Ministerial-B</u> 1. Store Keeper 2. Canteen Incharge 3. Telephone Operator | 22,602/- | <u>Semi-Skilled-B</u> 1. Helper all types 2. Mali /Gardner/ 3. Packer/ Packing Man | 20,729/- |
| <u>Ministerial-C</u> 1. Typist 2. Clerk all types 3. Time Keeper | 21,731/- | <u>Unskilled</u> 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor/Forman 2. Head Machine Operator/ turner 3. Senior Machinist 4. Senior Mechanic/Technician 5. Head Electrician/Fitter/Welder/ | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| <u>Highly Skilled –B</u> 1. Machinist//Mechanic//Technician 2. Senior Machine Operator 3. Senior Electrician/Fitter/Welder/ 4. Senior Kharadia/ turner | 23,069/- | <u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| <u>Skilled-A</u> 1. Lab Assistant 2. Machine Operator //Kharadia 3. Electrician//Fitter//Welder/ turner 4. Junior Machinist//Junior Mechanic 5. Junior Technician | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 2. Security Guard Female | 20,729/- |

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 |
|--|--|--|--|
| <u>Managerial and Supervisory Group</u> 1. Admn Officer 2. Accountant/Supervisor 3. Manager/Forman | Wages left for mutual bargaining between the employers and workers | <u>Skilled-B</u> 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 | 22,066/- |
| <u>Ministerial-A</u> 5. Stenographer/P.A. 6. Cashier/Computer Operator 7. Assistant all types | 24,071/- | <u>Semi-Skilled-A</u> 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 | 21,129/- |
| <u>Ministerial-B</u> 4. Store Keeper//Canteen Incharge 5. Telephone Operator | 22,602/- | | |
| <u>Ministerial-C</u> 4. Typist/Clerk all types 5. Time Keeper | 21,731/- | <u>Semi-Skilled-B</u> 1. Mali//Packer 2. Helper all types | 20,729/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor/Forman 2. Head Machine Operator | 24,071/- | | |

| | | | |
|---|----------|---|----------|
| 3. Senior Machinist/Mechanic | | | |
| 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 | 23,069/- | Unskilled 1. Cleaner/Sweeper/Loader/Coolie 2. Peon/ Naib Qasid 3. Watchman/ Chowkidar | 20,000/- |
| | | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| Skilled-A 1. Welder//Turner//Cutter 2. Filter Operator// CAD Operator 3. Electrician//Drill Man//Painter 4. Junior Machinist/Mechanic | 22,602/- | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard 2. Security Guard Female | 20,729/- |

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 10. Foreman/Senior Foreman all types 11. Incharge all types 12. Senior Chemist | 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 10. Double Seamer Operator 11. Deorderising 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. | 22,602/- |
| 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 | 24,071/- | | |
| 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 | 22,602/- | 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 | 22,066/- |
| Ministerial-C. 1. Assistant Cashier 2. Clerk/Junior Clerk (all types) 3. Record Keeper 4. Time Keeper 5. Despatcher 6. Security Havaldar | 21,731/- | 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 | 21,129/- |
| 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 | 24,071/- | Semi-Skilled-B. 1. Helper (al types) 2. Washman/Washer man 3. Weigh man 4. Stacker 5. Junior Attendant 6. Cleaner 7. Mali//Daftri | 20,729/- |
| Highly Skilled-B. 1. Senior Shaper Man/ Senior Turner 2. Senior Welder/ Senior Electrician | 23,069/- | Unskilled. 1. Labourer/Coolie (all types) 2. Loader/ Loading Playdar | 20,000/- |

| | | | |
|--------------------------------------|--|-----------------------|--|
| 3. Senior Ripe Fitter/ Senior Fitter | | 3. Peon | |
| 4. Senior Hardening Operator | | 4. Watchman/Chowkidar | |
| 5. Senior Electrolycer | | 5. Sweeper /Mashki | |
| 6. Mistry /Mechanic | | 6. Lab. Boy | |
| 7. Lab-Assistant//Head Driver. | | 7. Runner. | |

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 |
|---|--|--|---|
| <u>Managerial and Supervisory Group</u> 1. Admn Officer 2. Accountant/Supervisor 3. Manager 4. Forman | Wages left for mutual bargaining between the employers & workers | <u>Skilled-B</u> 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 | 22,066/- |
| <u>Ministerial-A</u> 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Quality Man 2. Assistant Machine Operator 3. Assistant Assembler 4. Assistant Fitter/Welder/Plumber | 21,129/- |
| <u>Ministerial-B</u> 1. Store Keeper//Canteen Incharge 2. Telephone Operator | 22,602/- | <u>Semi-Skilled-B</u> 1. Mali//Packer 2. Helper all types | 20,729/- |
| <u>Ministerial-C</u> 1. Typist/Clerk all types 2. Time Keeper | 21,731/- | <u>Unskilled</u> 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/ Loader/Coolie 3. Watchman/ Chowkidar | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| <u>Highly Skilled –B</u> 1. Machinist//Mechanic 2. Senior Quality Man 3. Senior Machine Operator 4. Senior Assembler/Plumber 5. Senior Fitter/Senior Welder | 23,069/- | <u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| <u>Skilled-A</u> 1. Quality Man//Machine Operator 2. Fitter/Welder/Plumber /Assembler 6. Junior Machinist/Junior Mechanic | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 2. Security Guard Female 3. Moazzan | 20,729/- |

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 |
|--|---|---|---|
| <u>Managerial and Supervisory Group.</u> 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. | <u>Skilled-A.</u> 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 | 22,602/- |
| <u>Ministerial-A.</u> 1. Accounts Assistant 2. Assistant Auditor 3. Purchaser//Stenographer/P.A. 4. Security Incharge 5. Computer Operator. | 24,071/- | <u>Skilled-B.</u> 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 | 22,066/- |
| <u>Ministerial-B.</u> 1. Cashier //Munshi 2. Checker 3. Head Time Keeper 4. Senior Clerk/Store Keeper 5. Store Assistant 6. Telephone Operator | 22,602/- | | |

| | | | |
|--|----------|--|----------|
| Ministerial-C. 1. Clerk/Junior Clerk 2. Salesman//Despatcher 3. Typist 4. Time Keeper/Junior Time Keeper | 21,731/- | Semi-Skilled-A 1. Lab. Boy//Store man//Packer. 2. Assistant fitter/Welder/Turner 3. Assistant Molder/Electrician 4. Assistant Operator 5. Security Guard. | 21,129/- |
| 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 | 24,071/- | Semi-Skilled-B 1. Mali 2. Helper all tupes | 20,729/- |
| 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 | 23,069/- | 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 | 20,000/- |

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.157.89 |

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 |
|---|---|---|---|
| Supervisory. 1. Assistant manager all types 2. Chief Accountant 3. Manager/Deputy Manager all type 4. Manager-cum-Accountant 5. Secretary /Superintendent 6. Officer alltypes 7. Engineer all types. 8. Master all types 9. Foreman/Senior Foreman/Head Foreman all types 10. Supervisor/Senior Supervisor all 11. Incharge all types 12. Junior supervisor all types 13. Accountant/Assistant Accountant/Cost Accountant | Wages left for mutual bargaining between the employers and the workers. | Skilled-B. 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 | 22,066/- |
| Ministerial-A. 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 | 24,071/- | | |
| Ministerial-B. 1. Dispenser/ Nurse/ Midwife 2. Draftsman/ Overseer 3. Store Keeper 4. Sales Man/Cashier grade-II | 22,602/- | | |

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|--|----------|---|----------|
| 5. Senior Typist/Stenotypist 6. Senior Time Keeper 7. Senior Clerk/Upper Division Clerk/Telephone Operator | | Semi-Skilled-A. 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 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 | 21,129/- |
| Ministerial-C. 1. Assistant dispenser 2. A.S.I. Watch & Ward 3. Gate Keeper /Time Keeper. 4. Junior Clerk/Lower Division Clerk/Typist/ Dispatcher | 21,731/- | | |
| Highly Skilled-A. 1. Air-conditioning Incharge 2. Boiler Attendant Class-I. 3. Four Sider 4. Head of Skilled Operations. 5. Assistant Foreman | 24,071/- | | |
| Highly Skilled-B. 1. Auto Machinist/Mechanic G-I 2. Boiler Attendant Class-II 3. Designer/Jobber. | 23,069/- | | |
| Skilled-A. 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, | 22,602/- | | |
| | | Semi-Skilled-B. 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 | 20,729/- |
| | | Unskilled. 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 | 20,000/- |

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|--|--|--|--|
| 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. | | 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 | |
|--|--|--|--|

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 |
|--|--|---|---|
| <u>Managerial and Supervisory Group</u> 1. Mechanical Supervisor 2. Manager 3. Forman 4. Accountant | Wages left for mutual bargaining between the employers & workers | <u>Skilled-B</u> 1. Driver/Cook/Junior Machine Man 2. Junior Painter/Junior Denter 3. Assistant Machinist/ Machanic 4. Junior Electrician/AC Electrician | 22,066/- |
| <u>Ministerial-A</u> 1. Stenographer/P.A. 2. Cashier /Purchaser 3. Computer Operator 4. Assistant all types | 24,071/- | <u>Semi-Skilled-A</u> 1. Assistant Machine Man 2. Assistant Painter/Denter 3. Assistant Electrician 4. Assistant AC Electrician | 21,129/- |
| <u>Ministerial-B</u> 1. Senior Clerk// Store Keeper 2. Telephone Operator | 22,602/- | <u>Semi-Skilled-B</u> 5. Mali//Packer /Office Boy 1. Helper all types | 20,729/- |
| <u>Ministerial-C</u> 1. Typist 2. Clerk all types 3. Time Keeper | 21,731/- | <u>Unskilled</u> 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar | 20,000/- |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic | 24,071/- | <u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb | 23,741/- |
| <u>Highly Skilled -B</u> 1. Senior Machine Man/ Operator 2. Senior Painter/Senior Denter 3. Machinist// Mechanic//Mistri 4. Senior Electrician/AC Electrician | 23,069/- | <u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| <u>Skilled-A</u> 1. Machine Man//Painter//Denter 2. Junior Machinist 3. Electrician/AC Electrician 4. Junior Machanic/Mistri | 22,602/- | <u>Miscellaneous-B-II</u> 1. Security Guard 2. Security Guard Female 3. Moazzan | 20,729/- |

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 |
|---|--|--|---|
| <u>Managerial and Supervisory Group</u> 1. Supervisor//Forman 2. Dying Master 3. Manager 4. Jobber | Wages left for mutual bargaining between the employers and workers | <u>Skilled-B</u> 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 | 22,066/- |
| <u>Ministerial-A</u> 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types/Purchaser | 24,071/- | <u>Semi-Skilled-A</u> 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 | 21,129/- |
| <u>Ministerial-B</u> 1. Store Keeper/Senior Clerk 2. Telephone Operator | 22,602/- | | |
| <u>Ministerial-C</u> 1. Typist/Clerk all types 2. Time Keeper | 21,731/- | | |
| <u>Highly Skilled-A</u> 1. Assistant Supervisor//Assistant Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic | 24,071/- | <u>Semi-Skilled-B</u> 1. Mali 2. Packer/Helper all types | 20,729/- |

| | | | |
|--|----------|---|----------|
| 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 | 23,069/- | Unskilled 1. Cleaner/Sweeper/Loader 2. Coolie/Peon/ Naib Qasid 3. Watchman/ Chowkidar | 20,000/- |
| Skilled-A 1. Machine Setter Operator 2. Fitter/Electrician/Cone Winder 3. Yarn Dyeing Operator 4. Finisher/ Yarn Tester 5. Boiler Attendant | 22,602/- | Miscellaneous-A 1. Security Inspector 2. Khateeb | 23,741/- |
| | | Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security | 21,731/- |
| | | Miscellaneous-B-II 1. Security Guard /Moazzan 2. Security Guard Female | 20,729/- |



Secretary
Minimum Wages Board
Labour & HR Department