



The Punjab Gazette

PUBLISHED BY AUTHORITY

LAHORE FRIDAY JUNE 24, 2022

GOVT. OF THE PUNJAB
LABOUR & HR DEPARTMENT

Dated Lahore the 22 June, 2022

NOTIFICATION

No. SO(D-II)MW/2011(Vol-VI): 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 for unskilled adult & adolescent workers employed in all industrial and commercial establishments of Punjab Province:

- (a) Rs. 961.53/- per day (for eight working hours);
and
- (b) Rs. 25,000/- per month (for 26 working days).

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

- (a) For providing housing accommodation: Rs. 310/- per month;
and
- (b) For providing transport facility: Rs. 66/- 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, 2022.

SECRETARY
GOVT. OF THE PUNJAB
LABOUR & HR DEPARTMENT



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No. SO(D-II)MW/2011(Vol-VI): 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 subject to agreement between the employer and worker:

- | | |
|---|----------------------|
| (a) For providing housing accommodation:
and | Rs. 310/- per month; |
| (b) For providing transport facility: | Rs. 66/- 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 (Tannerries),
- 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, 2022.



SECRETARY
GOVT. OF THE PUNJAB
LABOUR & 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	27,583/-
<u>Ministerial-A</u> 1. Assistant all types 2. Stenographer/Head Clerk	30,089/-	<u>Semi-Skilled-A</u> 1. Delivery Person/Roll Man 2. Assistant Fitter/Molder 3. Junior Polishman	26,411/-
<u>Ministerial-B</u> 1. Telephone Operator 2. Store Keeper/Stenotypes 3. Senior Clerk all types	28,253/-	<u>Semi-Skilled-B</u> 1. Mali/Helper all types 2. Assistant Rollman/Polishman	25,911/-
<u>Ministerial-C</u> 1. Typist/Clerks all types 2. Time Keeper/Record Keeper	27,164/-	<u>Unskilled</u> 1. Labourer/Coolie/Watchman 2. Peon/Naib Qasid/Chowkidar 3. Cleaner/Sweeper	25,000/-
<u>Highly Skilled-A</u> 1. Assistant Foreman/Supervisor all 2. Head Fitter/ Molder/Karegar	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
<u>Highly Skilled –B</u> 1. Senior Fitter/Molder/Karegar 2. Senior Quality Checker 3. Senior Crane Operator	28,836/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
<u>Skilled-A</u> 1. Karegar /Fitter/Molder 2. Quality Checker /Crane Operator 3. Driver HTV /Senior Polishman	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan	25,911/-

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	27,583/-
<u>Ministerial-A</u> 1. Assistant all types 2. Stenographer/Head Clerk	30,089/-	<u>Semi-Skilled-A</u> 1. Assistant Fitter/Electrician 2. Senior Packer/Junior Mixer	26,411/-
<u>Ministerial-B</u> 1. Senior Clerks/Store Keeper 2. Telephone Operator	28,253/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Packer/Mali/Assistant Mixer	25,911/-
<u>Ministerial-C</u> 1. Typist/Clerks all types 3. Time Keeper/Record Keeper	27,164/-	<u>Unskilled</u> 1. Worker/Peon/Watchman 2. Labourer/Coolie/Chowkidar 3. Cleaner/Sweeper	25,000/-
<u>Highly Skilled-A</u> 1. Head Electrician /Fitter 2. Senior Mechanic	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
<u>Highly Skilled –B</u> 1. Senior Electrician /Fitter 2. Mechanic	28,836/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector	27,164/-
<u>Skilled-A</u> 1. Electrician/ Fitter/Driver HTV 2. Junior Mechanic/Senior Mixer	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan	25,911/-

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	27,583/-
<u>Ministerial-A</u> 1. Accounts Assistant/Cashier 2. Stenographer/Head Clerk	30,089/-	<u>Semi-Skilled-A</u> 1. Second Mistri 2. Junior Cook/Sweet Maker	26,411/-
<u>Ministerial-B</u> 1. Store Keeper 2. Senior Sales man 3. Senior Clerk	28,253/-	<u>Semi-Skilled-B</u> 1. Packing Man/Bread Packing 2. Biscuit Packing/Office Boy 3. Helper all types	25,911/-
<u>Ministerial-C</u> 1. Sales Man/Clerk all types 3. Dispatcher	27,164/-	<u>Unskilled</u> 1. Sweeper 2. Peon	25,000/-
<u>Highly Skilled-A</u> 1. Head Cook /Head Baker 2. Head Confectioner 3. Head Mistri	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
<u>Highly Skilled -B</u> 3. Senior Baker/Senior Cook 4. Mechanic/ Mistri	28,836/-	<u>Miscellaneous-B-I</u> 1. Sub-Inspector 2. Imam Masjid	27,164/-
<u>Skilled-A</u> 1. Baker /Confectioner 2. Bread Maker/Biscuit Maker 3. Electrician	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan	25,911/-

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	27,583/-
<u>Ministerial-A</u> 1. Office Assistant 2. Accounts Assistant 3. Stenographer/Head Clerk	30,089/-	<u>Semi-Skilled-A</u> 1. Assistant Filler 2. Assistant Electrician 3. Assistant Plate man	26,411/-
<u>Ministerial-B</u> 1. Store Keeper 2. Cashier 3. Stenotypist/Senior Clerk	28,253/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Gardner/ Office Boy 3. Packer	25,911/-
<u>Ministerial-C</u> 1. Clerk/Typist 2. Time Keeper	27,164/-	<u>Unskilled</u> 1. Cleaner/Sweeper/Naib Qasid 2. Peon/Chowkidar/Watchman	25,000/-
<u>Highly Skilled-A</u> 1. Quality Inspector 2. Assistant Supervisor/Forman	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
<u>Highly Skilled -B</u> 3. Senior Operator/Electrician 4. Senior Plate man/Senior Filler	28,836/-	<u>Miscellaneous-B-I</u> 1. Sub-Inspector 2. Imam Masjid	27,164/-
<u>Skilled-A</u> 3. Quality Man/Electrician 4. Filler/ Plate man	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan	25,911/-

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
Supervisory & Managerial 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	Supervisory & Managerial 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
Ministerial-A 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	30,089/-	Skilled-A 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	28,253/-
Ministerial-B 1 Assistant Transport Incharge 2 Cashier/ Purchaser 3 Junior Office Assistant 4 Senior Sales Man/Senior Clerk 5 Store Keeper 6 Press Incharge 7 Telephone Operator 8 Time Keeper/Issue Incharge 9 Key Punch Operator (KPO)	28,253/-	Skilled-B 1 Assistant Mechanic 2 Compressor Operator / Ammonia Plant Operator 3 Cook/Driver Ltv/ Checker 4 Empty Bottle Checker 5 Machine Operator 6 Syrup Man /Fork Lift Driver 7 Photo Copier Operator 10 Packing Machine Operator	27,583/-
Ministerial-C 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	27,164/-	Semi-Skilled-A 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	26,411/-
Highly Skilled -A 1 Assistant Syrup Incharge 2 Head Fitter/ Carpenter Incharge 3 Shift/Workshop Incharge 4 Senior Technician/Mechanic 5 Artist/Assistant Supervisor all	30,089/-	Semi-Skilled-B 1 Helper all types 2 Gate Keeper/Gun Man 3 Tyreman/Head Watchman 4 /Transporter 5 Mali/Washerman	25,911/-
Highly Skilled-B 1 Assistant Chemist 2 Mistry/Technician/Machinist all 3 Boiler Engineer Second Class 4 Mechanic all types 5 Plant Operator/Technical Assistant	28,836/-	Unskilled 1 Chowkidar/Watchman 2 Assistant Gate Keeper 3 Loader /Labourer/ Sweeper 4 Office Attendant 5 Peon/Naib Qasid	25,000/-

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
Managerial and Supervisory Group 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	Skilled-A 1 Junior Mechanic 2 Black Smith /Tin Smith 3 Carpenter /Denter 4 Drilling man 5 Fitter /Pipe Fitter/Bench Fitter 6 Electrician	28,253/-
Ministerial-A	30,089/-		

1 Assistant Secretary		7 Grinding man	
2 Assistant all types		8 Moulder /Turner /Painter	
3 Stenographer/Head Clerk		9 Upholsterer /Vulcaniser	
Ministerial-B	28,253/-	10 Wireman/Welder	
1 Purchaser /Store Assistant		11 Head Serviceman	
2 Steno typist /Store Keeper		12 Sheet Maker	
Ministerial-C	27,164/-	Skilled-B	27,583/-
1 Clerk all types		1 Cook/Driver Auto	
2 Typist		2 Hammer man/Service Man	
3 Time Keeper		3 Assistant Mechanic	
Highly Skilled-A	30,089/-	Semi-Skilled-A	26,411/-
1. Assistant Foreman		1. Assistant Electrician/Fitter	
2. Senior Mechanic		2. Assistant Black Smith/ainter	
3. Head Fitter /Head Electrician		3. Assistant Vulcaniser	
4. Head Carpenter /Head Turner		4. Assistant Hammer man.	
5. Head Vulcaniser/Upholsterer		5. Oilman/Greaser/Tyreman	
6. Head Painter		6. Security Guard	
		7. Tube well Operator/Security Guard	
Highly Skilled -B	28,836/-	Semi-Skilled-B	25,911/-
1. Instrument Mechanic		1 Grounds man/Washer man	
2. Mechanic/Work Mistr		2 Helper all types	
3. Senior Fitter/ Senior Electrician		3 Picker/Mali/	
4. Senior Carpenter/Senior Turner		4 Head Peon	
Unskilled	25,000/-	-----	-----
1. Chowkidar/Watchman			
2. Peon/Sweeper/ Cleaner/ Scraper			

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. 1,850/-
1. Special Brick Layer	
2 Gutka Brick Layer	Rs. 2,185/-
3 Tiles Layer	
1. Nikasi Wala	Rs. 468/-
1. Donkey Man	Rs. 601/-
2. Rehra Wala	

PART-II FOR TIME-RATED WORKERS

Nomenclature	Approved minimum rates of wages per month for 26 days in Rs.
1. Munshi	31,344/-
Highly Skilled	
1. Mistry	34,685/-
2. Truck Driver/Tractor Trolley Driver	
Skilled	
1. Car Driver	28,003/-
2. Cook	
Semi-Skilled	
1. Jalai Wala/Bharai Wala /Coal Man	26,828/-
2. Kari Wala/Safai Wala	
3. Tubewell Driver	
4. Security Guard	
Unskilled	
1. Chowkidar/Watchman/Mashki	25,000/-
2. Loader/Unloader	

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	27,583/-
<u>Ministerial-A</u> 1. Surveyor/Stenographer. 2. Assistant 3. Head Clerk	30,089/-	<u>Semi-Skilled-A</u> 1. Assistant Fabricator 2. Assistant Mason 3. Insulator/ Steel Fixer	26,411/-
<u>Ministerial-B</u> 1. Store Keeper /Cashier. 2. Senior Clerk	28,253/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Mate/Carpet Layer	25,911/-
<u>Ministerial-C</u> 1. Clerk all types 2. Typist 3. Time Keeper	27,164/-	<u>Unskilled</u> 1. Chowkidar/Watchman 2. Mazdoor/ Labourer/Coolie 3. Peon/Naib Qasid	25,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor 1. Head Mason/Fabricator 2. Senior Mechanic	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateweb	29,676/-
<u>Highly Skilled –B</u> 1. Senior Mason/Senior Fabricator 2. Mechanic	28,836/-	<u>Miscellaneous-B-I</u> 1. Sub-Inspector 2. Imam Masjid	27,164/-
<u>Skilled-A</u> 1. Mason/Tile Setter/ Steel Binder 2. Landscaper/Fabricator/Carpenter 3. Grander Operator/Painter/Plumber 4. Electrician/ Welder/ Pipe Fitter	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan	25,911/-

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	28,253/-
<u>Ministerial-A</u> 1 Accounts Assistant 2 Cost Assistant 3 Head Time Keeper 4 Inspector 5 Office Assistant	30,089/-	<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	27,583/-

Ministerial-B 1. Cashier 2. Dispenser 3. Purchaser/Store Keeper 4. Senior Clerk/Stenotypist 5. Senior Time Keeper 6. Telephone Operator	28,253/-	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	26,411/-
Ministerial-C 1. Clerk/Junior Clerk 2. Typist 3. Time Keeper	27,164/-	Semi-Skilled-B 1. Gardner/Mali 2. Gate Keeper / 3. Helper all types	25,911/-
Highly Skilled-A 1 Artist/Designer/Talam Writer 2 Assistant Foreman/Supervisor 3 Boiler Attendant/Operator 4 Head Fitter 5 Jobber/ Junior Supervisor	30,089/-	Unskilled 1 Attendant 2 Coolie/Labourer 3 Naib Qasid/Peon 4 Sweeper 5 Watchman	25,000/-
Highly Skilled-B 1. Mechanic 2. Senior Fitter/Senior Electrician 3. Senior Weaver/Operator	28,836/-	-----	

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	28,253/-
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	30,089/-	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.	27,583/-
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.	28,253/-	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	26,411/-

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.	27,164/-	Semi-Skilled-B 1. Helper all types 2. Poker Man/Packer/ Mali 3. Senior Sample Boy 4. Sample Catcher /Sample Boy	25,911/-
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	30,089/-	Unskilled. 1. Labourer/Loader 2. Peon /Qasid/Sweeper 3. Watchman/Chowkidar	25,000/-
		Miscellaneous-A. 1. Pesh Imam /School Teacher 2. Sanitary Inspector 3. Inspector Security	29,676/-
		Miscellaneous-B-I. 1. Head Qasid/Head Mali 2. Head Security Guard 3. Midwife/Tandoorchi	27,164/-
Highly Skilled-B 1. Pattern Maker/Jamadar Khalasi 2. Mechanic/Mistry all types 3. Machinist/Technician 4. Senior Electrician	28,836/-	Miscellaneous-B-II. 1. Dai 2. Patrolman 3. Security Guard.	25,911/-

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	28,253/-
Ministerial-A. 1. Computer Operator 2. Head Clerk 3. Office Incharge 4. Store Keeper 5. Time Office Incharge 6. Stenographer	30,089/-	Skilled-B. 1. Cook/Driver Ltv/ Packer 2. Clay man/Glaze man/ Pressman 3. Lab/Testing Assistant 4. Operator (Not elsewhere classified)	27,583/-
Ministerial-B. 1. Cashier /Munshi 2. Purchaser/ Store Assistant 3. Sale Man 4. Telephone Operator 5. Upper Division Clerk	28,253/-	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/ Gandy 9. Foot Finisher (with Knife) 10. Handle Attacher /Spout Attacher 11. Head Mali/Gardener/ Peon 12. Label Transferring Man 13. Shifter/Seemywals	26,411/-
Ministerial-C. 1. Clerk all types 2. Lower Division Clerk 3. Typist/Record Keeper 4. Time Keeper	27,164/-		
Highly Skilled-A. 1. Assistant Foreman 2. Artist 3. Assistant Supervisor 4. Modeler	30,089/-		
Highly Skilled-B. 1. Analyst 2. Mechanic/Mistry 3. Senior Turner	28,836/-		

Semi-Skilled-B 1. Foot Finisher (with Foam) 2. Helper all types 3. Mali/Gardener/Storeman 4. Loader/ Un-Loader	25,911/-	Unskilled. 1. Chowkidar /Watchman. 2. Cooli/Labourer/Masalchi 3. Peon/Qasid/Sweeper	25,000/-
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12. APPLICABLE TO WORKERS EMPLOYED IN CHAMBERS AND COMMISSION AGENTS INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<u>Managerial and Supervisory Group</u> 1. Manager 2. Supervisor 3. Accountant	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Driver Ltv 2. Cook 3. Junior Boli wala 4. Junior Auction Man	27,583/-
<u>Ministerial-A</u> 1. Accounts Assistant 2. Admin/Office Assistant	30,089/-	<u>Semi-Skilled-A</u> 1. Assitant Boli wala 2. Assistant Auction Man	26,411/-
<u>Ministerial-B</u> 1. Munshi 2. Telephone Operator 3. Senior Clerk/Stenotypist	28,253/-	<u>Semi-Skilled-B</u> 1. Helper 2. Mali 3. Office Boy	25,911/-
<u>Ministerial-C</u> 1. Clerk/Typist 2. Record Keeper	27,164/-	<u>Unskilled</u> 1. Peon/Coolie 2. Sweeper/Cleaner	25,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Head Boli Wala/ Auction Man	30,089/-	<u>Miscellaneous-A</u> 1. Inspector Security 2. Khateeb	29,676/-
<u>Highly Skilled -B</u> 1. Senior Boli Wala 2. Senior Auction Man	28,836/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
<u>Skilled-A</u> 1. Boli wala 2. Auction Man	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard	25,911/-

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	28,253/-
<u>Ministerial-A</u> 1. Accounts/Office Assistant 2. Senior Store/Chief TimeKeeper 3. Dispenser/Draftsman 4. Senior Telephone Operator 5. Chemical Assistant	30,089/-		

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.	28,253/-	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	27,583/-
Ministerial-C 1 Draftsman (G-III) 2 Lower Division Clerk 3 Clerk all types 4 Meter Reader 5 Tracer	27,164/-	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	26,411/-
Highly Skilled-A 1 Analyst /Junior Foreman 2 Naib Supervisor	30,089/-	Semi-Skilled-B 1 Helper /Attendant	25,911/-
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	28,836/-	Unskilled 1 Bearer/Coolie 2 Chowkidar/Watchman 3 Misalchi 4 Naib Qasid/Peon 5 Sweeper/Cleaner	25,000/-

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.	28,253/-
Ministerial-A. 1. Cashier /Stenographer 2. Accounts/ Office Assistant 3. Head Time Keeper 4. Tool Store Head 5. Computer Attendant	30,089/-	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.	27,583/-
Ministerial-B. 1. Senior Clerk 2. Senior Typist 3. Store Keeper/Time Keeper 4. Telephone Operator	28,253/-	Semi-Skilled-A 1. Central Vacuum Compressor 2. Attendant /Daftri /Havaldar 3. Machine Attendant-II 4. Packer /Head Mali 5. Fitter Class-IV/Assistant Fitter 6. Electrician Class-IV 7. Tea Maker G-I/Security Guard	26,411/-
Ministerial-C. 1. Clerk/Junior Clerk 2. Typist/Typist Cum Clerk Grade-I 3. Assistant Cashier Fair Price Shop	27,164/-	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	25,911/-
Highly Skilled-A. 1. Assistant Supervisor 2. Quality Control/Head Mechanic 3. Inspector/Quality Monitor-I 4. Senior Technician 5. Senior Section Machinist	30,089/-		

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	28,836/-	Unskilled. 1. Laborer 2. Watchman 3. Sweeper 4. Lance Naik 5. Peon/Bank Peon 6. Naib Qasid.	25,000/-
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15. APPLICABLE TO WORKERS EMPLOYED IN CINEMA HOUSES AND FILMS STUDIOS INDUSTRY.

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Supervisory. 1. Art Director 2. Manager/Assistant Manager all 3. Accountant/Chief Accountant 4. Chief Cameraman 5. Sound Engineer/Foreman 6. Laboratory Superintendent 7. Incharge all types 8. Auditor/Legal Advisor	Wages left for mutual bargaining between the employers and workers	Skilled-A. 1. Assistant Recordist 2. Assistant Cameraman 3. Assistant Laboratory Man 4. Carpenter/Plumber/ Painter 5. Electrician 6. Operator (Projection Deptt.) 7. Turner 8. Printer	28,253/-
Ministerial-A 1. Accounts Assistant 2. Office Assistant	30,089/-	Skilled-B. 1. Assistant Printer/Developer 3. Sound Assistant	27,583/-
Ministerial-B. 1. Purchaser 2. Store Keeper 3. Senior Clerk 4. Telephone Operator	28,253/-	Semi-Skilled-A 1. Assistant Operator 2. Assistant Plumber 3. Boom Boy/Boom Man/Light Man 4. White Washer/ Security Guard.	26,411/-
Ministerial-C. 1. Clerk (Not elsewhere classified) 2. Laboratory Clerk 3. Record Clerk/Store Clerk	27,164/-	Semi-Skilled-B 1. Gate Keeper 2. Mali 3. Helpers	25,911/-
Highly Skilled-A 1. Developer 2. Head Sound Department 3. Head Camera Department 4. Head Electrician	30,089/-	Unskilled. 1. Cooli (all types) 2. Chowkidar 3. Sweeper	25,000/-
Highly Skilled-B. 1. Recordist /Camera Man 2. Senior Electrician 3. Junior Developer	28,836/-	-----	-----

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	28,253/-
Ministerial-A. 1. Accounts Assistant 2. Office/Admin Assistant 3. Head Booking Clerk	30,089/-	Skilled-B. 1. Junior Operator/Rewinder 2. Junior Electrician/Carpenter 3. Driver LtV/Cook	27,583/-
Ministerial-B. 1. Senior Booking Clerk 2. Senior Clerk 3. Stenotypist 4. Store Keeper	28,253/-	Semi-Skilled-A 4. Assistant Air-conditioning Plant Operator/ Security Guard 5. Assistant Operator/ Rewinder 6. Assistant Electrician/Carpenter	26,411/-
Ministerial-C. 1. Booking Clerk 2. Record Keeper/Typist	27,164/-	Semi-Skilled-B 1. Fire Fighting Man 2. Gate Keeper /Helper	25,911/-
Highly Skilled-A.	30,089/-	Unskilled.	25,000/-

1. Head Operator 2. Assistant Supervisor		1. Chowkidar/Watchman/Sweeper 2. Peon/Naib Qasid	
Highly Skilled-B. 1. Senior Operator 2. Senior Electrician/Carpenter 3. Senior AC Plant Operator	28,836/-	-----	-----

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	27,583/-
Ministerial-A 1. Accounts Assistant 2. Office/Admin Assistant	30,089/-	Semi-Skilled-A 1. Assistant Fitter /Turner 2. Metal Caster/Repairer Assistant	26,411/-
Ministerial-B 1. Senior Clerk 2. Store Keeper 3. Stenotypist	28,253/-	Semi-Skilled-B 1. Packer /Mali 2. Helper all types 3. Visitor Attendant	25,911/-
Ministerial-C 1. Clerk all types 2. Time Keeper	27,164/-	Unskilled 1. Watchman/ Chowkidar/Peon 2. Labourer/ Coolie	25,000/-
Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman	30,089/-	Miscellaneous-A 1. Inspector Security 2. Khateeb	29,676/-
Highly Skilled -B 1. Technician/Mechanic 2. Senior Electrician/Senior Fitter 3. Senior Turner/Metal Caster	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Fitter /Repairer 2. Turner/Metal Caster	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Gate Keeper/Moazzan	25,911/-

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	28,253/-
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	30,089/-	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)	27,583/-
Ministerial-B 1. Assistant Time Keeper 2. Assistant Transport Incharge 3. Senior Dispatch Rider 4. Junior Office Assistant 5. Salesman/Receptionist	28,253/-	Semi-Skilled-A	26,411/-
Ministerial-C	27,164/-		

1. Typist /Clerk all types 2. Courier/Despatch Rider 3. Record Keeper		1. Greaser / Oil Man / 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	30,089/-	Semi-Skilled-B 1. Bread Packing /Packing Man 2. Gardner / Mali/Second Mistri 3. Khadim Masjid / Moazzan 4. Tea Man/Head Sweeper 5. Dak Runner/Qasid	25,911/-
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	28,836/-	Unskilled 1. Attendant / Bearer/ Coolie 2. /Labourer/Loader / Unloader 3. Misalchi/Peon / Naib Qasid 4. Sweeper / Cleaner 5. Watchman / Chowkidar	25,000/-

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	28,253/-
Ministerial-A 1 Cost Assistant/ Office Assistant 2 Gate Incharge	30,089/-	Skilled-B 1 Driver Car/ Cook 2 Operator 3 Junior Expellerman	27,583/-
Ministerial-B 1. Cashier/ Senior Clerk 2. Store Keeper 3. Time Keeper	28,253/-	Semi-Skilled-A 1 Assistant Fitter (all types) 2 Bora Maker/Ginning Worker 3 Refine man/Volve Man 4 Security Guard	26,411/-
Ministerial-C 1 Bill Clerk/Binola Clerk 2 Clerk/Delivery Clerk 3 Oil Clerk/Press Clerk	27,164/-	Semi-Skilled-B 1 Gate Keeper 2 Helper all types	25,911/-
Highly Skilled-A 1 Assistant Fitter Sajin 2 Head Fitter 3 Head Expeler Man	30,089/-	Unskilled 1 Chowkidar/Watchman 2 Labourer/Coolie 3 Peon/Naib Qasid 4 Sweeper/Cleaner	25,000/-

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/Stampers 12 Boiler Attendant Class-III/Fire Man 13 Boiler/Boiler Operator -III 14 Clandering Machine Operator 15 Creeler (High Speed) 16 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 Pirn 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</p>	<p>27,583/-</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>30,089/-</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>28,253/-</p>		

<p>Ministerial-C</p> <ol style="list-style-type: none"> 1 Assistant Store Keeper 2 Assistant Draughtsman 3 Assistant Cashier/Assistant Auditor 4 Assistant Librarian 5 Adrema Operator 6 Assistant Key Punch Operator 7 Booking Man/Clerk all types 8 Control Chart Observer 9 Care-Taker/Graph man 10 Godown Keeper(Matric) 11 Mid wife/Die 12 Munshi (Matric) 13 Pick Efficiency observer/Checker 14 Pick Reading Clerk/Pick Reader 15 Quality Control Observer/Checker 16 Sub-Inspector Watch and Ward 17 Sales Man /Time Keeper 18 Typist/Tracer/ Record Keeper 19 Telephone Operator 20 Waste Checker/Observer 	27,164/-	<ol style="list-style-type: none"> 53 Single Simplex Tenter 54 Stenter Machine Man/ Operator 55 Sonforising Machine man 56 Shearing Machine Operator 57 Singeing Machine Operator 58 Soaper Machine Operator 59 Screen Operator 60 Stitching Machine Operator 61 Sample Checker/Sample Cutter 62 Stripper/Senior Checker 63 Senior Operator Knitting Machine 64 Switch Board Attendant 65 Senior Oil Man 66 Two Looms Towel Weaver 67 Telephone Repairer/Tendoorchi 68 Water Mangle Machine man 69 Warptying Machine Man 70 Wireless Operator/ Passer 71 Winder "B" Grade 72 Wire Man Grade-I 73 Weft Sider/Warper Conventional 74 Leather man/Mixing Checker 	
<p>Highly Skilled-A</p> <ol style="list-style-type: none"> 1 Assistant Printer 2 Artist/Designer 3 Assistant/ Deputy Foreman 4 Boiler Engineer II-Class 5 Eight Loom Weaver 6 Head Over hauler 7 Head Boiler Fitter/Head Fitter all typ 8 Head Machinist /Head Mechanic 9 Head Moulder/Head Carpenter 10 Head Screen Maker 11 Head Black Smith 12 Warp Repairer 13 Head Checker Reeling 14 Head Machinist 15 Four Sider (440-480 Spindles Frame) 16 Instructor Weaving 17 Photographer(Engineering & Printing) 18 Plate Cutter/Six Sider 	30,089/-	<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 	26,411/-
<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 	28,836/-		

<p>31 Weaving Jamadar</p> <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) 	28,253/-	<ol style="list-style-type: none"> 43 Caustic Soda Dissolving Man 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 	25,911/-	<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 	25,000/-

26 Thread Ball Cutter/Thread Ball Maker 27 Twisting operator 28 Willow man /Thread Cutter 29 Wire Head Sorter/Hand Folder		28 Water man/Ward Boy 29 Weigh man Scale 30 Wrapping Boy/Wrapper 31 Zap man/ Chowkidar /Watchman 32 Assistant Frame Man 33 Beam Carrier/Yarn Man	
Miscellaneous-A 1 Sanitary Inspector / Incharge 2 Security Inspector 3 Imam Masjid	29,676/-	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)	27,164/-
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	25,911/-		

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	27,583/-
Ministerial-A 1. Office Assistant/Accounts Assistant 2. Head Clerk/Stenographer 3. Admin Assistant	30,089/-	Semi-Skilled-A 1. Dafri 2. Despatch Rider 3. Head Peon	26,411/-
Ministerial-B 1. Senior Clerk/Stenotypist 2. Computer Operator 3. Telephone Operator/Munshi	28,253/-	Semi-Skilled-B 1. Qasid 2. Senior Peon 3. Office Boy	25,911/-
Ministerial-C 1. Typist /Clerk all types 2. Dry Port Representative 3. Tax Clerk/Record Keeper	27,164/-	Unskilled 1. Naib Qasid 2. Peon/Watchman 3. Frash/Sweeper	25,000/-
Highly Skilled-A 1. Assistant Sales Officer 2. Assistant Supervisor	30,089/-	Miscellaneous-A 1. Khateeb 2. Security Inspector	29,676/-
Highly Skilled -B 1. Senior Sales Representative 2. Senior Cashier	28,836/-	Miscellaneous-B-I 1. Security Sub-Inspector 2. Imam Masjid	27,164/-
Skilled-A 1. Sales Representative 2. Cashier 3. Senior Driver	28,253/-	Miscellaneous-B-II 1. Security Guard	25,911/-

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Supervisory. 1. Accountant 2. Manager/Export Manager 3. Foreman/Supervisor 4. Incharge Section	Wages left for mutual bargaining between the employers and the workers.	Skilled-A 1. Die Fitter/ Fitter/ Electrician 2. Driver Lt/Cook 3. Grinder/Turner/Welder 4. Machine man	28,253/-
Ministerial-A. 1. Computer Operator 2. Sales Assistant 3. Stenographer 4. Works Assistant	30,089/-	Skilled-B. 1. Cutter/Filler/Knife Polisher 2. Nickel Plating Man/PressMan 3. Junior Fitter/Die Fitter 4. Junior Machine Man	27,583/-
Ministerial-B. 1. Cashier/Store Keeper 2. Senior Time Keeper 3. Telephone Operator	28,253/-	Semi-Skilled-A. 1. Assistant Fitter/ Electrician 2. Assistant Turner 3. Security Guard	26,411/-

Ministerial-C 1. Typist/Clerk all types 2. Dispatcher/Time Keeper	27,164/-	Semi-Skilled-B. 1. Gate Keeper/Packer/ Mali 2. Helper all types	25,911/-
Highly Skilled-A. 1. Assistant Foreman 1. Senior Mistri Surgical 2. Head Fitter/Head turner 3. Head Machine Man	30,089/-	Unskilled. 1. Chowkidar 2. Night Watchman 3. Office Boy 4. Sweeper.	25,000/-
Highly Skilled-B 1. Mistri Surgical 2. Senior Fitter /Die Fitter 3. Senior turner/Machine man	28,836/-	-----	-----

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	27,583/-
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	30,089/-	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 20 Assistant Pipe Fitter 21 Assistant Cook 22 Saw Man/Oil Man 23 Hammer man Manual 24 Spring Winder 25 Revitor by hand 26 Marker/Fettler 27 Tube Mandral Fixer 28 Rubber Band Fixer 29 Eyelet Fixer 30 Case Maker 31 Sole Cutter/Strap Cutter 32 Tyre Cord Cutter 33 Tape Cord Cutter 34 Tube Cutter/Tube Joiner 35 Solutioner 36 Machine Operator (Not elsewhere classified) 37 Helper Inspector 38 Dipper/Bender/Rim Cutter	26,411/-
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	28,253/-		
Ministerial-C 1 Time Keeper/Assistant Store Keeper 2 Assistant Sales Man 3 Assistant Record Keeper 4 Typist/Clerk (all types)/Tracer	27,164/-		
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 10 Technical Assistant /Hardener 11 Assistant Foreman/Chemical Analyst 12 Die Fitter G-A /Bench Fitter G-A 13 Plant Operator G-A	30,089/-		

14 Electroplater G-A 15 Die Maker/Pattern Maker 16 Colour Maker/Rang Saz		13 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)	28,836/-	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	25,911/-
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	28,253/-	Unskilled 1 Cleaner/ Sweeper 2 Labourer/Coolie 3 Peon 4 Water Carrier 5 Baildar 6 Watchman/Chowkidar	25,000/-
		Miscellaneous-A 1 Inspector Watch & Ward 2 Sanitary Inspector	29,676/-
		Miscellaneous-B-I 1 Head SecurityGuard 2 Head Mali 3 Head Jamadar	27,164/-
		Miscellaneous-B-II 1 Coolie Incharge 2 Security Guard 3 Daftry 4 Gate Keeper 5 Head Chowkidar/Head Watchman	25,911/-

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	28,253/-
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.	30,089/-	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	27,583/-
Ministerial-B 1. Cashier/Imam Masjid 2. Steno typist/Store Keeper 3. Senior Time Keeper 4. Security Assistant. 5. Telephone Operator 6. Work Munshi	28,253/-	Semi-Skilled-A 1. Assistant Electrician/Fitter 2. Blender /Milk Tester 3. Laboratory Attendant 4. Mixing Man/Mixing Operator 5. Store Attendant 6. Tailor/Sticher/Trainee Operator 7. Security Guard	26,411/-

Ministerial-C. 1. Assistant Store Keeper 2. Typist/Clerk /Junior Clerk all 3. Despatcher/Sales Man 4. Time Checker/Keeper 5. Junior Time Keeper	27,164/-	Semi-Skilled-B. 1. Butter Worker / Plant Worker 2. Despatch Rider 3. Helper all types 4. Mali/Gardener/Packer 5. Senior Peon/	25,911/-
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	30,089/-	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.	25,000/-
Highly Skilled-B. 1. Mechanic/A.C. Technician 2. Assistant Chemist 3. Tetra Pak Operator	28,836/-	-----	-----

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	28,253/-
Ministerial-A 1. Accounts Assistant 2. Cashier/Stenographer 3. Dispatch Assistant	30,089/-		
Ministerial-B. 1. Store Keeper 2. Telephone Operator	28,253/-		
Ministerial-C. 1. Typist/Clerk all types 2. Time Keeper	27,164/-	Skilled-B. 1. Assistant Mechanic/ Machinist 2. Assistant Tank Checker 3. Cook/Driver Ltv/Hammer Man 4. Press Man/Press Operator	27,583/-
Highly Skilled-A. 1. Boiler Operator 2. Ice Maker/Senior Pattern maker 3. Head Welder/ Head Fitter 4. Head Electrician 5. Senior Mechanic/Technician 6. Senior Machinist/Inspector	30,089/-	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	26,411/-
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	28,836/-	Semi-Skilled-B 1. Assistant Press Man/Operator 2. Gardener / Mali /Office Boy 3. Helper all types	25,911/-
		Unskilled. 1. Labourer/Loader/Sweeper 2. Watchman/Chowkidar/Peon	25,000/-

(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	Wages left for mutual bargaining between the	Skilled-A. 1. Assistant Technician 2. Checker/ Armature Winder all	28,253/-

3. Accountant/Chief Accountant 4. Foreman/Supervisor all types 5. Incharge all types/Officer all types	employers and the workers.	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	
Ministerial-A. 1. Office Assistant 2. Assistant Accountant 3. Purchaser	30,089/-		
Ministerial-B. 1. Cashier 2. Telephone Operator 3. Dispenser 4. Store Keeper	28,253/-	Skilled-B. 1. Driver Car/Cook/ Pressman 2. Machine Operator 3. Plastic Machine Operator 4. Grinder/Weight Balancer	27,583/-
Ministerial-C. 1. Clerk all types 2. Time Keeper	27,164/-	Semi-Skilled-A 1. Packer /Assistant Fitter 2. Assistant Needing Machine Operator 3. Security Guard	26,411/-
Highly Skilled-A. 1. Assistant Supervisor 2. Quality Inspector/Senior technician 3. Senior Plant Operator	30,089/-	Semi-Skilled-B 1. Helper all types 2. Gate Keeper	25,911/-
Highly Skilled-B 1 Die Maker 2 Plant Operator 3 Technician	28,836/-	Unskilled. 1. Chowkidar/Watchman/Coolie 2. Labour/Loader / unloader 3. Peon /Sweeper	25,000/-

(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	28,253/-
Ministerial-A. 1. Computer Operator 2. Office Assistant/Purchaser.	30,089/-		
Ministerial-B. 1. Draftsman 2. Imam Masjid 3. Receptionist/Telephone Operator 4. Store Keeper	28,253/-	Skilled-B. 1. Pressman /Assistant Machinist 2. Assistant Tank Operator 3. Driver Car/Hammer man	27,583/-
Ministerial-C. 1 Clerk all types/Typist 2 Time Keeper	27,164/-	Semi-Skilled-A 1. Assistant Fitter/ Electrician 2. Assistant Winder/Painter 3. Assistant Furnace Man 4. Assistant Welder/Driller 5. Assistant Machine Operator 6. Trainee Operator 7. Head Mali/Gardener/Packer 8. Security Guard	26,411/-
Highly Skilled-A. 1. Die Maker/Senior Inspector 2. Senior Mechanic/Technician 3. Senior Pattern Maker 4. Boiler Operator/Senior Machinist	30,089/-		
Highly Skilled-B. 1. Inspector/ Tank Checker 2. Machinist/ Technician 3. Motor Checker/ Pattern Maker 4. Plant Operator /Senior Operator	28,836/-	Semi-Skilled-B 1. Assistant Press Man /operator 2. Gardener/Mali 3. Helper all types/. 4. Khadim Masjid/Loader	25,911/-

5. Radio Mechanic/Mechanic		Unskilled. 1. Chowkidar /Peon/Qasid 2. Dish Washer/Office Boy 3. Sweeper	25,000/-
6. Senior Boring Man			
7. Senior Electrician/Fitter			
8. Senior Painter/Senior Welder			

(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	28,253/-
Ministerial-A. 1. Accounts/Office Assistant 2. Wastage Controller	30,089/-	Skilled-B. 1. Driver Car 2. Operator (not elsewhere)	27,583/-
Ministerial-B. 1. Store Keeper 2. Computer Operator	28,253/-	Semi-Skilled-A 1. Packer/Assistant Electrician 2. Assistant Fitter/Turner 3. Security Guard	26,411/-
Ministerial-C. 1. Clerk 2. Record Keeper	27,164/-	Semi-Skilled-B 1. Gardener/Mali 2. Helper all types 3. / Office Boy	25,911/-
Highly Skilled-A. 1. Assistant Foreman/ Supervisor. 1. Head Fitter/Head Electrician. 2. Head turner	30,089/-	Unskilled. 1. Cleaner/Labourer 2. Peon/Sweeper. 3. Watchman/Chowkidar	25,000/-
Highly Skilled-B. 2. Senior Fitter/Senior Electrician. 3. Senior turner	28,836/-	-----	-----

(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	27,583/-
Ministerial-A. 1. Office/Accounts Assistant	30,089/-	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	26,411/-
Ministerial-B. 1. Store Keeper/Senior Clerk	28,253/-		
Ministerial-C. 1. Clerk all types 2. Store Man/typist	27,164/-		
Highly Skilled-A. 1. Senior Lab. Technician 2. Senior Maintenance Technician	30,089/-	Semi-Skilled-B 1. Assistant Packer. 2. Gate Keeper/. 3. Mali/Gardener/Head Watchman 4. Helper all types	25,911/-
Highly Skilled-B. 1. Technician/.Senior Wire Drawer 2. Senior Wire Stranding Operator 3. Senior Machine Operator 4. Senior Copper Rod Operator 5. Senior ELPE Cable Operator	28,836/-		
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	28,253/-	Unskilled. 1. Labourer/Coolie 2. Peon/Sweeper 3. Watchman/Chowkidar	25,000/-

8. Electrician/Wire Drawer			
9. Wire Stranding Operator			
10. EXLPE Cable Operator			

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
<u>Managerial and Supervisory Group</u> 1. Supervisor/Forman 2. Manager 3. Accountant 4. Officer all types	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Driver 2. Capacitor Manufacturer 3. Cook	27,583/-
<u>Ministerial-A</u> 1. Purchaser 2. Office Assistant 3. Accounts Assistant	30,089/-	<u>Semi-Skilled-A</u> 1. Assistant Mason/Assistant Painter 2. Assistant Electrician/Press Man 3. Assistant Welder/Assistant Winder	26,411/-
<u>Ministerial-B</u> 1. Store Keeper 2. Computer Operator	28,253/-	<u>Semi-Skilled-B</u> 1. Gardener/Mali 2. Helper all types/Packer	25,911/-
<u>Ministerial-C</u> 1. Clerk all types 2. Record Keeper	27,164/-	<u>Unskilled</u> 1. Labourer/Loader 2. Peon/Sweeper	25,000/-
<u>Highly Skilled-A</u> 1. Assistant Inspector	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector	29,676/-
<u>Highly Skilled -B</u> 1. Machinist/Quality Inspector 2. Senior Electrician 3. Senior Fitter/General Fitter 4. Senior Machine Operator	28,836/-	<u>Miscellaneous-B-I</u> 1. Time Keeper 2. Imam Masjid	27,164/-
<u>Skilled-A</u> 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	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan	25,911/-

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
<u>Managerial and Supervisory Group</u> 1. Designer 2. Manager 3. Supervisor	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Driver Ltv/Cook 2. Junior Operator 3. Junior Rafugar 4. Junior Machine Man /Operator	27,583/-
<u>Ministerial-A</u> 1. Office Assistant 2. Accounts Assistant	30,089/-	<u>Semi-Skilled-A</u> 1. Assistant Operator 2. Assistant Rafugar	26,411/-
<u>Ministerial-B</u> 1. Store Keeper 2. Senior Clerk	28,253/-	<u>Semi-Skilled-B</u> 1. Gazi/Clipper/Shuttle Man 2. Helper all types	25,911/-
<u>Ministerial-C</u> 1. Clerks all types 2. Typist	27,164/-	<u>Unskilled</u> 1. Watchman/Peon 2. Worker/Labourer	25,000/-
<u>Highly Skilled-A</u> 1. Master 2. Assistant Supervisor	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector	29,676/-
<u>Highly Skilled -B</u> 1. Senior Machine Operator 2. Senior Rafugar	28,836/-	<u>Miscellaneous-B-I</u> 1. Time Keeper 2. Imam Masjid	27,164/-
<u>Skilled-A</u> 1. Operator 2. Rafugar 3. Machine Man /Operator	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan	25,911/-

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)	28,253/-
Ministerial-A 1. Office /Accounts Assistant	30,089/-	Skilled-B 1. Driver/Cook	27,583/-
Ministerial-B 1. Store Keeper 2. Senior Clerk	28,253/-	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	26,411/-
Ministerial-C 1. Clerk	27,164/-	Semi-Skilled-B 1. Mali /Helper all types 2. Bag Supply Man 3. Insertion Man/Weight Man	25,911/-
Highly Skilled-A 1. Head Operator 2. Assistant Supervisor/Forman	30,089/-	Unskilled 1. Labourer/Plaidar 2. Naib Qasid/Peon/Cleaner	25,000/-
Highly Skilled -B 1. Technician 2. Senior Rigger 3. Senior Fitter/Senior Welder 4. Senior Fabricator 5. Senior Operator (All Types)	28,836/-	Miscellaneous-A 1. Security Inspector	29,676/-
		Miscellaneous-B-I 1. Time Keeper/Imam Masjid	27,164/-
		Miscellaneous-B-II 1. Security Guard/Moazzan	25,911/-

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.	27,583/-
Ministerial-A 1. Officer Assistant 2. Accounts Assistant	30,089/-	Semi-Skilled-A 1. Assistant Electrician 2. Assistant Operator	26,411/-
Ministerial-B 1. Munshi/Store Keeper	28,253/-	Semi-Skilled-B 1. Helper/Mali	25,911/-
Ministerial-C 1. Clerk/Typist	27,164/-	Unskilled 1. Labourer/Attendant Cattle Farm	25,000/-
Highly Skilled-A 1. Assistant Supervisor 2. Head Operator	30,089/-	Miscellaneous-A 1. Security Inspector	29,676/-
Highly Skilled -B 1. Senior Electrician 2. Senior Operator	28,836/-	Miscellaneous-B-I 1. Time Keeper 2. Imam Masjid	27,164/-
Skilled-A 1. Electrician 2. Operator	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Moazzan	25,911/-

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	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	27,583/-
		Semi-Skilled-A.	26,411/-

5. Officer /Senior Assistant all types 6. Secretary/Superintendent		1. Assistant Fitter 2. Filling Man/Head Packer 3. Oil Man/Stitcher 4. Truck Cleaner 5. Washing Man/Washer Man/Hodiwala	
Ministerial-A. 1. Accounts/ Officer Assistant 2. Cashier/Munshi/Purchaser	30,089/-		
Ministerial-B. 1. Sales Man/Store keeper 2. Senior Clerk	28,253/-	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)	25,911/-
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	27,164/-		
Highly Skilled-A. 1. Assistant Shift Incharge 2. Mill Mistry /Assistant Miller 3. Head Carpenter/Head Fitter	30,089/-	Unskilled. 1. Chowkidar /Watchman 2. Domestic Servant 3. Labourer/Peon/Naib Qasid 4. Qasid/Sweeper 5. Water Carrier	25,000/-
Highly Skilled-B. 1. Groover/GroovingMan	28,836/-		
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	28,253/-	Miscellaneous-A 1. Inspector Security	29,676/-
		Miscellaneous-B-I. 2. Imam Masjid	27,164/-
		Miscellaneous-B-II. 1. Mouzzan 2. Head Watchman/Jamadar 3. Security Guard	25,911/-

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	27,583/-
Ministerial-A 1. Accounts Assistant 2. Office Assistant	30,089/-	Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Machine Cutter 3. Assistant Electrician	26,411/-
Ministerial-B 1. Cashier/Munshi 2. Purchaser/ Store keeper 3. Senior Clerk /Sales Man	28,253/-	Semi-Skilled-B 1. Helper all types 2. Mali/Packer	25,911/-
Ministerial-C 1. Time Keeper/Typist/Clerk	27,164/-	Unskilled 1. Labour/Sweeper 2. Chowkidar/ Watchman	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman	30,089/-	Miscellaneous-A 1. Inspector Security	29,676/-
Highly Skilled –B 1. Mechanic /Senior Electrician 2. Senior Machine Operator 3. Senior Machine Cutter	28,836/-	Miscellaneous-B-I. 1. Imam Masjid	27,164/-
Skilled-A 1. Machine Operator 2. Machine Cutter /LHT Driver 3. Electrician /Operator	28,253/-	Miscellaneous-B-II. 1. Mouzzan 2. Head Watchman/Jamadar 3. Security Guard	25,911/-

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
<u>Supervisory</u> 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	<u>Skilled-A</u> 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	28,253/-
<u>Ministerial-A</u> 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	30,089/-	<u>Skilled-B</u> 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	27,583/-
<u>Ministerial-B</u> 1 Store Keeper 2 Cashier 3 Dispenser 4 Imam Masjid 5 Munshi 6 Receptionist 7 Steno typist 8 Senior Clerk 9 Telephone Operator	28,253/-	<u>Semi-Skilled-A</u> 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	26,411/-
<u>Ministerial-C</u> 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	27,164/-	<u>Semi-Skilled-B</u> 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	25,911/-
<u>Highly Skilled-A</u> 1 Assistant Shift Chemist 2 Assistant Supervisor 3 Boiler Engineer II-Class 4 Oven Incharge 5 Pattern Maker 6 Senior Computer Operator	30,089/-	<u>Unskilled</u> 1 Labourer/Loader 2 Naib Qasid/Qasid/Peon 3 Assistant Packer 4 Sweeper /Cleaner 5 Watchman/Chowkidar 6 Waterman/Water Carrier	25,000/-
<u>Highly Skilled-B</u> 1. General Operator 2. Machinist/Mechanic all type 3. Oil Refine/Soap Mistry 4. Senior Electrician/Fitter 5. Senior Welder/Senior Turner	28,836/-	-----	-----

32. APPLICABLE TO WORKERS EMPLOYED IN THE FOOTWEAR INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Supervisory 1 Accountant /Assistant Accountant 2 Boiler Engineer (Ist Class) 3 Chief Accountant 4 Chief Quality Controller 5 Manager Officer all types 6 Company Secretary/Cost Accountant 7 Computer Incharge 8 Chemist 9 Foreman /Supervisor all types 10 Pay Master/Superintendent 11 Senior Supervisor 12 Secretary/personnel Officer	Wages left for mutual bargaining between the employers and the workers	Ministerial-A 1 Accounts /Office Assistant 2 Senior Monitor 3 Stenographer	30,089/-
		Ministerial-B 1. Cashier/Draughtsman 2. Imam Masjid/Munshi 3. Store Keeper / Stock Keeper	28,253/-
		Ministerial-C 1. Assistant Draughtsman 2. Clerk all types /Record Keeper 3. Gate Keeper /Time Keeper 4. Typist	27,164/-
Highly Skilled-A 1 Assistant Chemist 2 Boiler Engineer (II-Class) 3 Head Electrician 4 Head of Skilled Operations 5 Head Sewing Machine operator 6 Incharge Yosa/Instructor Confection	30,089/-	Highly Skilled-B 1. Designer 2. Engraver 3. Group Manipulator 4. Mechanic 5. Senior Electrician	28,836/-
Skilled-A 1 Fitter all types/Black Smith 2 Boiler Engineer (III-Class) 3 Bottom Man /Chainer 4 Carpenter 5 Chappal maker (Complete) 6 Charge hand 7 Cutting master 8 Dies Checker 9 Electrician 10 Finisher/Fitting Master 11 Grading Machinist (Templates) 12 Heeler/Heel Master 13 Laboratory Assistant 14 Lathe man 15 Laster (Complete Shoe) 16 Marking Man/Milling Man 17 Mochi/ Cobbler 18 Moulder/Mould Maker 19 New machine Maker (Moulds) 20 Shaper Man 21 Sole Master 22 Stitcher/Upper Sewing Man 23 Tin Smith/Vulcanizer 24 Transport Driver 25 Turner/ Welder 26 Motor Winder 27 Upper Man/Upper Shader 28 Upper Skiving Man (by hand) 29 Painter/Textile Printer	28,253/-	Skilled-B 1 Air Bag and Diaphragm Maker 2 Bad Exchange Cutter 3 Banbury Mixer/ Operator 4 Batches Mixer/Bed Lasting Man 5 Channeling and Leveling Man 6 Compound Mixer (Rubber) 7 Cold Knives/Hot knives Maker 8 Compound Preparing Man 9 Cutting Sole Tropical 10 Eraover Chilai/Dyeletter 11 Full and Half Sole Cutter 12 Head Vulcanising man 13 Heal Builder /Masticator 14 High Frequency Welder 15 Injection Moulder/Quality Checker 16 Instructor/Manipulator 17 Middle Sole Jarai/PullingOver Man 18 Preparing Man/PressingMan all type 19 Roller man /Scissor Man 20 Sandal Maker(Complete) 21 Spreader/Sheets Remover 22 Sole Cutter Welman 23 Solution Worker/ man 24 Sole Stitcher/Trimming man 25 Sunpak/Unipak/ PVC Operator 26 Sewing Machine Operator 27 Three Bowl Operator 28 Upper Clicker/Cutter 29 Double Arm Clicker	27,583/-
Semi-Skilled-A 1Across Back Stitcher 2Ankle Pads Cutter/ Patching Man 3Attacher Lifts/keder/Steel Shanks 4Back Sewing Man 5Bias Stitching and Cutting Man 6Binding Man all types 7Blanks/ Board/Paper Cutter 8Bond Welt Attacher 9Boiler Man 10 Box Maker/ Stitcher/ Packer 11 Buffing Man Sole and Heel. 12 Burnisher /Book Binder 13 Cement Mixer 14 Channel Opening Man	26,411/-	Semi-Skilled-B 1Apperture Applying Man 2Aluminum Paste Cleaner & Checker 3Assistant Vulcaniser 4Buckle Sticher/Back pressing Man 5Back Seam Plainer 6Back Seam Rubbing Man 7Backing man/Back Lasting Man 8Brushing Man /Binding Finisher 9Boes Decoration Inserter 10 Buckling Man/Buckle Attacher 11 Box Preparing/Paster/Marking man 12 Boxes Packer & Supplier 13 Box Foler (Car Board)/Board marker 14 Boots Tester/ Dusting Man	25,911/-

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/Wrapering 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	82 Measuring Building Man
83 Moulded Soles Recutter	
84 Mould Maker Helper (Pentograph)	

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 Stitcher all types
140 Sallets Man/Slotting Man	138 Stiffening Man
141 Toes/Toes Pads/Top Pads Cutter	139 Straps Carrier/ Inserting Man
142 Toe & Counter Cutter all types	140 Straps and Guard Cutter
143 Top Lifts/Full Under Lifts Cutter (Leather)	141 Strips Cutter/Striping Man
144 Tapes Stitcher (Textile/PVC)	142 Supplier of Lasts
145 Textile Marker/ Roll Maker	143 Take Wax Paper off Lining Man
146 Top Line Forming Man	144 Tapes Pressing/Putting Man
147 Toe Lasting Man	145 Tapes Wheeling Man
148 Turn & Paste Insole Wrapper man	146 Taping Man (Back/Front Straps)
149 Thread Laster /Tapering Man	147 Tetra Applying man
150 Toe & Heel Lasting Man	148 Tester & Supplier
151 Trimming Man (Electric Knife)	149 Textile Rolling and Drying man
152 Tin Tips Presser M/C	150 Thong Inserter
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		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 Chowkidar/Watchman 3 Dirt Cleaner/Dust Cleaner 4 Fleshing Transporter/ Sorter 5 Goods Supplier 6 Lace Opening & Cleaning Man 7 Load Carrier(Crumbs/Scrap) 8 Oil Applier (On PVC Strap) 9 Powdering Man 10 Price Ticket Paster 11 Sheets Bringing Man/Sheets Carrier 12 Sheets Loading/Unloading Man 13 Shoe laces Wrapping man 14 Wrapper moistening Man 15 Water applying man	25,000/-	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	27,164/-	Miscellaneous-A 1 Security Inspector	29,676/-
Miscellaneous-B-II 1 Head Mali 2 Imam Masjid	27,164/-	Miscellaneous-B-II 1 Security Guard/Gate Keeper 2 Malaria Man/Mali 3 Head Chowkidar / Watchman	25,911/-

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	28,253/-
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	30,089/-	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.	27,583/-
Ministerial-B. 1. Assistant Store Keeper 2. Cashier 3. Purchaser 4. Telephone Operator 5. Senior Clerk	28,253/-	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	26,411/-
Ministerial-C. 1. Assistant Cashier 2. Typist/Clerk all types 3. Dispatcher/Record Keeper 4. Sales Man 5. Time Keeper.	27,164/-	Semi-Skilled-B	25,911/-
Highly Skilled-A.	30,089/-	Semi-Skilled-B	25,911/-

1. Attar 2. Boiler Operator Ist Class 3. Head Fitter 4. Senior Technician		1. Daftri 2. Packer/Helper all types 3. Head Watchman/Head Loader 4. Mali/Tandoorchi /Security Guard	
Highly Skilled-B. 1. Boiler Attendant/Operator (2 nd class) 5. Mechanic/Technician/Mistry 2. Plant Operator/Senior operator	28,836/-	Unskilled. 1. Loader/Labourer 2. Peon/Sweeper 3. Watchman/Chowkidar.	25,000/-

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	27,583/-
Ministerial-A 1. Accounts Assistant 2. Assistant 3. Computer Operator	30,089/-	Semi-Skilled-A 1. Pressman 2. Assistant Welder 3. Assistant Electrician/Fitter	26,411/-
Ministerial-B 1. Store Keeper /Purchaser 2. Cashier/Telephone Operator	28,253/-	Semi-Skilled-B 1. Gate Keeper 2. Mali/Helper	25,911/-
Ministerial-C 1. Clerk all types 2. Dispatcher/Record Keeper	27,164/-	Unskilled 1. Labourer/Loader/Sweeper/Peon 2. Chowkidar/Watchman	25,000/-
Highly Skilled-A 1. Assistant Forman/Supervisor 2. Head Fitter/Head Welder 3. Head Electrician	30,089/-	Miscellaneous-A 1 Security Inspector	29,676/-
Highly Skilled –B 1. Machinist. /Plant Operator 2. Senior Welder/Senior Electrician 3. Senior Fitter	28,836/-	Miscellaneous-B-I 1. Head Chowkidar/Watchman 2. Head Mali	27,164/-
Skilled-A 1. Welder/Electrician/Fitter	28,253/-	Miscellaneous-B-II 1. Security Guard/Gate Keeper	25,911/-

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	27,583/-
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	30,089/-	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	26,411/-
Ministerial-B 7. Assistant Store Keeper 8. Cashier/Senior Clerk	28,253/-	Semi-Skilled-B 1 Mali/Helper all types 2 Line Man/Mould Cleaner 3 Packer /Marker/Sand Washer	25,911/-
Ministerial-C	27,164/-	Unskilled	25,000/-

1 Typist/Clerk all types 2 Time Keeper		1 Carrier/Labourer 2 Peon/Sweeper/Watchman	
Highly Skilled-A 1 Die Maker/Incharge Sorting 2 Rigger Jamadar	30,089/-	Miscellaneous-A 1 Security Inspector	29,676/-
Highly Skilled-B 2. Mechanic/Instrument Technician 3. Mould Fitter/Screen Maker 4. Senior Fitter/Senior Electrician 5. Senior operator all types	28,836/-	Miscellaneous-B-I 1 Dispatcher 2 Fireman/Fire Fighter	27,164/-
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	28,253/-	Miscellaneous-B-II 1. Security Guard/Gate Keeper	25,911/-
		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	28,253/-

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	28,253/-
Ministerial-A 1. Personal Assistant 2. Accounts Assistant	30,089/-	Skilled-B 1. Plant Attendant/Driver Ltv 2. Junior Welder/Junior Fitter 3. Junior Electrician/Rigger	27,583/-
Ministerial-B 1. Assistant Store Keeper 2. Cashier/Senior Clerk	28,253/-	Semi-Skilled-A 1. Lab Attendent 2. Assistant Electrician 3. Packer /Senior Mali	26,411/-
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper	27,164/-	Semi-Skilled-B 1. Mali/Qasid /Helper all types	25,911/-
Highly Skilled-A 1. Senior Plant Operator 2. Assistant Supervisor/Forman 3. Head Fitter/turner/Electrician	30,089/-	Unskilled 1. Sweeper/ Cleaner 2. Naib Qasid /Junior Mali	25,000/-
Highly Skilled -B 1. Senior Electrician/Senior Fitter 2. Senior Turner/Senior Welder 3. Plant Operator/ Boiler Operator 4. Compressor Mechanic	28,836/-	Miscellaneous-A 1 Security Inspector	29,676/-
		Miscellaneous-B-I 1. Dispatcher 2. Fireman/Fire Fighter	27,164/-
		Miscellaneous-B-II 1. Security Guard	25,911/-

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	27,583/-
Ministerial-A 1. Assistant Accountant 2. Office/Admin Assistant	30,089/-	Semi-Skilled-A 1. Assistant Hair Cutter/Dresser 2. Assistant Beautician/Karigar 4. Junior Massager	26,411/-
Ministerial-B 1. Cashier 2. Senior Clerk	28,253/-	Semi-Skilled-B 1. Helper 2. Assistant Massager	25,911/-

Ministerial-C 1. Clerk 2. Typist	27,164/-	Unskilled 1. Peon/Naib Qasid 2. Sweeper	25,000/-
Highly Skilled-A 1. Senior Make up Artist 2. Head Beautician	30,089/-	Miscellaneous-A 1. Assistant Supervisor	29,676/-
Highly Skilled –B 1. Make up Artist 2. Senior Hair Cutter /Hair Dresser 3. Senior Beautician/Senior Karigar	28,836/-	Miscellaneous-B-I 1. Receptionist.	27,164/-
Skilled-A 1. Hair Cutter/ Hair Dresser 2. Beautician/Karigar 5. Senior Massager	28,253/-	Miscellaneous-B-II 1. Security Guard	25,911/-

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	27,583/-
Ministerial-A 1. Office Assistant	30,089/-		
Ministerial-B 1. Cashier/ Senior Clerk	28,253/-		
Ministerial-C 1. Clerk all types	27,164/-	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	26,411/-
Highly Skilled-A 1. Plant Operator 2. Assistant Supervisor	30,089/-		
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	28,836/-	Semi-Skilled-B 1. Helper 2. Mali/Packer 3. Assistant Firer	25,911/-
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	28,253/-		
		Unskilled 1. Labourer/Loader/Sweeper 2. Peon/Naib Qasid	25,000/-
		Miscellaneous-A 1. Security Inspector	29,676/-
		Miscellaneous-B-I 1. Time Keeper 2. Store Keeper	27,164/-
		Miscellaneous-B-II 1. Security Guard	25,911/-

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	27,583/-
Ministerial-A 1. Office Assistant 2. Assistant Accountant	30,089/-		
Ministerial-B	28,253/-	Semi-Skilled-A 1. Assistant Electrician/ Fitter 2. Assistant Operator (All Types) 3. Assistant Lathe Operator 4. Assistant Finishing Man	26,411/-
		Semi-Skilled-B	25,911/-

1. Sales Man 2. Cashier		1. Helper all types 2. Mali/Packer	
Ministerial-C 1. Receptionist 2. Clerk	27,164/-	Unskilled 1. Labourer/Loader 2. Sweeper/Peon/Naib Qasid	25,000/-
Highly Skilled-A 1. Assistant Forman/Supervisor	30,089/-	Miscellaneous-A 1. Security Inspector	29,676/-
Highly Skilled –B 1. Senior Electrician/Senior Fitter 2. Senior Operator (All Types) 3. Senior Lathe Operator 4. Senior Finishing Man	28,836/-	Miscellaneous-B-I 1. Time Keeper 2. Store Keeper 3. Imam Masjid	27,164/-
Skilled-A 1. Electrician/Fitter 2. Operator (All Types) 3. Lathe Operator 4. Repairer/ Finishing Man	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Moazzan	25,911/-

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	27,583/-
Ministerial-A 1. Office Assistant 2. Assistant Accountant	30,089/-	Semi-Skilled-A 1. Assistant Electrician 2. Assistant Welder/Fitter	26,411/-
Ministerial-B 1. Sales Man 2. Cashier/Senior clerk	28,253/-	Semi-Skilled-B 1. Helper all types 2. Packer/Mali	25,911/-
Ministerial-C 1. Receptionist 2. Clerk all types	27,164/-	Unskilled 1. Labourer/Loader/Sweeper/Peon 2. Naib Qasid/Chowkidar/Watchman	25,000/-
Highly Skilled-A 1. Assistant Forman/Supervisor 2. Assistant Engineer 3. Senior Machinist/Senior Mechanic	30,089/-	Miscellaneous-A 1. Security Inspector	29,676/-
Highly Skilled –B 1. Machinist/Mechanic 2. Senior Electrician/Welder/Fitter	28,836/-	Miscellaneous-B-I 1. Time Keeper 2. Store Keeper	27,164/-
Skilled-A 1. Electrician/Welder/Fitter 2. Junior Machinist/Junior Mechanic	28,253/-	Miscellaneous-B-II 1. Security Guard	25,911/-

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 11. Spinning Master /Superintendent 12. Foreman/Supervisor all types 13. Senior Supervisor	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	28,253/-
		Skilled-B 1. Cook/Driver Ltv 2. Fireman/Junior Operator 3. Shaper man/Stain Man	27,583/-

14. Sampling Controller			
Ministerial-A 2. Accounts Assistant 3. Assistant Incharge 4. Assistant/Office Assistant 5. Computer Operator 6. Head Clerk 7. Assistant Accountant	30,089/-	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	26,411/-
Ministerial-B 1. Munshi 2. Purchaser 3. Receptionist 4. Raising Assistant 5. Store Keeper 6. Senior Time Keeper 7. Telephone/Fax Operator	28,253/-		
Ministerial-C 1. Clerk all types 2. Typist 3. Time Keeper	27,164/-		
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	30,089/-	Semi-Skilled-B 1. Bearer/Tea man 2. Helper all types 3. Gate Keeper 4. Mali/Gardener 5. Knitting /Thread Cutter	25,911/-
Highly Skilled-B 1. Mistri/Mechanic 2. Assistant Pattern Master 3. Assistant Master	28,836/-	Unskilled 1. Coolie/Labourer/Loader/Cleaner 2. Sweeper/Peon/Chowkidar 3. man/Washing /Water Man Label	25,000/-

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	28,836/-
		Skilled-A 1. Machine Operator /Lab Assistant 2. Electrician/Welder 3. Carpenter/ Mason/ Painter 4. Dresser/Mid Wife	28,253/-
		Skilled-B 1. Rahber/Dispenser/Driver Ltv 2. Junior Welder/Plumber/Cook 3. Assistant Technician all types	27,583/-
		Semi-Skilled-A 1. Ward Boy/ Office Boy 2. Patient Facilitator/House Keeper 3. Assistant Welder/Plumber 4. Lift Operator/ Security Guard	26,411/-
		Semi-Skilled-B 1. Attendant/Lab Attendant 2. Student (Trainee) 3. Washer Man/Gardener/Mali 4. Helper all types	25,911/-
Ministerial-A 1. Assistant all types 2. Assistant Accountant 3. Purchaser/Cashier 4. Computer Operator/Head Clerk	30,089/-	Unskilled 1. Sweeper/Cleaner 2. Watchman/Chowkidar 3. Peon/Naib Qasid	25,000/-
Ministerial-B 1. Senior Clerk all types 2. Telephone Operator 3. Store Keeper/Care Taker	28,253/-		
Ministerial-C	27,164/-	Miscellaneous-A	29,676/-

1. Record Keeper/Clerk all types 2. Receptionist 3. Sample Courier		1. Security Inspector 2. SSG Security Guard 3. Khateeb	
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	30,089/-	Miscellaneous-B-I 1. CCV Monitor 2. Security Sub-Inspector 3. Imam Masjid	27,164/-
		Miscellaneous-B-II 1. Security Guard 2. Moazzan	25,911/-

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	28,253/-
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	30,089/-	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	27,583/-
Ministerial-B 1. Assistant Store Keeper 2. Steno typist 3. Senior Clerk 4. Telephone/Telex Operator	28,253/-	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	26,411/-
Ministerial-C 1. Assistant Telephone Operator 2. Clerk all types 3. Messenger 4. Record Keeper/Time Keeper 5. Typist	27,164/-		
Highly Skilled-A 1. Captain/Steward 2. Head Confectioner/Head Cook 8. Assistant House Keeper 9. Khatib/Religious Teacher	30,089/-	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	25,911/-
Highly Skilled-B 1. Confectioner 2. Head Driver 3. Mechanic all types 4. Senior Backer/Senior Cook 5. Imam Masjid	28,836/-		
-----	-----	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	25,000/-

44. APPLICABLE TO WORKERS EMPLOYED IN ICE MANUFACTURING AND COLD STORAGES 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	Wages left for mutual bargaining	Skilled-A 1. Compressor Machine Operator /	28,253/-

2. Factory Manager 3. Manager 4. Supervisor/Forman	between the employers and the workers	Driver 2. Driver (Heavy Transport) 3. Electrician/Junior Mistry	
Ministerial-A 1. Accounts Assistant 2. Office Assistant	30,089/-	Skilled-B 1. Driver (Light Transport) 2. Junior Electrician 3. Assistant Mistry	27,583/-
Ministerial-B 1. Cashier 2. Munshi 3. Store Keeper 4. Senior Clerk	28,253/-	Semi-Skilled-A 1. Assistant Electrician 2. Helper all types 3. Oil Man/Tank Man 4. Security Guard	26,411/-
Ministerial-C 1. Clerk all types 2. Assistant Store Keeper 3. Typist	27,164/-	Semi-Skilled-B 1. Assistant Tank Man 2. Rehra Man 3. Mali/Gardener	25,911/-
Highly Skilled-A 1. Assistant Supervisor 2. Mistry Incharge/Senior Mistry 3. Head Electrician	30,089/-	Unskilled 1. Assistant Tank Man 2. Beldar 3. Coolie/ Ice Cutter 4. Chowkidar 5. Sweeper 6. Peon	25,000/-
Highly Skilled-B 1. Technician/Mistry 2. Senior Electrician	28,836/-		

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	27,583/-
Ministerial-A 1. Accounts Assistant 2. Office Assistant	30,089/-	Semi-Skilled-A 1. Assistant Operator all types 2. Assistant Mixing Man 3. Assistant Gas Turbine Operator 4. Assistant Gas Turbine Fitter	26,411/-
Ministerial-B 1. Store Keeper/Senior Clerks	28,253/-	Semi-Skilled-B 1. Helper/Mali	25,911/-
Ministerial-C 1. Clerk all types 2. Time Keeper	27,164/-	Unskilled 1. Peon /Attendant 2. Sweeper	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Senior technician	30,089/-	Miscellaneous-A 1. Security Inspector 2. Imam Masjid	29,676/-
Highly Skilled -B 1. Mechanical/Electrical Technician 2. Instrument Technician 3. Senior Operator all types 4. Senior Fitter all types	28,836/-	Miscellaneous-B-I 1. Security Sub-Inspector	27,164/-
Skilled-A 1. Operator all types 2. Mixing Man 3. Gas Turbine Operator/Fitter	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Moazzan 3. Office Boy	25,911/-

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
Managerial and Supervisory Group 1. Manager 2. Supervisor 3. Forman	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Jhari Wala/Silaye Wala 2. Curtain Maker 3. Driver LtV/Cook	27,583/-
Ministerial-A 1. Accounts Assistant 2. Office Assistant	30,089/-	Semi-Skilled-A 1. Assistant Fitter/Electrician 2. Assistant Poshish Kariger	26,411/-

		3. Assistant Wood Cutter 4. Assistant Falls Ceiling Karigar 5. Assistant Painter/Head Mali	
Ministerial-B 1. Store Keeper 2. Senior Clerks	28,253/-	Semi-Skilled-B 1. Helper all types 2. Mali	25,911/-
Ministerial-C 1. Clerk all types 2. Time Keeper	27,164/-	Unskilled 1. Labourer 2. Cleaner/Sweeper	25,000/-
Highly Skilled-A 1. Assistant Supervisor 2. Design Man	30,089/-	Miscellaneous-A 1. Security Inspector 2. Imam Masjid	29,676/-
Highly Skilled -B 1. Technician 2. Senior Fitter/ Electrician/Painter	28,836/-	Miscellaneous-B-I 1. Security Sub-Inspector	27,164/-
Skilled-A 1. Fitter/ Electrician/Painter 2. Poshish/Falls Ceiling Karigar 3. Wood Cutter/Dhancha Frammer 4. Karigar Interior Decoration	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Moazzan 3. Office Boy	25,911/-

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
Supervisory 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	Skilled-A 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	28,253/-
Ministerial-A 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	30,089/-		
Ministerial-B 1. Drafts Man 2. Senior Clerk 3. Store Keeper 4. Time Keeper 5. Telephone Operator	28,253/-	Skilled-B 1. Cook/ Driver Ltv 2. Junior Electrician/Fitter/Welder 3. Junior Moulder/Gas Cutter 4. Crane Operator/ Lab. Assistant 5. Furnace Man/Fire Man 6. Junior Foundry Operator 7. Kopola Man /Melter 8. Operator/Machine Operator/Man 9. Verma Man/Wandani 10. Junior Erector/Eraction Assistant	27,583/-
Ministerial-C 1. Clerk all types 2. Store Man 3. Typist 4. Record Keeper	27,164/-		
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	30,089/-	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	26,411/-
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	28,836/-	Semi-Skilled-B 1. Attendant/Gate Man 2. Helper (all types)	25,911/-
		Unskilled 1. Coolie/Labourer 2. Peon/ Naib Qasid	25,000/-

6. Senior Boring Man		3. Sweeper/Chowkidar	
7. Technical Assistant			

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
<u>Supervisory</u> 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.	<u>Skilled-B</u> 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	27,583/-
<u>Ministerial-A</u> 1. Office/Production Assistant 2. Accounts/Wages Assistant 3. Head Cashier 4. Chief / Head Clerk 5. Head Time Keeper 6. Stenographer/Store Keeper	30,089/-	<u>Semi-Skilled-A</u> 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	25,911/-
<u>Ministerial-B</u> 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	28,253/-	<u>Semi-Skilled-B</u> 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) 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	25,493/-
<u>Ministerial-C</u> 1. Typist/Clerk (all types) 2. Time Keeper	27,164/-		
<u>Highly Skilled-A</u> 1. Line Jobber (all sections). 2. Boiler Engineer 2 nd Class 3. Assistant Supervisor	30,089/-		
<u>Highly Skilled-A</u> 1. Air Conditioner Mechanic 2. Pattern Maker/Motor Mechanic 3. Weaver (Four Looms)	28,836/-		
<u>Skilled-A</u> 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 13. Weaver (Three Looms)	28,253/-		
<u>Unskilled</u> 1. Raw Jute Weigher / Transporter 2. Material/Sliver Roll Transporter 3. Softener Receiver/Pile Man 4. Hoop Cutter /Root Cutter 5. Empty Beam Carrier 6. Cone Carrier/ Spool Carrier 7. Sliver Feeder/Bobbin Cleaner 8. Full Beam Carrier/Bale Carrier 9. Cut Carrier/Cut Weigher 10. Sewing Twist Maker	25,000/-		
		<u>Miscellaneous-A</u> 1. Security Inspector 2. Imam Masjid	29,676/-
		<u>Miscellaneous-B-I</u> 1. Security Sub-Inspector	27,164/-

11. Hessian Cut/Bundle Arranger		Miscellaneous-B-II 1. Security Guard/ Guard Man 2. Moazzan 3. Office Boy/Fire Fighter 4. Gate Keeper	25,911/-
12. Coolie/TrolleyMan/Baildar			
13. Packer/Tola/Weigher/Pin Boy			
14. Sweeper/Waterman/Cleaner/ Peon			
15. Learner/Trainee			
16. Watch Man / Chowkidar/			

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	28,253/-
Ministerial-A 1. Accounts/Office Assistant 2. Assistant Store Incharge	30,089/-	Skilled-B 1. Shaver/Press Man 2. Revitter/Stitcher 3. Colour Man 4. Carpenter/Cutter 5. Driver Transport	27,583/-
Ministerial-B 1. Store Keeper 2. Telephone Operator	28,253/-		
Ministerial-C 1. Clerk 2. Typist 3. Record Keeper 4. Time Keeper	27,164/-	Semi-Skilled-A 1. Packer /Assistant Colour Man 2. Assistant Mistry/Karigar 3. Assistant Stitcher/ Revitter 4. Assistant Carpenter/Cutter 5. Security Guard	26,411/-
Highly Skilled-A 1. Sample/Shoe Sample Master 2. Assistant Supervisor/Forman	30,089/-	Semi-Skilled-B 1. Helper all types 2. Mali	25,911/-
Highly Skilled-B 1. Senior Mistry / Karegar Suitcase, Loose Case, File Case, Document Case, Brief Case, Bags (Hand & Shoulder), Holdall, Saddler 2. Senior Electrician	28,836/-	Unskilled 1. Coolie/Laborer 2. Chowkidar/ Watchman 3. Sweeper/Cleaner 4. Peon/ Naib Qasid	25,000/-

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	27,583/-
Ministerial-A 1. Accounts Assistant 2. Assistant all types 3. Assistant Store Incharge	30,089/-	Semi-Skilled-A 1. Suction Man/Marble CuttingMan 2. Measurement Man 3. Assistant Machine Man 4. Assistant Polish Man/ Cutter	26,411/-
Ministerial-B 1. Store Keeper/Senior Clerk 2. Telephone Operator	28,253/-	Semi-Skilled-B Helper/Mali	25,911/-
Ministerial-C 1. Clerk/Typist 2. Record Keeper/Time Keeper	27,164/-	Unskilled 1. Labourer/Coolie 2. Peon/Chowkidar	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman	30,089/-	Miscellaneous-A 1. Security Inspector	29,676/-
Highly Skilled –B 1. Senior Machine Man 2. Senior Marble Cutting Man 3. Senior Cutter/Polish Maker	28,836/-	Miscellaneous-B-I 1. Security Sub-Inspector 2. Imam Masjid	27,164/-
Skilled-A	28,253/-	Miscellaneous-B-II	25,911/-

2. Machine Man/Marble Cutting Man		5. Security Guard	
3. Cutter /Polish Maker		6. Moazzan /Office Boy	

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
<u>Managerial and Supervisory Group</u> 1. Manager /Accountant 2. Finance Manger/Event Manager 3. Supervisor	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Senior Waiter 2. Junior Cook 3. Junior Decorator	27,583/-
<u>Ministerial-A</u> 1. Accounts Assistant 2. Office/AdminAssistant 3. Assistant Store Incharge	30,089/-	<u>Semi-Skilled-A</u> 1. Waiter 2. Assistant Cook 3. Assistant Decorator	26,411/-
<u>Ministerial-B</u> 1. Store Keeper 2. Telephone Operator	28,253/-	<u>Semi-Skilled-B</u> 1. Helper 2. Mali	25,911/-
<u>Ministerial-C</u> 1. Typist/Clerk all types 2. Record Keeper/Time Keeper	27,164/-	<u>Unskilled</u> 1. Peon /Sweeper 2. Watch Man/Chowkidar	25,000/-
<u>Highly Skilled-A</u> 1. Kitchen Incharge/Head Cook 2. Assistant Supervisor	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector	29,676/-
<u>Highly Skilled-B</u> 1. Assistant Kitchen Incharge 2. Senior Cook/Senior Decorator	28,836/-	<u>Miscellaneous-B-I</u> 2. Security Sub-Inspector 3. Imam Masjid	27,164/-
<u>Skilled-A</u> 1. Cook 2. Decorator /Head Waiter	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan /Office Boy	25,911/-

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
<u>Supervisory</u> 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.	<u>Skilled-A.</u> 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	28,253/-
<u>Ministerial-A.</u> 1. Computer Operator/ Assistant all 2. Cashier/Assistant Accountant	30,089/-	<u>Skilled-B.</u> 1. Driver (LtV)/Cook 2. Fireman	27,583/-
<u>Ministerial-B.</u> 1. Time keeper 2. Telephone Operator. 3. Stenotypist/Senior Clerk	28,253/-	<u>Semi-Skilled-A</u> 1. Assistant Fitter 2. Mixer/OilmanTandoorchi 3. Security Guard/Daftri	26,411/-
<u>Ministerial-C.</u> 1. Typist /Clerk (all types) 2. Record Keeper	27,164/-	<u>Semi-Skilled-B</u> 1. Helper (all types) 2. Mali	25,911/-
<u>Highly Skilled-A.</u> 1. Assistant foreman/Supervisor 2. Quality Controller/Head Fitter.	30,089/-	<u>Unskilled.</u> 1. Coolie/Labourer/Transporter 2. Peon/Sweeper 3. Dish Washer 4. Chowkidar	25,000/-
<u>Highly Skilled-B.</u> 1. Boiler operator/Wood Checker 2. Die Fitter/Miller	28,836/-		

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
<u>Managerial and Supervisory Group</u> 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	<u>Skilled-A</u> 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	28,253/-
<u>Ministerial-A</u> 1. Computer Operator 2. Translator /Personal Assistant 3. Office Assistant/Admn Assistant 4. Accounts Assistant 5. Circulation Assistant	30,089/-	<u>Skilled-B</u> 1. Junior Reporter/ Animators 2. Driver Ltv/Cook 3. Junior Graphic Designers 4. Assistant Make-up Artist 5. AssistantMechanic/technician	27,583/-
<u>Ministerial-B</u> 1. Store Keeper 2. Senior Clerk 3. Purchaser	28,253/-	<u>Semi-Skilled-A</u> 4 Assistant Camera Man 5 Assistant Reporter/Animators 6 Assistant Graphic Designers 7 Assistant Electrician 8 Assistant Photographer	26,411/-
<u>Ministerial-C</u> 1. Receptionist 2. Record Keeper/ Clerk all types	27,164/-	<u>Semi-Skilled-B</u> 1. Helpers all types 2. Mali	25,911/-
<u>Highly Skilled-A</u> 1. Editor/News Editor 2. Producer/ Linear Editor 3. Senior News Caster /Anchors 4. Archive Assistant/Chief Reporter 5. Senior Mechanic/technician	30,089/-	<u>Unskilled</u> 1. Sweeper/ Cleaner 2. Chowkidar/Peon	25,000/-
<u>Highly Skilled -B</u> 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	28,836/-	<u>Miscellaneous-A</u> 1. Security Inspector	29,676/-
		<u>Miscellaneous-B-I</u> 1. Security Sub-Inspector	27,164/-
		<u>Miscellaneous-B-II</u> 1. Security Guard 3. Dispatch Rider/Office Boy	25,911/-

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
<u>Supervisory</u> 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	<u>Skilled-A</u> 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	28,253/-
<u>Ministerial-A</u> 1. Accounts Assistant. 2. Office/Admin Assistant 3. Head Clerk/Stenographer	30,089/-		
<u>Ministerial-B</u> 1. Cashier/Munshi 2. Store Keeper 3. Purchaser 4. Sales Man 5. Senior Clerk	28,253/-	<u>Skilled-B</u> 1. Fireman/Press Man/ Scrapper 2. Pulling /Pushing Man 3. Polisher / Polishia 4. Driver Ltv/Cook 5. Strating man/Cutter Man 6. Security Guard	27,583/-
<u>Ministerial-C</u> 1. Clerk (all types)	27,164/-	<u>Semi-Skilled-A</u> 1. Assistant Rolling Man	26,411/-

2. Record Keeper		2. Buff Man/Furnace Worker	
Highly Skilled-A 1. Assistant Foreman all types 2. Assistant Supervisor	30,089/-	3. Gutta Man/Gulli Man 4. Rolling Worker 5. Washing Man / Washer 6. Sorter/Packer 7. Rati Man / Regmalwala	
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	28,836/-	Semi-Skilled-B 1. Gate Keeper 2. Cleaner/Helper (all types)	25,911/-
		Unskilled 1. Assistant Labourer/ Labourer 2. Chowkidar/Watchman 3. Peon/Sweeper	25,000/-

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	28,253/-
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	30,089/-		
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	28,253/-	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	27,583/-
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	27,164/-		
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	30,089/-	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 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	26,411/-
Highly Skilled-B 1. Bulldozer Operator 2. Head Driver/ Senior Fitter 3. Mechanic/Auto Mechanic 4. Assistant Foreman/ Supervisor 5. Shovel /Wagon Drill Operator	28,836/-		

Miscellaneous-A 1. Assistant Station Inspector Dispenser/Khateeb/Pesh Imam 2. Male Nurse/Radiographer 3. Staff Nurse	29,676/-	Semi-Skilled-B 1. Incline Worker/Helper alltype 2. Mali /Donkey Man 3. M.O. Worker/E. Worker 4. Construction Worker 5. Junior Attendant	25,911/-
Miscellaneous-B-I 1. Cook/Khansama 2. School Teacher (PTC) 3. Nurse/Dai /Dresser/ Havaldar 4. Operation Theatre Assistant	27,164/-	Unskilled 1. Bearer/Chowkidar 2. Dak Runner/Qasid 3. Mahtar/Sweeper/ Ward Boy 4. Water Man/Water Carrier	25,000/-
Miscellaneous-B-II 1. Daftry /Mid Wife 2. Security Guard/Sepoy 3. Muazzan/Vaccinator	25,911/-		

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)	27,583/-
Ministerial-A 1. Assistant Accountant 2. Stenographer/Office Assistant 3. Head Store Keeper/Head Clerk	30,089/-	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)	26,411/-
Ministerial-B 1. Stenotypist/Senior/Clerk Cashier 2. Purchaser/Store Keeper 3. Head Time Keeper	28,253/-	Semi-Skilled-B 1. Helper Conductor/ Tyreman 2. Mali/Assistant Conductor	25,911/-
Ministerial-C 1. Junior Store Keeper 2. Clerk/Junior Clerk all types 3. Time Keeper/Munshi	27,164/-	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	25,000/-
Highly Skilled-A 1. Mechanic all types/Yard Master 2. Head Black Smith/Welder 3. Head Electrician/Turner 4. Head Carpenter/Painter	30,089/-		
Highly Skilled-B 1. Bus/Truck Driver 2. Air Conditioner Mini Bus Driver	28,836/-	Miscellaneous-A 1. Inspector Watch and Ward	29,676/-
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	28,253/-	Miscellaneous-B-I 1. Assistant Security Inspector	27,164/-
		Miscellaneous-B-II 1. Gate Keeper /Daftry 2. Security Man/Guard	25,911/-

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	27,583/-
<u>Ministerial-A</u> 1. Accounts Assistant 2. Stenographer 3. Office Assistant	30,089/-	<u>Semi-Skilled-A</u> 1. Storeman/Fireman 2. Assistant Tin Smith 3. Assistant Press Operator 4. Assistant Fitter/Electrician/Filler	26,411/-
<u>Ministerial-B</u> 1. Senior Clerk 2. Telephone Operator 3. Store Keeper/Time Keeper	28,253/-	<u>Semi-Skilled-B</u> 1. Mali 2. Helper all types	25,911/-
<u>Ministerial-C</u> 1. Typist/Clerk all types 2. Record Keeper	27,164/-	<u>Unskilled</u> 1. Loader/Cleaner/Sweeper 2. Watchman	25,000/-
<u>Highly Skilled-A</u> 1. Assistant Engineering/ Mechanical Supervisor 2. Engine Assembler	30,089/-	<u>Miscellaneous-A</u> 1. Inspector Watch and Ward	29,676/-
<u>Highly Skilled –B</u> 1. Assistant Inspector 2. Senior Fitter/Electrician 3. Mechanic/Machinist	28,836/-	<u>Miscellaneous-B-I</u> 1. Assistant Security Inspector	27,164/-
<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)	28,253/-	<u>Miscellaneous-B-II</u> 1. Gate Keeper 2. Security Man/Guard 3. Daftry	25,911/-

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	27,583/-
<u>Ministerial-A</u> 4. Accounts Assistant 5. Assistant 6. Assistant Store Incharge	30,089/-	<u>Semi-Skilled-A</u> 1. Mali 2. Gardener 3. Assistant Landscaper	26,411/-
<u>Ministerial-B</u> 1. Senior Clerk 2. Munchi/Cashier	28,253/-	<u>Semi-Skilled-B</u> 1. Helper 2. Junior Mali/Junior Gardener	25,911/-
<u>Ministerial-C</u> 1. Clerk all types 2. Salesman	27,164/-	<u>Unskilled</u> 1. Guard/Chowkidar/Watchman 2. Assistant Gardener/Mali	25,000/-
<u>Highly Skilled-A</u> 1. Head Landscaper 2. Assistant Supervisor	30,089/-	<u>Miscellaneous-A</u> 1. Imam Masjid	29,676/-
<u>Highly Skilled –B</u> 1. Senior Landscaper	28,836/-	<u>Miscellaneous-B-I</u> 1. Moazzan	27,164/-
<u>Skilled-A</u> 1. Head Mali/Landscaper	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard	25,911/-

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	27,583/-
<u>Ministerial-A</u> 1. Accounts Assistant 2. Office Assistant/Admin Assistant 3. Head Clerk/ Stenographer	30,089/-	<u>Semi-Skilled-A</u> 1. Packer/Assistant Warehouse Operator 2. Assistant Fitter/Electrician	26,411/-
<u>Ministerial-B</u> 1. Computer Operator 2. Senior Clerks	28,253/-	<u>Semi-Skilled-B</u> 1. Sanitary Worker 2. Mali/Helper all types	25,911/-
<u>Ministerial-C</u> 1. Telephone Operator 2. Store Keeper 3. Clerks all types	27,164/-	<u>Unskilled</u> 1. Chowkidar/ Guard 2. Sweeper/Peon 3. Labourer	25,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor all types 2. Assistant Forman	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
<u>Highly Skilled -B</u> 1. Senior Operator 2. Machinist/Mechanic 3. Senior Fitter	28,836/-	<u>Miscellaneous-B-I</u> 1. Security Sub-Inspector 2. Imam Masjid	27,164/-
<u>Skilled-A</u> 1. Warehouse Operator 2. Fitter /Electrician/Material Filler 3. Assistant Warehouse 4. Machine man/Operator all types	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard	25,911/-

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	28,253/-
<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	30,089/-		

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	28,253/-	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	27,583/-
Ministerial-C 1. Clerk all types 2. Typist 3. Assistant Store Keeper 4. Mail Dispatcher	27,164/-		
Highly Skilled-A 1. Senior Boiler Operator 2. Senior Mechanic 3. Quality Control Inspector 4. Waste Control Inspector 5. Research Analyst 6. Lab. Analyst	30,089/-	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	26,411/-
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	28,836/-	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	25,911/-
		Unskilled 1. Peon /Office Boy 2. Floor Attendant /Bearer 3. Loader/Cleaner /Sweeper 4. Store Attendant/Office Attendant 5. Watchman/Chowkidar	25,000/-

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	28,253/-
Ministerial-A 1. Job Assistant/ Office Assistant 2. Purchaser 3. Accounts Assistant	30,089/-	Skilled-B 1. Binder/Book Binder 2. Driver/Head Daftri 3. Cook	27,583/-
Ministerial-B 1. Store Keeper 2. Senior Clerks 3. Telephone Operator	28,253/-	Semi- Skilled-A 1. Assistant Electrician 2. Assistant Feeder Man/MachineMan 3. Ink man/Security Guard	26,411/-
Ministerial-C 1. Clerk all types 2. Time Keeper	27,164/-	Semi- Skilled-B 1. Helper (all types) 2. Daftri	25,911/-
Highly Skilled-A 1. Assistant Foreman/Supervisor 2. Senior Camera Man 3. Senior Plate Maker	30,089/-	Unskilled 1. Store Boy/Cooli/Labourer Chowkidar/Watchman 2. Jamadar/Sweeper	25,000/-
Highly Skilled-B 1. Plate Maker 2. Camera Man/Grain Man	28,836/-	-----	-----

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	27,583/-
<u>Ministerial-A</u> 1. Office Assistant 2. Accounts Assistant	30,089/-	<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	26,411/-
<u>Ministerial-B</u> 1. Time Keeper 2. Computer Operator 3. Store Keeper	28,253/-		
<u>Ministerial-C</u> 1. Reminder Man 2. Clerk /Record Keeper	27,164/-	<u>Semi-Skilled-B</u> 1. Mali 2. Helper all types	25,911/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Assistant Forman	30,089/-	<u>Unskilled</u> 1. Peon/Naib Qasid 2. Guard Loader/Sweeper	25,000/-
<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	28,836/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
		<u>Miscellaneous-B-I</u> 1. Security Sub-Inspector 2. Imam Masjid	27,164/-
<u>Skilled-A</u> 1. Feeder Man/Lead Operator 2. Plumber /Electrician/ Welder /Fitter 3. Fort Lifter Driver	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard	25,911/-

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	28,253/-
<u>Ministerial-A</u> 1. Computer Operator 2. F.C. Assistant 3. Accounts Assistant	30,089/-	<u>Skilled-B</u> 1. Press Man 2. Driver (Light Duty) 3. Cook	27,583/-
<u>Ministerial-B</u> 1. Store Keeper 2. Sales Man 3. Cashier 4. Telephone Operator	28,253/-	<u>Semi-Skilled-A</u> 1. Assistant Machine Operator 2. Assistant Electrician 3. Assistant Fitter 4. Security Guard	26,411/-
<u>Ministerial-C</u> 1. Typist/Clerk all types 2. Assistant Store Keeper	27,164/-	<u>Semi-Skilled-B</u> 1. Mali/Packer 2. Stamper	25,911/-
<u>Highly Skilled-A</u> 1. Assistant Forman/Supervisor 2. Analyst 3. Senior Mistry	30,089/-	<u>Unskilled</u> 1. Labourer/Coolie 2. Peon/Naib Qasid 3. Chowkidar/Sweeper	25,000/-
<u>Highly Skilled-B</u> 1. Senior Machine Operator/Man 2. Mistry/ Printer 3. Senior Electrician/Senior Turner 4. Senior Fitter/Senior Welder	28,836/-	-----	-----

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.	28,253/-
<u>Ministerial-A.</u> 1. Senior Nurse 2. Stenographer 3. Personal Assistant/Office Assistant 4. Assistant. 5. Receptionist	30,089/-		
<u>Ministerial-B.</u> 1. Nurse 2. Dresser 3. Head Gate Keeper 4. Telephone Operator/Attendent	28,253/-	<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	27,583/-
<u>Ministerial-C.</u> 1. Clerk (all types) 2. Gate Keeper. 3. Typist 4. Record Keeper	27,164/-		
<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	30,089/-	<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 8. Security Guard	26,411/-
<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	28,836/-	<u>Semi-Skilled-B</u> 1. General Worker 2. Helper (all types) 3. Junior Plant Attendant 4. Gardener/Mali 5. Dak Runner 6. Club Servant/ Care taker 7. Fire Safetyman 8. Junior Fuel Attendant 9. Hospital Attendant 10. Tennis Marker	25,911/-
		<u>Unskilled.</u> 1. Peon/Naib Qasid/ Sweeper 2. Chowkidar/Watchman 3. Coolie/Labourer	25,000/-

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	28,253/-

Ministerial-A. 1. Senior Nurse/Nurse Grade-A 2. Office Assistant 1. Accounts Assistant 2. Supervisor/Head Clerk	30,089/-	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.	27,583/-
Ministerial-B. 1. Nurse Grade-B 2. Senior Clerk 3. Telephone Operator 4. Male/Female Nurse	28,253/-		
Ministerial-C. 3. Sick Attendant 4. Clerk./Junior Clerk 5. Typist	27,164/-	Semi-Skilled-A 1. Oil Man/ Security Guard 2. Fire Service Man 3. Assistant Well Operator	26,411/-
Highly Skilled-A. 1. Senior Operator. 2. Senior Technician 3. Senior Mechanic	30,089/-	Semi-Skilled-B 1. Helper all types 2. Mali 3. Motor Cleaner/Club Servant	25,911/-
Highly Skilled-B. 1 Technician/Mechanic 2 Senior Laboratory Tester 3 Senior Well Operator 4 Senior Driller	28,836/-	Unskilled. 1. Food Carrier. 2. Peon/ Sweeper 3. Chwkidar/Watchman	25,000/-

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	28,253/-
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	30,089/-	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	27,583/-
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	28,253/-	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	26,411/-
Ministerial-C 1. Clerk / Junior Clerk all types 2. Typist	27,164/-	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	25,911/-
Highly Skilled-A 1. Assistant Pharmacist/Chemist 2. Syrup Section/tablet Section Incharge 3. Technical Assistant 4. Attar/ Chief Electrician 5. Senior Machinist/ Mechanic	30,089/-	Unskilled 1. Bottle Washer/Water Man 2. Peon / Naib Qasid 7. Sweeper/ Cleaner /Loader	25,000/-
Highly Skilled-B 1. Analyst/Laboratory Technician 2. Assistant Supervisor	28,836/-		

3. Khamira Saaz /Dawa Saz		3. Chowkidar / Watchman	
4. Senior Checker		4. Messenger	
5. Assistant Attar			
6. Technician/Machinist/ Mechanic			

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<u>Managerial and Supervisory Group</u> 1. Factory Manager 2. Accountant 3. Supervisor 4. Foreman	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Cook/Driver Ltv 2. Junior Mixer Operator 3. Junior Electrician/Fitter 4. Junior Generator Operator 5. Junior Kharadia 6. Junior Loom Operator 7. Junior Operator (all types)	27,583/-
<u>Ministerial-A</u> 1. Accounts Assistant/Office Assistant 2. Purchaser 3. Stenographer/Head Clerk	30,089/-	<u>Semi-Skilled-A</u> 1. Assistant Machine Operator 2. Assistant Mixer Operator 3. Assistant Electrician/Fitter 4. Assistant Kharadia 5. Assistant Loom Operator 6. Assistant Operator(all types)	26,411/-
<u>Ministerial-B</u> 1. Cashier/ Munshi 2. Computer Operator 3. Store Keeper/Time Keeper 4. Senior Clerks	28,253/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Mali 3. Packer	25,911/-
<u>Ministerial-C</u> 1. Assistant Purchaser 2. Typist/ Clerks all types 3. Record Keeper	27,164/-	<u>Unskilled</u> 1. Labourer /Loader 2. Chowkidar/Watchman/ Guard	25,000/-
<u>Highly Skilled-A</u> 1. Quality Inspector 2. Head Fitter /Head Kharadia 3. Assistant Supervisor 4. Head Machine Operator	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector	29,676/-
<u>Highly Skilled –B</u> 1. Senior Fitter/Electrician/Kharadia 2. Senior Machine Operator 3. Checker/ Quality Checker	28,836/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
<u>Skilled-A</u> 1. Machine Operator/Generator Operator 2. Mixer Operator/ Loom Operator 3. Electrician /Fitter/Kharadia 4. Operator (all types)	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard	25,911/-

66. APPLICABLE TO WORKERS EMPLOYED IN PLASTIC PRODUCTS INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<u>Supervisory</u> 1. Boiler Engineer 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	<u>Skilled-A</u> 1. Electrician/Fitter 2. File man 3. Lathe man / Kharadia / Turner 4. Welder/Carpenter/Winder 5. Senior Driver 6. Machine man/Operator	28,253/-
<u>Ministerial-A</u> 1. Accounts/Admin Assistant 2. Sales Representative/Cashier 3. Office Assistant/Personal Assistant 4. Imam Masjid / Khatib 5. Head Clerk/Stenographer	30,089/-	<u>Skilled-B</u> 1. Driver Ltv /Cook/Mochi 2. Junior Electrician/ Turner 3. Junior Fitter/ File man 4. Junior Lathe man / Kharadia/ 5. Junior Welder/ Winder 6. Junior Carpenter 7. Junior Machine man/Operator 8. Security Guard	27,583/-
<u>Ministerial-B</u> 1. Store Keeper/Godown Incharge 2. Senior Clerks/Senior Time Keeper	28,253/-	<u>Semi-Skilled-A</u> 1. Assistant Fitter /File man 2. Assistant Electrician /Turner 3. Assistant Lathe man / Kharadia/ 4. Assistant Welder /Winder 5. Assistant Carpenter	26,411/-
<u>Ministerial-C</u> 1. Time Keeper/Record Keeper 2. Typist/Clerk all types	27,164/-		

3. Junior Store Keeper		6. Assistant Machine man/Operator	
Highly Skilled-A 1. Head Fitter 2. Senior Plant Operator 3. Assistant Supervisor/Foreman 4. Head Machine Man/Operator	30,089/-	Semi-Skilled-B 1. Helper all types 2. Mali 3. Packer 4. Gate Keeper	25,911/-
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	28,836/-	Unskilled 1. Peon/Naib Qasid 2. Chowkidar/Watchman 3. Sweeper/Cleaner 4. Labourer/Coolie 5. Darban	25,000/-

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	27,583/-
Ministerial-A 1. Accounts Assistant 2. Office/Admin Assistant 3. Head Clerk 4. Stenographer	30,089/-	Semi-Skilled-A 1. Assistant Fitter/Electrician 2. Assistant Welder/Moulder 3. Assistant Turner 4. Assistant Machine Operator	26,411/-
Ministerial-B 1. Computer Operator 2. Senior Clerk/Stenotypist 3. Store Keeper	28,253/-	Semi-Skilled-B 1. Helper 2. Packer 3. Mali	25,911/-
Ministerial-C 1. Typist/ Clerk all types 2. Time Keeper/Record Keeper	27,164/-	Unskilled 1. Chowkidar/Watchman 2. Guard/Labourer/Coolie	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Assistant Forman 2. Head Fitter /Head Machine Operator	30,089/-	Miscellaneous-A 1. Security Inspector	29,676/-
Highly Skilled –B 1. Senior Fitter/Electrician/Welder 2. Senior Moulder/Senior Turner 3. Senior Machine Operator	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Machine Operator 2. Fitter/Electrician/Welder 3. Moulder/Turner	28,253/-	Miscellaneous-B-II 1. Security Guard	25,911/-

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	27,583/-
Ministerial-A 1. Assistant all types 2. Head Clerk/Stenographer	30,089/-	Semi-Skilled-A 1. Field Worker/Fire Man 2. Assistant Machine Operator 3. Assistant Karigar/Modeler 4. Assistant Electrician 5. Assistant Filler Man	26,411/-
Ministerial-B 1. Computer Operator /Store Keeper 2. Senior Clerk/Stenotypist	28,253/-	Semi-Skilled-B 1. Packing Man/ Packer 2. Mali/Helper all types	25,911/-
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper/Record Keeper	27,164/-	Unskilled 1. Chowkidar/Watchman 2. Labourer	25,000/-
Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman	30,089/-		
Highly Skilled –B 1. Senior Machine Operator 2. Senior Karigar/Senior Modeler	28,836/-		

3. Senior Electrician/Senior Filler Man 4. Head Polishing Man/Polisher		3. Peon/Naib Qasid 4. Coolie/Loader	
Skilled-A 1. Machine Operator 2. Karigar 3. Modeler 4. Electrician 5. Filler Man 6. Senior Polishing Man/Polisher	28,253/-	Miscellaneous-A 1. Security Inspector	29,676/-
		Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
		Miscellaneous-B-II 1. Security Guard	25,911/-

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	27,583/-
Ministerial-A 1. Assistant all types 2. Head Clerk/Stenographer	30,089/-	Semi-Skilled-A 1. Assistant Electrician 2. Assistant Hatcher	26,411/-
Ministerial-B 1. Computer Operator 2. Senior Clerk/Munshi 3. Stenotypist/Store Keeper	28,253/-	Semi-Skilled-B 1. Attendent Cattle Farm 2. Attendent Poultry Farm 3. Mali/Helper	25,911/-
Ministerial-C 1. Typist /Clerk all types 2. Time Keeper/Record Keeper	27,164/-	Unskilled 1. Peon/Naib Qasid/ Guard 2. Labour/ Coolie	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman	30,089/-	Miscellaneous-A 1. Security Inspector	29,676/-
Highly Skilled -B 1. Senior Electrician/Senior Hatcher 2. Senior Veterinary Assistant	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Electrician/Hatcher 2. Veterinary Assistant 3. Senior Hatchery Attendant	28,253/-	Miscellaneous-B-II 1. Security Guard	25,911/-

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	28,253/-
Ministerial-A 1. Assistant Accountant 2. Office Assistant 3. Head Clerk 4. Stenographer	30,089/-	Skilled-B 1. Driver Ltv/Cook 2. Assistant Plant Operator 3. Assistant Boiler Operator 4. Junior Electrician/Motor Winder 5. Junior Shift Electrician/Fitter	27,583/-
Ministerial-B 1. Senior Clerk/ Stenotypist 2. Computer Operator 3. Telephone Operator/Paramedic	28,253/-	Semi-Skilled-A 1. Assistant Electrician/ Fitter 2. Assistant Shift Electrician 3. Assistant Motor Winder	26,411/-
Ministerial-C 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper	27,164/-	Semi-Skilled-B 1. Mali/Sanitary Worker 2. Waiter /Qasid 3. Helper	25,911/-

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	30,089/-	Unskilled 1. Peon 2. Naib Qasid 3. Labouer/Coolie	25,000/-
		Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
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	28,836/-	Miscellaneous-B-I 7. Imam Masjid	27,164/-
		Miscellaneous-B-II 1. Security Guard 2. Moazzan	25,911/-

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	27,583/-
Ministerial-A 1. Assistant Accountant 2. Office Assistant 3. Head Clerk 4. Stenographer	30,089/-	Semi-Skilled-A 1. Assistant Fitter/Electrician 2. Assistant Welder/Turner 3. Assistant Black Smith 4. Assistant Rediator Repairer	26,411/-
Ministerial-B 1. Senior Clerk/ Stenotypist 2. Computer /Telephone Operator	28,253/-	Semi-Skilled-B 1. Helper all types 2. Mali/Radiator Cleaner	25,911/-
Ministerial-C 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper	27,164/-	Unskilled 1. Chowkidar/ Watchman 2. Peon 3. Labourer/ Coolie	25,000/-
Highly Skilled-A 1. Assistant Supervisor 2. Assistant Forman	30,089/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
Highly Skilled –B 1. Mechanic /Technician/Machinist	28,836/-	Miscellaneous-B-I 1. Imam Masjid	27,164/-
Skilled-A 1. Fitter/Electrician 2. Welder/Turner/Black Smith 3. Rediator Repairer	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Moazzan	25,911/-

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

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Supervisory 1. Manager/Deputy Manager all types 2. Assistant Manager all types 3. Incharge/Supervisor/Forman all types 4. Boiler Engineer all types 5. Executive/ Officer all types 6. Company Secretary 7. Auditor/Computer Programmer 8. Network Administrator 9. Accountant/Senior Accountant 10. Assistant/Junior Accountant 11. Garment Dyeing Master	Wages left for mutual bargaining between the employers and the workers.	Skilled-B 1. Driver LTV/Cook 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 10. Assistant Machine Mechanic 11. CCTV Operator	27,583/-

Ministerial-A 1. Assistants all types 2. Computer Operator	30,089/-	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	26,411/-
Ministerial-B 1. Senior Clerk/Telephone Operator 2. Khateeb/Imam Masjid 3. Cashier/Purchaser/Receptionist 4. Store keeper	28,253/-		
Ministerial-C 1. Time Keeper/Junior Time Keeper 2. Record Keeper/Clerks 3. Gate Clerk 4. Dispenser/Assistant Computer Operator 5. Shipment Dispatcher	27,164/-	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	25,911/-
Highly Skilled-A 1. Senior Mechanic/ Mistri 2. Assistant Supervisor/Forman all types	30,089/-		
Highly Skilled-B 1. Machine Mechanic/Mistri 2. Fabric Inspector 3. Technician 4. Boiler Operator	28,836/-	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	25,000/-
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	28,253/-		

(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	28,253/-
Ministerial-A 3. Accounts Assistant/Assistant Accountant 4. Computer Operator 5. Store Keeper/Khateeb 6. Personal Assistant/Assistant all types 7. Assistant Incharge	30,089/-	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	27,583/-
Ministerial-B 5. Assistant Store Keeper 6. Cashier/Purchaser 7. Checker/ time Keeper 8. Sales Man/Imam Masjid 9. Telephone Operator/Receptionist	28,253/-	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	26,411/-

Ministerial-C 6. Assistant Salesman 7. Typist/Clerk all types 8. Store man/Shipment Dispatcher 9. Junior/Assistant Time Keeper	27,164/-	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	30,089/-		
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	28,836/-	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	25,911/-
		Unskilled 9. Chowkidar /Watchman/Polyman 10. Trolley Man/Bundle/LineFeeder 11. Peon/Qasid/Waiter/Labour 12. Sweeper/ Cleaner/House Keeper 13. Fabric Spreader/Spreaderman	25,000/-

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	28,253/-
Ministerial-A 1. Office/Accounts Assistant 2. Personal Secretary/Assistant 3. Paddy Purchase Assistant 4. Sales Assistant/General Assistant	30,089/-	Skilled-B 1. Driver Ltv/Cook 2. Junior Electrician/Fitter/Plumber 3. Junior Operator 4. Junior Wireman/Welder/TinSmith	27,583/-
Ministerial-B 1. Munshi /Paddy Master 2. Store Keeper/Steno Typist 3. Paddy Billing Assistant/Dispenser	28,253/-	Semi-Skilled-A 1. Husk man/ Spray man 2. Khalasi/Laboratory Assistant 3. Assistant Operator 4. Messenger /Security Guard	26,411/-
Ministerial-C 1. Clerk/Typist/Accounts Clerk 2. Time Keeper/Assistant Store Keeper	27,164/-	Semi-Skilled-B 1. Helper all types 2. Mali/Cleaner/ Gate Keeper	25,911/-
Highly Skilled-A 1. Analyst/Assistant Shift Incharge 2. Assistant Supervisor /Forman	30,089/-	Unskilled 1. Chowkidar/Watchman 2. Peon 3. Store Boy 4. Sampler	25,000/-
Highly Skilled-B 1. Senior Electrician/Fitter 2. Mistry /Motor Mechanic 3. Senior Plumber/Tin Smith/Welder 4. Senior Operator	28,836/-		

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	27,583/-

<u>Ministerial-A</u> 1. Assistant Accountant 2. Office/Admin Assistant 3. Head Clerk/Stenographer	30,089/-	<u>Semi-Skilled-A</u> 1. Assistant Press Man/Builder Man 2. Assistant Electrician/Moulder/Turner 3. Assistant Machine Operator	26,411/-
<u>Ministerial-B</u> 1. Senior Clerk/ Stenotypist 2. Computer /Telephone Operator	28,253/-	<u>Semi-Skilled-B</u> 1. Packing Man/Packer 2. Helper/Mali	25,911/-
<u>Ministerial-C</u> 1. Typist/Clerk all types 2. Photostat/Fax Operator 3. Record Keeper	27,164/-	<u>Unskilled</u> 1. Chowkidar/Watchman/Peon/ 2. Naib Qasid/Sweeper/ Cleaner 3. Labourer/ Coolie	25,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor 2. Assistant Forman	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
<u>Highly Skilled -B</u> 1. Mechanic/ Machinist/Technician 2. Senior Moulder/Turner 3. Senior Machine Operator	28,836/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid	27,164/-
<u>Skilled-A</u> 2. Press Man/Builder Man 3. Electrician/Moulder/Turner 4. Machine Operator	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Moazzan	25,911/-

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<u>Managerial and Supervisory Group</u> 1. Principal/Vice Principal 2. Accountant/Officer all types 3. Director/Assistant Director 4. Program Coordinator 5. Lab Administrator/ Lecturer 6. Associate/Assistant Professor	Wages left for mutual bargaining between the employers and workers	<u>Skilled-B</u> 1. Lab Assistant 2. Junior Teacher 3. Teacher Primary school 4. Art teacher	27,583/-
<u>Ministerial-A</u> 1. Admin Assistant/Accounts Assistant 2. Office Assistant/Stenographer	30,089/-	<u>Semi-Skilled-A</u> 1. Lab Attendant 2. Dafri /Office Boy	26,411/-
<u>Ministerial-B</u> 1. Computer Operator 2. Senior Clerk/Stenotypist	28,253/-	<u>Semi-Skilled-B</u> 1. Gate Keeper 2. Mali/Qasid	25,911/-
<u>Ministerial-C</u> 1. Typist/Clerk/Junior Clerk 2. Time Keeper/Store Keeper 3. Record Keeper	27,164/-	<u>Unskilled</u> 1. Peon/ Naib Qasid 2. Sweeper/Cleaner 3. Chowkidar	25,000/-
<u>Highly Skilled-A</u> 1. Program Assistant 2. Assistant Lab Administrator	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
<u>Highly Skilled -B</u> 1. Senior Teacher/Teacher high school 2. Teaching Assistant	28,836/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
<u>Skilled-A</u> 1. Teacher/Teacher middle school 2. Electrician	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Head Mali	25,911/-

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

Nomenclature	Approved minimum rates of wages per month for 26 days.	Nomenclature	Approved minimum rates of wages per month for 26 days.
<u>Managerial and Supervisory Group</u> 1. 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	<u>Skilled-A</u> 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	28,253/-

Ministerial-A 1. Account Assistant/Transport Assistant 2. Cashier /Computer Operator 3. Office/Admin Assistant 4. Sales Incharge / Assistant 5. Stenographer / P.A. 6. Security / Safety Inspector 7. Khatib	30,089/-	Skilled-B 1. Cook/Driver/Junior Electrician 2. Wireless Operator/Fireman 3. Junior Security Camera Installer 4. Junior Machine Man/Wireman 5. Junior Maintenance Fitter 6. Assistant Auto Mechanic 7. Assistant Mechanic	27,583/-
Ministerial-B 1. Senior Clerk/Telephone Operator 1. Receptionist /Imam Masjid 2. Sub-Inspector Security / Safety	28,253/-	Semi-Skilled-A 1. Assistant Electrician 2. Assistant Security Camera Installer / Generator Operator 3. Assistant Machine Man 4. Assistant Maintenance Fitter 5. Security Guard / Female Guard / Lady Sercher	26,411/-
Ministerial-C 1. Clerk all types / Courier 2. Typist / Record Keeper	27,164/-		
Highly Skilled-A 1. Assistant Production Supervisor 2. Head Operator 3. Technologist / Quality Monitor 4. Senior Computer Operator	30,089/-	Semi-Skilled-B 1. Helper all types 2. Mali / Office Boy 3. Dak Runner / Qasid	25,911/-
Highly Skilled –B 1. Quality Monitor Assistant 2. Technician /Auto Mechanic 3. Wireless Supervisor/Senior Electrician	28,836/-	Unskilled 1. Attendant /Sweeper/Cleaner 2. Peon/Naib Qasid/Misalchi	25,000/-

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Managerial and Supervisory Group 1. Foreman 2. Supervisor all types 3. Manager 4. Laboratory Control Incharge	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Rigger/Junior Welder 2. Junior Fabricator 3. Assistant Technician 4. Junior Machine Man 5. Driver LTV/Cook	27,583/-
Ministerial-A 1. Assistant all types 2. Stenographer	30,089/-	Semi-Skilled-A 1. Assistant Rigger/Welder 2. Assistant Fabricator 3. Assistant Machine Man	26,411/-
Ministerial-B 1. Computer Operator/Store Keeper 2. Senior Clerk/Steno typist	28,253/-	Semi-Skilled-B 1. Helper all types/Mali 2. Packer/Packing Man	25,911/-
Ministerial-C 1. Typist/Clerk/Junior Clerk 2. Time Keeper/Record Keeper	27,164/-	Unskilled 1. Labourer/Coolie/Naib Qasid 2. Peon/Chowkidar/Watchman	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman	30,089/-	Miscellaneous-A 1. Security Inspector/Khatib	29,676/-
Highly Skilled –B 1. Senior Rigger/Senior Welder 2. Technician/Senior Fabricator 3. Senior Machine Man	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Rigger/Welder/Fabricator 2. Machine Man /Junior Technician	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Security Guard Female	25,911/-

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	27,583/-
Ministerial-A	30,089/-		

1. Office Assistant/Accounts Assistant 2. Head Clerk		8. Cutter Man/ Junior Carpenter	
Ministerial-B 1. Security Assistant 2. Store Keeper/Senior Clerk	28,253/-	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	26,411/-
Ministerial-C 1. Salesman/Clerk/Typist	27,164/-		
Highly Skilled-A 1. Assistant Supervisor/Forman	30,089/-		
Highly Skilled-A 1. Die Maker / Die Repairer 2. Pattern Maker 3. Milling Man Grade-I 4. Shaper Man Grade-I	28,836/-		
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	28,253/-	Semi-Skilled-B 1. Helper all types 2. Gate Keeper 3. Mali 4. Apprentice	25,911/-
		Unskilled 1. Cleaner 2. Peon/Sweeper 3. Chowkidar/ Watchman 4. Naib Qasid	25,000/-

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	28,253/-
Ministerial-A 1. Accounts Assistant 2. Draughtsman 3. Office Assistant 4. Senior Sales Representative 5. Head Clerk 6. Stenographer	30,089/-	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	27,583/-
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.	28,253/-	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.	26,411/-
Ministerial-C. 1. Typist/Clerks all types 2. Dispatcher/Assistant Salesman 3. Record Keeper/Godown Keeper 4. Ledger Keeper	27,164/-	Semi-Skilled-B. 1. Washerman/Lift Operator 2. Helper all types 3. Marking Man/Tag Man 4. Stock Boy/Book Binder	25,911/-

Highly Skilled-A 1. Head Operator/Radiographer 2. Senior Mechanic/Mistry all type 3. Senior Pattern Maker	30,089/-	Unskilled. 1. Peon 2. Coolie 3. Chowkidar 4. Naib Qasid 5. Sweeper.	25,000/-
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	28,836/-		

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	28,253/-
Ministerial-A 1. Office Assistant 2. Accounts Assistant 3. Head Clerk	30,089/-	Skilled-B 1. Thread Cutter /Cobler/Mochi 2. Helper Commander 3. Driver/Cook /Tailor 4. Doubling Winder / Twisting Machine Operator	27,583/-
Ministerial-B 1. Bill Examiner/Senior Clerk 2. Head Time Keeper 3. Lace Incharge/Checking Incharge 4. Purchaser 5. Store Keeper 6. Treasurer/Cashier	28,253/-	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	26,411/-
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	27,164/-	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	25,911/-
Highly Skilled-A 1. Assistant Designer 2. Assistant Supervisor/Forman 3. Head Rafugar	30,089/-		
Highly Skilled-B 1. Senior Rafugar 2. Senior Machine Operator 3. Senior Fitter/Electrician	28,836/-	Unskilled 1. Oil Cleaner/Sweeper 2. Laborer/Coolie all types 3. Chowkidar/Watchman 4. Peon/ Naib Qasid	25,000/-

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
Managerial & Supervisory Staff 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	Wages left for mutual bargaining between the employers and the workers.	Skilled-A 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	28,253/-

8. Export Assistant 9. Yards Superintendent		8. Shaper Man/Turner/ Welder 9. Warper/Weaver /Sizer 10. Air Condition Plant Operator 11. Heavy Transport Driver	
Ministerial-A 1. Office Incharge 2. Stenographer 3. Store Keeper 4. Sales Incharge 5. Cashier/Treasurer 6. Draughtsman 7. Imam Masjid	30,089/-	Skilled-B 1. Air Conditioner Operator 2. Brush Man/Bhartiwala 3. Checking Man/Checker 4. Drawer /Pan Man/Driver LTV 5. Fore-Warp Knitting Operator 6. Finishing Machine Man 7. Hydro Man/ Hydro Operator 8. Jigger Man/Kier Man 9. Over locking Machine Man 10. Pirn Winder/Twisting Winder 11. Punch/Soaper Machine Man 12. Starch/Maya Machine Man 13. Screen Printer/Spinning Operator 14. 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	27,583/-
Ministerial-B 1. Bill Examiner 2. Munshi 3. Telephone Operator 4. Purchaser 5. Senior Clerk 6. Steno Typist 7. Tracer	28,253/-		
Ministerial-C 1. Typist/Clerk/ Junior Clerk all 2. Assistant Store Clerk 3. Sales Man 4. Time Keeper	27,164/-		
Highly Skilled-A 1. Assistant Foreman all types 2. Head Jobber 3. Head Fitter/Head Electrician 4. Head Mechanic 5. Dispenser	30,089/-	Semi-Skilled-A 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	26,411/-
Highly Skilled-B 1. Jobber /Shift Incharge 2. Mistry/Mechanic 3. Senior Electrician 4. Card Cutter	28,836/-		
Unskilled 1. Cleaner /Mashki/Sweeper 2. Labourer/Coolies all types 3. Peon/Naib Qasid/ Kochwan 4. Chowkidar /Watchman	25,000/-	Semi-Skilled-B 1. Beam Man 2. Helper all types 3. Foler/Folding Man 4. Packer/Mali	25,911/-

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
Supervisory 1. Manager/Assistant Manager 2. Supervisor/Foreman 3. Accountant 4. Assistant Accountant	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Polish Maker 2. Moti Parowe 3. Junior Karigar/Junior Fitter 4. Junior Gold Smith	27,583/-
Ministerial-A 1. Office Assistant 2. Accounts Assistant 3. Head Clerk	30,089/-	Semi-Skilled-A 1. Assistant Karigar/Assistant Fitter 2. Assistant Gold Smith 3. Packing Man/ Packer	26,411/-
Ministerial-B 1. Store Keeper 2. Senior Clerk	28,253/-	Semi-Skilled-B 1. Apprentice/Helper all types 2. Mali/Cleaner	25,911/-
Ministerial-C 1. Salesman 2. Clerk/Typist	27,164/-	Unskilled 1. Chowkidar/Watchman 2. Peon/ Naib Qasid/Sweeper	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Gold Smith/Head Fitter	30,089/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
Highly Skilled-B 1. Senior Karigar/Senior Fitter 2. Senior Gold Smith	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Karigar/Fitter/Gold Smith	28,253/-	Miscellaneous-B-II 1. Security Guard	25,911/-

2. Senior Polish Maker		2. Security Guard Female	
3. Senior Moti Parowe			

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
<u>Supervisory.</u> 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.	<u>Skilled-A</u> 1. Dyer/Mender 2. Weaver/Warper/Sizer 3. Machine Operator all types 4. Electrician/ Fitter all types 5. Damage Controller	28,253/-
<u>Ministerial-A</u> 1. Office Assistant 2. Accounts Assistant 3. Head Clerk	30,089/-	<u>Skilled-B</u> 1. Drawer/Reacher /Carpenter 2. Checker all types 3. Shuttle Polish man 4. Junior Sizer	27,583/-
<u>Ministerial-B</u> 1. Munshi/Cashier/treasurer 2. Senior Clerk/ Bill Examiner 3. Head time Keeper 4. Checking Incharge 5. Purchaser/Store Keeper	28,253/-	<u>Semi-Skilled-A.</u> 1. Bobbin Boy/Winding Boy. 2. Oilman/Security Guard 3. Assistant Sizer/Thread Cutter 4. Winder/Back Sizer 5. Needle man/Washer man	26,411/-
<u>Ministerial-C</u> 1. Clerks all types 2. Time Keeper 3. Security Jamadar 4. Shift Jamadar	27,164/-	<u>Semi-Skilled-B.</u> 1. Safai wala/Cleaner 2. Mali /Helper all types 3. Bobbin man/Lace Packer 4. Shuttle man/filler	25,911/-
<u>Highly Skilled-A</u> 1. Master all types 2. Senior Rafuger/Senior Designer 3. Senior Mistri 4. Head Sizer	30,089/-	<u>Unskilled.</u> 1. Chowkidar/Watchman 2. Peon/Naib Qasid/Sweeper 3. Labourer/Coolie all types	25,000/-
<u>Highly Skilled-B</u> 1. Mistry /Rafuger/Designer 2. Senior Dyer/Mender/Weaver 3. Senior Fitter/Electrician 4. Senior Machine Operator 5. Senior Sizer	28,836/-	-----	

Part-II For Piece-rated Workers

- A. Weavers working on jacquard or Drop Box Looms shall be paid @ Rs. 1108 per day or Rs. 28,808/- 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. 1108 per day by working 8 hours a day.
- B. Weavers working on all kinds of Power Looms(including Velvet) shall be paid @ Rs. 1108 per day or Rs. 28,808/- 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. 1108 per day for working 8 hours a day.
- C. Weavers manufacturing Shawl Gola will be paid @ Rs. 1108 per day or Rs. 28,808/- 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. 1108 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. 1108 per day or Rs. 28,808/- 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. 1108 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
<u>Supervisory</u> 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.	<u>Skilled-A</u> 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	28,253/-
<u>Ministerial-A</u> 1. Sales Representative 2. Head Munshi /Stenographer 3. Computer Operator 4. Senior Office Assistant	30,089/-	<u>Skilled-B</u> 1. Cook/ Driver 2. Pumper 3. Fork Lifter Driver 4. Lab. Assistant/Press Man	27,583/-
<u>Ministerial-B</u> 1. Office Assistant 2. Cashier 3. Sales Man 4. Telephone Operator 5. Store Keeper/Store Issuer 6. Munshi 7. Draughts Man	28,253/-	<u>Semi- Skilled-A</u> 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	26,411/-
<u>Ministerial-C</u> 1. Clerk all types 2. Typist /Time Keeper 3. Counter Man 4. Assistant Store Keeper	27,164/-	<u>Semi- Skilled-B</u> 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	25,911/-
<u>Highly Skilled-A</u> 1. Plant Operator 2. Quality Controller 3. Process Controller 4. Senior Mechanic/Mistri	30,089/-		
<u>Highly Skilled-B</u> 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	28,836/-	<u>Unskilled</u> 1. Labourer /Coolie 2. Peon / Naib Qasid 3. Sweeper 4. Water Man 5. Chowkidar/Watchman 6. Office Attendant	25,000/-

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Supervisory 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	Skilled-B 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	27,583/-
Ministerial-A 1. Computer Operator 2. Export Assistant 3. Incharge Packing 4. Khatib/Personnal Assistant 5. Purchaser/Stenographer	30,089/-	Semi-Skilled-A 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	26,411/-
Ministerial-B 1. Cashier 2. Store Assistant/Store Keeper 3. Sales Man/Telephone Operator	28,253/-	Semi-Skilled-B 1. Daftry 2. Carton Mover 1. Gradener 2. Mali /Gate Keeper 3. Helper /Trainees all types 4. Canteen Man 5. Material Provider/Receiver	25,911/-
Ministerial-C 1. Typist/ Clerk all types 2. Dispatcher/Store Man	27,164/-	Unskilled 1. Coolie 2. Labourer 3. Speader 4. Chowkidar 5. Watchman 6. Peon 7. Naib Qasid 8. Sweeper 9. Meterial Feeder 10. Ware House Labour	25,000/-
Highly Skilled-A 1. Artist/Cell Leader 2. Examiner/Head Fitter 3. Group Inspector	30,089/-		
Highly Skilled- B 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	28,836/-		
Skilled-A 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	28,253/-		

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
Supervisory. 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.	Skilled-A. 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.	28,253/-

Ministerial-A. 1. Assistant all types 2. Cashier 3. Head Munshi/Head Clerk 4. Stenographer	30,089/-	Skilled-B. 1. Driver/Cook/Painter/Plumber 2. Riveter/Wireman /Melter 3. Mill Operator 4. Machine Man/Operator	27,583/-
Ministerial-B. 1. Munshi 2. Time Keeper 3. Store Keeper 4. Senior Clerk	28,253/-	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	26,411/-
Ministerial-C. 1. Typist/Clerk all types 2. Gate Keeper 3. Record Keeper	27,164/-		
Highly Skilled-A 1. Assistant Foreman/Supervisor 2. Senior Charge Man/Mechanic	30,089/-	Semi-Skilled-B. 1. Mali 2. Helper all types	25,911/-
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	28,836/-	Unskilled. 1. Billet Stacker/Billet Setter 2. Labourer/Coolie 3. Peon/ Naib Qasid 4. Chowkidar/Watchman 5. Bahishti/Sweeper/Baildar.	25,000/-

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 Rigger/Khalasi 2. Assistant Boiler Attendant 3. Boiler Attendant/Operator Class-III/Cook/Driver 4. Crane Operator/Cable Jointer 5. Cane Carrier Operator 6. Feeding Jamadar/Feeding Checker /Lab. Assistant 7. Junior Welder/Fitter/Turner 8. Junior Shaper Man 9. Junior Milling Man 10. Junior Winder/Electrician 11. Motor/Car/Jeep Driver 12. Turbine Driver/Turbine Operator/ Sew Man 13. Junior Mate all types 14. Assistant Mechanic	28,043/-
		Ministerial-A. 1. Accounts Assistant/ P.A. 2. Computer Operator/Program Assistant /Senior Dispenser 3. Assistant Overseer/Khatib Masjid 4. Assistant Yard Superintendent 5. Colony Incharge/ Store Keeper 6. Head Clerk/Senior Cashier 7. Head Time Keeper /Stenographer 8. Senior Telephone Operator 9. Senior Field Man (Cane) 10. Sugar Godown Incharge 11. Establishment/Office Assistant 12. Dispenser/Purchaser 13. Incharge Fair Price Shop	30,214/-

14. Incharge Petrol Pump 15. Yard Shift Incharge 16. Assistant Field Inspector 17. General Duty Assistant.		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.	28,916/-	Semi-Skilled-B 1. Mali /Cleaner/Gate Keeper 2. Sampler/ Despatch Rider 3. Helper all types/Tea Man	25,911/-
		Unskilled. 1. Baildar/Coolie (all types) 2. Chowkidar/Colony Guard 3. Dak Runner/Lab. Boy 4. Line Peon /Orderly/Ward Boy. 5. Misalchi/Peon/Naib Qasid 6. Sweeper/Sanitary Worker 7. Watchman/Water Carrier	25,000/-
Ministerial-C. 1. Time Keeper/StoreMan/ Mid-wife 2. Tracer/ Record Keeper 3. Typist/Junior Clerk/Clerk all types 4. Promoting Despatcher	27,664/-	Miscellaneous-A. 1. Inspector Watch and Ward 2. Incharge Security Guard 3. Lady Health Visitor 4. Security Inspector	29,676/-
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	30,844/-	Miscellaneous-B-I 1. Head Watchman/Head Sweeper 2. Daftry/Head Peon/Head Qasid/Senior Qasid 3. Head Line Man/Security Jamadar/Senior /Head Mali 4. Sanitary Jamadar/Inspector 5. Head Waiter/Senior Bearer 6. Senior Dak Runner 7. Assistant SecurityInspector 8. Tailor Master/Stitcher 9. Guest House Keeper	27,164/-
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	29,588/-	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	25,911/-
Skilled-A. 1. Junior Instrument Technician 2. Junior Mechanic/Moulder/ Milling man/Carpenter 3. Assistant Fireman/ Pan man 4. Auto Electrician/ Electrician 5. Black Smith /Tin Smith/ Painter 6. Boiler Attendant Class-II/Boiler Operator Class-II/Boiler Attendant. 7. Carpenter/ Mason /Plumber 8. Fitter/Diesel Fitter /Auto Fitter	28,916/-	Skilled-A. 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. Riggat/ 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	28,916/-

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	28,253/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types	30,089/-	Skilled-B 18. Cook/ Driver 19. Hammer Man/ Nicle Polisher 20. Dobbi Man/Box Maker 21. Generator Operator 22. Sheet Maker/Temperer 23. Polisher/Polish Man	27,583/-
Ministerial-B 1. Store Keeper 2. Imam Masjid 3. Canteen Incharge 4. Telephone Operator	28,253/-	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	26,411/-
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper	27,164/-		
Highly Skilled-A 1. Examiner/Quality Controller 2. Assistant Forman/Supervisor	30,089/-		
Highly Skilled-B 1. Die Maker/Die Fitter 2. Mistri Grinding/Mistri Die Shop 3. Mistri Turning Machine 4. Mistri Machinist/Motor Mechanic	28,836/-		
Unskilled 1. Coolie/Chowkidar /Watchman 2. Peon/Naib Qasid/Sweeper 3. Store Boy	25,000/-	Semi-Skilled-B 1. Fire Man/Helper all types 2. Mali /Packer 3. Gate Keeper 4. Ultrasonic Cleaner	25,911/-

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
Managerial and Supervisory Group. 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.	Skilled-A. 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.	28,253/-
Ministerial-A 1. Cashier 2. Stenographer 3. Office Assistant	30,089/-	Skilled-B. 1. Junior Machine man/Operator 2. Cook /Car Driver 3. Engine/Load Lift Driver 4. Monitor /Polishman/ Press Man	27,583/-

Ministerial-B 1. Store Keeper 2. Senior Clerk 3. Munshi	28,253/-	Semi-Skilled-A. 1. Assistant Machine man Assistant Machine Operator 2. Fireman/Mate/Flasher 3. Security Guard	26,411/-
Ministerial-C 1. Clerk all types 2. Typist.	27,164/-	Semi-Skilled-B. 1. Helper all types 2. Mali/Skilled Worker 3. Gate Keeper	25,911/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Senior Mistri	30,089/-	Unskilled. 1. Canteen Boy 2. Coolie 3. Peon 4. Sweeper 5. Watchman/Chowkidar 6. Unskilled Worker 7. Labourer.	25,000/-
Highly Skilled-B 1. Mistry 2. Senior Machine Man/ Operator 3. Senior Electrician/trimmer 4. Senior Fitter/turner	28,836/-		

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Managerial and Supervisory Group 1. Supervisor 2. Manager 3. Forman 4. Accountant	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Machine Operator 2. Junior Fitter/Electrician 3. Junior Blender/Junior Plumber 4. Cook/Driver LtV	27,583/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	30,089/-	Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Fitter/Electrician 3. Assistant Blender/Plumber 4. Senior Packer	26,411/-
Ministerial-B 1. Store Keeper/Canteen Incharge 2. Telephone Operator	28,253/-	Semi-Skilled-B 1. Packer/ Packing Man 2. Mali /Helper all types	25,911/-
Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper	27,164/-	Unskilled 1. Peon/ Naib Qasid/Cleaner 2. Sweeper/Loader/Coolie 3. Watchman/ Chowkidar	25,000/-
Highly Skilled-A 1. Examiner/Quality Controller 2. Assistant Forman/Supervisor 3. Head Machine Operator 4. Head Blender	30,089/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
Highly Skilled-B 1. Senior Machine Operator 2. Senior Blender/Electrician/Fitter	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Machine Operator 2. Fitter/Electrician/Blender/Plumber	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Security Guard Female	25,911/-

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	27,583/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types	30,089/-	Semi-Skilled-A 1. Office Boy/Internee 2. Assistant Quality Man 3. Assistant Electrician/Fitter	26,411/-
Ministerial-B 1. Store Keeper	28,253/-	Semi-Skilled-B 1. Helpers	25,911/-

2. Canteen Incharge 3. Telephone Operator		2. Mali 3. Packer/ Paching Man	
Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper	27,164/-	Unskilled 1. Cleaner/Sweeper/Peon 2. Naib Qasid/Watchman 3. Loader/Coolie/Chowkidar	25,000/-
Highly Skilled-A 1. Senior Technician 2. Team Lead 3. Assistant Supervisor/Forman	30,089/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
Highly Skilled -B 1. Technician 2. Senior Quality Man 3. Senior Electrician/Senior Fitter	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Quality Man 2. Electrician/Fitter/Molder	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Security Guard Female	25,911/-

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	27,583/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	30,089/-	Semi-Skilled-A 1. Assistant Machine Operator 2. Assistant Electrician 3. Assistant Sticher/Darzi 4. Assistant Mochi	26,411/-
Ministerial-B 1. Store Keeper/Canteen Incharge 2. Telephone Operator	28,253/-	Semi-Skilled-B 1. Helper all types 2. Mali/Packer	25,911/-
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper	27,164/-	Unskilled 1. Peon/ Naib Qasid/ Sweeper 2. Loader/Coolie/ Cleaner 3. Watchman/ Chowkidar	25,000/-
Highly Skilled-A 1. Folding Foreman/Assistant Supervisor 2. Senior Boiler Operator	30,089/-	Miscellaneous-A 3. Security Inspector 4. Khateeb	29,676/-
Highly Skilled -B 1. Boiler Operator/Senior Electrician 2. Senior Stitcher/Darzi/Mochi	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Machine Operator 2. Electrician/Stitcher/Darzi/Mochi	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Security Guard Female	25,911/-

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	28,253/-
Ministerial-A. 1. Agent/Purchaser	30,089/-	Skilled-B. 1. Assistant Rotary Operator	27,583/-

2. Assistant Accountant 3. Accounts Assistant 4. Office/Admin Assistant 5. Head Clerk/Stenographer		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	
Ministerial-B. 1. Cashier/Store Keeper 2. Stenotypist/Head Munshi 3. Senior Clerk	28,253/-		
Ministerial-C. 1. Assistant Store Keeper 2. Clerk all types 3. Munshi/Time Keeper 4. Telephone Operator	27,164/-		
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	30,089/-		
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	28,836/-	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	26,411/-
Unskilled. 1. Coolie/Cut Piece Arranger 2. El-Man/ Peon/Sweeper 3. Gazanaman /Stamper 4. Packing man/Binder 5. Chowkidar /Watchman.	25,000/-	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	25,911/-

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	27,583/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	30,089/-	Semi-Skilled-A 1. Assistant Operator /Machine Operator/ Senior Packer 2. Assistant Paper Operator 3. Assistant Die Cutter 4. Assistant Fitter/ Electrician	26,411/-
Ministerial-B 1. Store Keeper/Canteen Incharge 2. Telephone Operator	28,253/-	Semi-Skilled-B 1. Helper all types 2. Mali/Packer/ Packing Man	25,911/-
Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper	27,164/-	Unskilled 1. Cleaner/Sweeper/Peon/ 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator	30,089/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
Highly Skilled -B 1. Senior Machine Operator 2. Senior Paper Operator 3. Senior Die Cutter/Electrician/Fitter	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Machine Operator/Paper Operator 2. Die Cutter/Fitter/Electrician	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Security Guard Female	25,911/-

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
<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. Junior Lathe Operator 3. Junior Kharadia/Junior Fitter 4. Cook/Driver Ltv	27,583/-
<u>Ministerial-A</u> 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	30,089/-	<u>Semi-Skilled-A</u> 1. Assistant Machine Operator 2. Assistant Lathe Operator 3. Assistant Kharadia 4. Assistant Fitter	26,411/-
<u>Ministerial-B</u> 1. Store Keeper/Canteen Incharge 2. Telephone Operator	28,253/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Mali/Packer/ Packing Man	25,911/-
<u>Ministerial-C</u> 1. Typist 2. Clerk all types 3. Time Keeper	27,164/-	<u>Unskilled</u> 1. Cleaner/Sweeper/Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	25,000/-
<u>Highly Skilled-A</u> 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
<u>Highly Skilled -B</u> 1. Machinist 2. Senior Machine Operator 3. Senior Lathe Operator 4. Senior Kharadia/Senior Fitter	28,836/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
<u>Skilled-A</u> 1. Machine Operator/Lathe Operator 2. Kharadia 3. Fitter	28,253/-	<u>Miscellaneous-B-II</u> 1. Security Guard 2. Security Guard Female	25,911/-

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	27,583/-
<u>Ministerial-A</u> 1. Stenographer/P.A. 2. Cashier 3. Computer Operator 4. Assistant all types	30,089/-	<u>Semi-Skilled-A</u> 1. Assistant Fitter/Electrician 2. Assistant Machine Operator 3. Assistant Welder/turner/Kharadia 4. Jointer/Polish Maker	26,411/-
<u>Ministerial-B</u> 1. Store Keeper 2. Canteen Incharge 3. Telephone Operator	28,253/-	<u>Semi-Skilled-B</u> 1. Helper all types 2. Mali /Gardner/ 3. Packer/ Packing Man	25,911/-
<u>Ministerial-C</u> 1. Typist 2. Clerk all types 3. Time Keeper	27,164/-	<u>Unskilled</u> 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	25,000/-
<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/	30,089/-	<u>Miscellaneous-A</u> 1. Security Inspector 2. Khateeb	29,676/-
<u>Highly Skilled -B</u> 1. Machinist/Mechanic/Technician	28,836/-	<u>Miscellaneous-B-I</u> 1. Imam Masjid	27,164/-

2. Senior Machine Operator 3. Senior Electrician/Fitter/Welder/ 4. Senior Kharadia/ turner		2. Sub-Inspector Security	
Skilled-A 1. Lab Assistant 2. Machine Operator /Kharadia 3. Electrician/Fitter/Welder/ turner 4. Junior Machinist/Junior Mechanic 5. Junior Technician	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Security Guard Female	25,911/-

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Managerial and Supervisory Group 1. Admn Officer 2. Accountant/Supervisor 3. Manager/Forman	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Welder/Junior Turner 2. Junior Filter Operator 3. Junior Electrician/Junior Painter 4. Junior Drill Man/ Junior Cutter 5. Junior CAD Operator 6. Assistant Machinist/Mechanic 7. Cook/Driver Ltv	27,583/-
Ministerial-A 5. Stenographer/P.A. 6. Cashier/Computer Operator 7. Assistant all types	30,089/-	Semi-Skilled-A 1. Assistant Office Boy 2. Assistant Welder/Turner 3. Assistant Filter Operator 4. Assistant Electrician/Painter 5. Assistant Cutter/ Drill Man 6. Assistant CAD Operator	26,411/-
Ministerial-B 4. Store Keeper/Canteen Incharge 5. Telephone Operator	28,253/-	Semi-Skilled-B 1. Mali/Packer 2. Helper all types	25,911/-
Ministerial-C 4. Typist/Clerk all types 5. Time Keeper	27,164/-	Unskilled 1. Cleaner/Sweeper/Loader/Coolie 2. Peon/ Naib Qasid 3. Watchman/ Chowkidar	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	30,089/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
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	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Welder/Turner/Cutter 2. Filter Operator/ CAD Operator 3. Electrician/Drill Man/Painter 4. Junior Machinist/Mechanic	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Security Guard Female	25,911/-

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	28,253/-
Ministerial-A 1. Assistant Incharge all types 2. Assistant/Private Secretary/P.A.	30,089/-		

3. Accounts/Excise Assistant 4. Senior Accounts Assistant 5. Stenographer/Computer Operator 6. Store Keeper /Purchaser 7. Senior Inspector 8. Imam Masjid/Sales Representative		16. Gases Plant Operator 17. Hardening/Neat Operator 18. Moulder /Turner 19. Reformer/Refinery Operator 20. Tailor Master.	
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	28,253/-	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	27,583/-
Ministerial-C. 1. Assistant Cashier 2. Clerk/Junior Clerk (all types) 3. Record Keeper 4. Time Keeper 5. Despatcher 6. Security Havaldar	27,164/-	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	26,411/-
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	30,089/-	Semi-Skilled-B. 1. Helper (al types) 2. Washman/Washer man 3. Weigh man 4. Stacker 5. Junior Attendant 6. Cleaner 7. Mali/Daftri	25,911/-
Highly Skilled-B. 1. Senior Shaper Man/ Senior Turner 2. Senior Welder/ Senior Electrician 3. Senior Ripe Fitter/ Senior Fitter 4. Senior Hardening Operator 5. Senior Electrolycer 6. Mistry /Mechanic 7. Lab-Assistant/Head Driver.	28,836/-	Unskilled. 1. Labourer/Coolie (all types) 2. Loader/ Loading Playdar 3. Peon 4. Watchman/Chowkidar 5. Sweeper /Mashki 6. Lab. Boy 7. Runner.	25,000/-

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Managerial and Supervisory Group 1. Admn Officer 2. Accountant/Supervisor 3. Manager 4. Forman	Wages left for mutual bargaining between the employers & workers	Skilled-B 1. Cook/ Driver Ltv 2. Junior Quality Man 3. Junior Machine Operator 4. Junior Assembler/Plumber 5. Junior Fitter/Junior Welder 6. Assistant Machinist/Mechanic	27,583/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types	30,089/-	Semi-Skilled-A 1. Assistant Quality Man 2. Assistant Machine Operator 3. Assistant Assembler 4. Assistant Fitter/Welder/Plumber	26,411/-
Ministerial-B 1. Store Keeper/Canteen Incharge 2. Telephone Operator	28,253/-	Semi-Skilled-B 1. Mali/Packer 2. Helper all types	25,911/-
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper	27,164/-	Unskilled 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/ Loader/Coolie 3. Watchman/ Chowkidar	25,000/-
Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	30,089/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
Highly Skilled -B 1. Machinist/Mechanic 2. Senior Quality Man 3. Senior Machine Operator 4. Senior Assembler/Plumber 5. Senior Fitter/Senior Welder	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-

Skilled-A 1. Quality Man/Machine Operator 2. Fitter/Welder/Plumber /Assembler 6. Junior Machinist/Junior Mechanic	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Security Guard Female 3. Moazzan	25,911/-
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99. APPLICABLE TO WORKERS EMPLOYED IN WOOD AND WOOD PRODUCTS (INCLUDING FURNITURE AND FIXTURE) INDUSTRY.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Managerial and Supervisory Group. 1. Manager/Assistant Manager all 2. Foreman/Supervisor all types 3. Incharge all types 4. Accountant/Assistant Accountant 5. Officer all types 6. Engineer/Chief Engineer all type 7. Secretary/Superintendent 8. Deputy Manager all types 9. Auditor	Wages left for mutual bargaining between the employers and the workers.	Skilled-A. 1. Black smith /Tin Smith 2. Boiler Operator/Boiler attendant 3. Carpenter /Mason 4. Cushion Maker 5. Driver htv/Fork Lifter Driver 6. Dryer operator/ Electric operator 7. Electrician/Wireman 8. Fitter/Fireman/Turner /Welder 9. Lineman /Tool Man/Lathe man 10. Lab. Tester/ Tailor /Painter 11. Moulder/Milling man 12. Machine Operator/Machine man 13. Operator (Not elsewhere) 14. Pump Driver 15. Shaper Man/Randaman 16. Switch Board Attendant	28,253/-
Ministerial-A. 1. Accounts Assistant 2. Assistant Auditor 3. Purchaser/Stenographer/P.A. 4. Security Incharge 5. Computer Operator.	30,089/-		
Ministerial-B. 1. Cashier /Munshi 2. Checker 3. Head Time Keeper 4. Senior Clerk/Store Keeper 5. Store Assistant 6. Telephone Operator	28,253/-	Skilled-B. 1. Hammer man /Khalasi 2. Junior fitter/Junior Welder 3. Junior Turner/Junior Molder 4. Junior Operator/ Electrician 5. Junior Boiler Operator Attendant 6. Matcher/Polish man 7. Cook/ Driver Ltv	27,583/-
Ministerial-C. 1. Clerk/Junior Clerk 2. Salesman/Despatcher 3. Typist 4. Time Keeper/Junior Time Keeper	27,164/-	Semi-Skilled-A 1. Lab. Boy/Store man/Packer. 2. Assistant fitter/Welder/Turner 3. Assistant Molder/Electrician 4. Assistant Operator 5. Security Guard.	26,411/-
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	30,089/-	Semi-Skilled-B 1. Mali 2. Helper all tupes	25,911/-
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	28,836/-	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	25,000/-

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.197.36

Part-II For Time-rated Workers.

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
<u>Supervisory.</u> 1. Assistant manager all types 2. Chief Accountant 3. Manager/Deputy Manager all type 4. Manager-cum-Accountant 1. Secretary /Superintendent 5. Officer alltypes 6. Engineer all types. 7. Master all types 8. Foreman/Senior Foreman/Head Foreman all types 9. Supervisor/Senior Supervisor all 10. Incharge all types 11. Junior supervisor all types 12. Accountant/Assistant Accountant/Cost Accountant	Wages left for mutual bargaining between the employers and the workers.	<u>Skilled-B.</u> 1. Assistant Jobber/Fitter 2. Back Wash operator 3. Passer /Cloth Inspector 4. Card Delivery Attendant on 6 Cards/ Card Fetter 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	27,583/-
<u>Ministerial-A.</u> 1. Head Cashier/Cashier Grade-I 2. Imam Masjid /Stenographer 3. Incharge Quality Control 2. Senior Stenographer 4. Assistant all types 5. Head Time Keeper 6. Incharge Provision Store 7. Incharge Despatcher 8. Time Office Incharge	30,089/-		
<u>Ministerial-B.</u> 1. Dispenser/ Nurse/ Midwife 2. Draftsman/ Overseer 3. Store Keeper 4. Sales Man/Cashier grade-II 5. Senior Typist/Stenotypist 6. Senior Time Keeper 7. Senior Clerk/Upper Division Clerk/Telephone Operator	28,253/-		
<u>Ministerial-C.</u> 1. Assistant dispenser 2. A.S.I. Watch & Ward 3. Gate Keeper /Time Keeper. 4. Junior Clerk/Lower Division Clerk/Typist/ Dispatcher	27,164/-		
<u>Highly Skilled-A.</u> 1. Air-conditioning Incharge 2. Boiler Attendant Class-I. 3. Four Sider 4. Head of Skilled Operations. 5. Assistant Foreman	30,089/-		
<u>Highly Skilled-B.</u> 1. Auto Machinist/Mechanic G-I 2. Boiler Attendant Class-II 3. Designer/Jobber.	28,836/-		
<u>Skilled-A.</u> 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).	28,253/-	<u>Semi-Skilled-A.</u> 1. Assistant to Skilled Operators 2. Auto Conner Operator 3. Auto Conner (Lowest Unit) 4. Blending Machine Operator 5. Card Doffer/ Bundler 6. Condenser Attendant 7. Cook Domestic 8. Card Feeder (Working on Cards not fitted with Hopper) 9. Creel Man/Creeler 10.Folding Operator 11.Flour Mill Operator 12.Garnett Machine Operator 13.Grey Cloth Inspector 14.Hydro Man/Operator 15.Hank Dyeing Machine Operator 16.Hammer Man/Oil Man 17.Head Guard/Head Jamadar 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	26,411/-

12. Cloth Dyeing/Scoring Operator 13. Drill man/Drawer /Mule Operator 14. Driver heavy Transport 15. Decatising Machine Operator 16. Design Assistant/Electrician Workshop 17. Extracting Machine operator 18. Fitter/Moulder /Grinder man 19. Four Looms Weaver 20. Gauge Setter /Over hauler 21. Laboratory Assistant 22. Milling Operator(Workshop) 23. Mason /Plumber /Carpenter 24. Needle Man/Faller Pinner 25. Planer/Pattern Maker 26. Power House Driver 27. Passer /Reeler/ Polisher 28. Piece Dyeing Operator 29. Rotary Press Operator 30. Raising Machine Operator 31. Roving Operator 32. Reedman/Reed Repairer 33. Single Noble Comb Operator 34. Senior Hydraulic Press Operator 35. Singeing Machine Operator 36. Solder man/ Warper Grade-I 37. Shaper man/Turner /Welder 38. Top/Yarn Dyeing Operator 39. Tow Gill Operator/Turbine Driver 40. Top Making Card operator 41. Twisting Machine Operator (360 to 500 Spindles) 42. Three Comb Operator (3 to 6) 43. Four Looms Weaver (Shuttle Looms) 44. Eight Looms Weaver (Shuttle less Looms with Electronic Control & Weft Accumulator) 45. Twelve Looms Weaver (Shuttle less Looms with Electronic Control, Automatic Package Switching, Electronic Take Let Off) 46. Wool Checker /Yarn Tester 47. Wool Scouring Machine Operator 48. Woollen Card operator(Three Cards) 49. Water Softening Plant Operator 50. Yard Inspector /Loom Inspector 51. Fancy Hand Loom Weaver 52. Fancy Dari Weaver.		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	
		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	25,911/-
		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 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	25,000/-

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Managerial and Supervisory Group 1. Mechanical Supervisor 2. Manager 3. Forman 4. Accountant	Wages left for mutual bargaining between the employers & workers	Skilled-B 1. Driver/Cook/Junior Machine Man 2. Junior Painter/Junior Denter 3. Assistant Machinist/ Machanic 4. Junior Electrician/AC Electrician	27,583/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier /Purchaser 3. Computer Operator 4. Assistant all types	30,089/-	Semi-Skilled-A 1. Assistant Machine Man 2. Assistant Painter/Denter 3. Assistant Electrician 4. Assistant AC Electrician	26,411/-
Ministerial-B 1. Senior Clerk/ Store Keeper 2. Telephone Operator	28,253/-	Semi-Skilled-B 5. Mali/Packer /Office Boy 1. Helper all types	25,911/-
Ministerial-C 1. Typist 2. Clerk all types 3. Time Keeper	27,164/-	Unskilled 1. Cleaner/Sweeper/ Peon 2. Naib Qasid/Loader/Coolie 3. Watchman/ Chowkidar	25,000/-

Highly Skilled-A 1. Assistant Supervisor/Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	30,089/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
Highly Skilled -B 1. Senior Machine Man/ Operator 2. Senior Painter/Senior Denter 3. Machinist/ Mechanic/Mistri 4. Senior Electrician/AC Electrician	28,836/-	Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
Skilled-A 1. Machine Man/Painter/Denter 2. Junior Machinist 3. Electrician/AC Electrician 4. Junior Machanic/Mistri	28,253/-	Miscellaneous-B-II 1. Security Guard 2. Security Guard Female 3. Moazzan	25,911/-

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

Nomenclature	Approved minimum rates of wages per month for 26 days	Nomenclature	Approved minimum rates of wages per month for 26 days
Managerial and Supervisory Group 1. Supervisor/Forman 2. Dying Master 3. Manager 4. Jobber	Wages left for mutual bargaining between the employers and workers	Skilled-B 1. Junior Cone Winder 2. Junior Finisher/Yarn Tester 3. Junior Machine Setter Operator 4. Junior Fitter/Electrician 5. Junior Yarn Dyeing Operator 6. Junior Boiler Attendant	27,583/-
Ministerial-A 1. Stenographer/P.A. 2. Cashier/Computer Operator 3. Assistant all types/Purchaser	30,089/-	Semi-Skilled-A 1. Assistant Cone Winder 2. Assistant Finisher 3. Boiler Attendant/ Assistant Machine Setter Operator 4. Assistant Fitter/Electrician 5. Assistant Yarn Dyeing Operator 6. Assistant Yarn Tester	26,411/-
Ministerial-B 1. Store Keeper/Senior Clerk 2. Telephone Operator	28,253/-		
Ministerial-C 1. Typist/Clerk all types 2. Time Keeper	27,164/-		
Highly Skilled-A 1. Assistant Supervisor/Assistant Forman 2. Head Machine Operator 3. Senior Machinist/Mechanic	30,089/-	Semi-Skilled-B 1. Mali 2. Packer/Helper all types	25,911/-
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	28,836/-	Unskilled 1. Cleaner/Sweeper/Loader 2. Coolie/Peon/ Naib Qasid 3. Watchman/ Chowkidar	25,000/-
Skilled-A 1. Machine Setter Operator 2. Fitter/Electrician/Cone Winder 3. Yarn Dyeing Operator 4. Finisher/ Yarn Tester 5. Boiler Attendant	28,253/-	Miscellaneous-A 1. Security Inspector 2. Khateeb	29,676/-
		Miscellaneous-B-I 1. Imam Masjid 2. Sub-Inspector Security	27,164/-
		Miscellaneous-B-II 1. Security Guard /Moazzan 2. Security Guard Female	25,911/-

T. Shahid.

Secretary
Minimum Wages Board
Labour & HR Department