



GOVERNMENT OF SINDH
LABOUR &
HUMAN RESOURCES DEPARTMENT
Karachi dated 28th July, 2025

Notification

No. L-II-13-3/2016-I: In supersession of this department's Notification of even number dated 22nd October 2024, and in pursuance of the provisions of Section 5 of the Sindh Minimum Wages Act, 2015, the Government of Sindh directed the Minimum Wages Board, Sindh (hereinafter referred to as "the Board") to revise and increase the minimum rates of wages for all categories of workers employed in 60 industries in the Province of Sindh by up to 8.1%.

2. **Whereas the Board**, after examining the objections and suggestions received in response to its Notification No. MWB/R&S/1(2)/88-2025 dated 04th July 2025, has submitted its recommendations for the revision of the minimum wages.

3. **Now**, therefore, in exercise of the powers conferred under Section 6(1)(a) of the Sindh Minimum Wages Act, 2015, the Government of Sindh is pleased to declare the revised minimum rates of wages for the following three categories of skilled workers employed in the said 60 industries, with effect from **01st July 2025**:

Recommendations of Minimum Rates of Wages of Semi-Skilled, Skilled and Highly Skilled Workers Employed in 60 Industries in Sindh on reference from Government of Sindh under Section-4 of the Sindh Minimum Wages Act, 2015.

1. Semi Skilled	Rs. 41,380/- Per Month
2. Skilled	Rs. 49,628/- Per Month
3. Highly Skilled	Rs. 51,745/- Per Month

(1) Auto Workshop & Garages (2) Air Conditioners, Refrigerators And Deep Freezers (3) Agriculture Workers Industry (3) Beverage Industry (5) Bidi Binding Industry (6) Brick Klin Industry (7) Building & Road Construction (8) Bus Body Building Industry (9) Battery Manufacturing Industry. (10) Cement Industry (11) Ceramic Industry (12) Chemical & Other Chemical Industry (13) Construction Industry (14) Cotton Ginning & Pressing Industry (15) Cinema Houses Industry (16) Custom, Tax Clearing And Insurance Agencies Industry (17) Cycle Parts & Manufacturing Industry (18) Dairy Product Industry (19) Electric Appliances Industry (20) Electric Wires And Cables Industry (21) Fertilizer Manufacturing and Allied Industry (22) Flour Milling Industry (23) Foam Products Industry (24) Food Industry (25) Furniture & Wood Working Industry (26) Glass Bengal Industry (27) Glass Industry (28) Hair Salon & Beauty Clinics Industry (29) Hosiery Knitting Industry (30) Hotel Industry (31) Ice &



Cold Storage Industry (32) Iron Steel & Fabricated Metal Industry(33) Pipe Industry Iron And Steel Industry((34) Leather Goods & Footwear Industry (35) Machine Made Carpet Industry (36) Machinery Industry (37) Media (Print & Electronic) Industry (38) Mining & Quarrying (Other Coal Mines) Industry (39) Motorcycle, Scooter, Three Wheel Manufacturing Industry(40) Paints & Varnish Industry (41) Paper Product Industry (42) Petroleum Industry(43) Petroleum Refining Industry/Petroleum Refining(44) Pharmaceutical Industry (45) Plastic Industry (46) Printing Press Industry (47) Power Generation Plants Industry(48) Ready-made Garments Industry (49) Rice Husking Industry (50) Road Transport Industry (51) Rubber Industry (52) Security Service Providers & Security Guard Industry (53) Silk / Rayon Small Units & Power Loom Industry (54) Soap Manufacturing Industry (55) Sugar Industry (56) Tannery Industry (57) Textile Industry (58) Tobacco Industry (59) Transport Equipment Industry (60)Telecommunication Equipments And Accessories Industry. (Total 60 industries)

Terms and Applicability of the Recommended Minimum Wages

1. The recommended wages shall be applicable to all workers employed in the aforementioned industries across the Province of Sindh.
2. (a) Employers in these industries are required to pay wages to workers engaged in occupations listed in the attached schedule (**Annexure-A**) at rates not less than those specified for each category, based on an 8-hour working day. This is subject to the provisions of the Sindh Factories Act, 2015 (Sindh Act No. XIII of 2016), the Payment of Wages Act, 1936 (Act IV of 1936), and other relevant labour laws.

(b) The term "wages" shall be interpreted as defined in Section 2(xix) of the Sindh Minimum Wages Act, 2015.
3. In cases where an establishment employs workers in occupations not included in the attached schedule (Annexure-A), it shall be the responsibility of the Manager or Employer to classify such occupations under the appropriate category in the schedule and pay wages accordingly. The classification and wage details must also be reported immediately to the Chairman, Sindh Minimum Wages Board for any necessary action.
4. The recommended wage rates shall apply to all types of workers, including time-rated, whole-time, probationary, temporary, and piece-rated workers.
5. The proposed minimum rates of wages shall not be considered as maximum limits. Any wages currently being paid above the prescribed minimum rates in the annexed schedule shall not be reduced by any Manager or Employer.

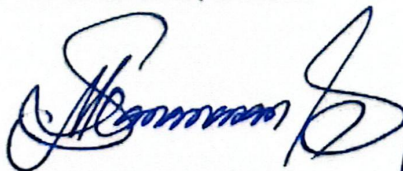


6. No employer shall pay any worker engaged in an occupation or trade listed in the annexed schedule (Annexure-A) at a rate lower than the corresponding minimum wage specified therein.
7. Adult female workers employed in the specified industries shall receive the same minimum wage as their male counterparts when performing work of equal value.
8. All workers in these industries shall continue to receive any existing facilities provided by the employer, including residential accommodation, water, electricity, medical aid, and recreational amenities.
9. The provisions of the Sindh Factories Act, 2015 and other applicable labour laws shall apply in general, and particularly in matters related to daily and weekly working hours, overtime, rest days, and similar conditions of employment.
10. These recommendations also apply to workers covered under the Sindh Minimum Wages Act, 2015 who are employed on a full-time basis for an 8-hour workday.
11. The issue of maintaining wage differentials among workers with varying levels of experience and efficiency—either within the same occupation or across different occupations—is left to the discretion of employers. Such differentiation may be determined unilaterally or through collective agreements, provided that no worker's wage falls below the minimum rate prescribed under the Sindh Minimum Wages Act, 2015.
12. Nothing in Section 9(b) shall affect a worker's right to receive wages higher than the declared minimum rate, where such higher wages are granted under an agreement, contract, award, or as a customary practice. Similarly, workers shall continue to enjoy any established amenities or benefits they are entitled to.
13. The detailed schedule of minimum wage rates proposed for different categories of semi-skilled, skilled, and highly skilled workers across the 60 specified industries is attached as (Annexure-A).
14. All Industrial, Commercial and other Establishments registered under any law shall pay wages to the employees through cross Cheque/Bank transfer.

Muhammad Rafique Qureshi
Secretary

No. L-II-13-3/2016-I:

Karachi, dated, the 28th July 2025



III/IV

A copy is forwarded for information to:

1. The Secretary, Ministry of Overseas Pakistanis and Human Resource Development, Government of Pakistan, Islamabad.
2. The Chairman, Planning & Development Board, Government of Sindh, Karachi
3. The Senior Member, Board of Revenue, Sindh, Karachi. 3.
4. The Principal Secretary to Governor Sindh, Karachi.
5. The Principal Secretary to Chief Minister Sindh, Karachi.
6. The Secretary to Government of Sindh (All)
7. The Deputy Secretary (Staff) to Chief Secretary Sindh, Karachi.
8. The Director General, Directorate of Labour, Sindh, Karachi.
9. The Commissioner, Sindh Employees Social Security Institution, Karachi.
10. The Secretary, Sindh Workers Welfare Board, Karachi.
11. The Chairman, Sindh Minimum Wages Board, Karachi.
12. The Commissioner, Mines Labour Welfare Organization, Sindh, Karachi.
13. The Superintendent, Sindh Government Printing Press, Karachi, for the next issue of Sindh Government Gazette publication in.
14. The President, Employers Federation of Pakistan, 2nd Floor, State Life Building No.02, Wallace Road, off. I.I Chundrigar Road, Karachi.
15. The Presidents, Association of Trade and Industries, KATI, SITE, Landhi, Bin Qasim, SITE Super Highway, F.B. Area, North Karachi, Nooriabad, Kotri, Hyderabad and Sukkur.
16. The Presidents, Chamber of Commerce and Industries (Karachi, Hyderabad, Sukkur, Larkana & Mirpurkhas).
17. The (All) Workers Federations in Sindh.
18. The PS to Minister Labour & Human Resources Sindh, Karachi.
19. The PS to Secretary Labour & Human Resources Department, Government of Sindh, Karachi.
20. Office Master file.



[Signature]
28-07-25

Mir Hassan Bhanbhro
Section Officer (Labour-II)

1. Auto Workshop & Garrages

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Co Welder Spray Painter Mechanic ARC Welder / Gas Welder	Rs,43,986/-	Denter Welder Auto Electrician Fitter	Rs,43,986/-
Cashier	Rs,43,986/-	Fabricator Painter Machine Operator	Rs,41,380/-

2. Air Conditioners, Refrigerators & Deep Freezers.

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Accountant. Manager/Assistant Manager all Engineer/Assistant engineer all Assistant Accountant Foreman/Supervisor all types Incharge all types Officer all types	Mutual bargaining between the employers and the workers.	Assistant Inspector Black Smith /Lifter Driver Boring Man/Driller Carpenter/ Mason/ Painter Cone Assembler Machine Operator Generator/Charge Operator Electrician/ Winder/ Turner Fitter/Die Fitter//Welder Furnace Man //Head Worker Gas Cutter/Cutter /Shaper Man Grinder man //Milling Man Heavy Duty Driver Moulder/Mould Maker S. Pool Operator	RS,44,497/-
Accounts Assistant Cashier/Stenographer Dispatch Assistant	RS,49,628/-	Assistant Mechanic/ Machinist Assistant Tank Checker Cook/Driver Ltv/Hammer Man Press Man/Press Operator	Rs,43,986/-
Store Keeper Telephone Operator	RS,44,497/-	Assistant Mason/Painter Assistant Fitter/ Electrician Assistant Winder/Welder/Driller Assistant Furnace Man Assistant Machine Operator Security Guard	RS,43,986/-
Typist/Clerk all types Time Keeper	RS,44,497/-	Assistant Press Man/Operator Gardener / Mali //Office Boy Helper all types	RS,41,380/-
Boiler Operator Die Maker//Senior Pattern maker Head Welder/ Head Fitter Head Electrician Senior Mechanic/Technician Senior Machinist/Inspector	RS,49,628/-		
Inspector/ Technician Mechanic (all types)//Machinist Plant Operator Pattern Maker/Tank Checker. Senior Electrician/Senior Welder Senior Fitter/Senior Painter Senior Operator	RS,45,473/-		

3.Agriculture Workers Industry

Occupation / Trade	عہدہ	Approved Minimum Rates of Wages Per Month for 26 Days
Jaggery making	گڑ بنانا	Rs,51,745/-
Hybrids seeds production	ہائبرڈ بیجوں کی پیداوار	Rs,51,745/-
Other works in plant nursery fruit and flowers cultivation	پودوں کی نرسری، پھل اور پھولوں کی کاشت کے دیگر کام	Rs,51,745/-
Up rooting	جڑوں کو نکالنا	Rs,49,628/-
Excavating	کھودائی	Rs,49,628/-
Tractor	ٹریکٹر	Rs,49,628/-
Ploughing	ہل چلانا	Rs,49,628/-
Breaking lumps of soil	مٹی کے ٹکڑے توڑنا	Rs,49,628/-
Trimming of bunds	بند کی تراش خراش	Rs,49,628/-
Alignment & Leveling of bunds	بند کی سیدھ اور سطح بنانا	Rs,49,628/-
Ploughing to form bunds	بند بنانے کے لیے ہل چلانا	Rs,49,628/-
Making beds for close broad casting	قریبی بروسٹکاسٹنگ کے لیے بستر بنانا	Rs,49,628/-
leveling the land for paddy cultivation	دھان کی کاشت کے لیے زمین کی سطح بنانا	Rs,49,628/-
Working in bushes and carrying operations to cover soil on seeds broadcasted	جھاڑیوں میں کام کرنا تاکہ بیج پر مٹی ڈھکی جا سکے	Rs,49,628/-
Transportation of Manure	کھاد کی نقل و حمل	Rs,49,628/-
Feeding Manure	کھاد ڈالنا	Rs,49,628/-
Feeding Chemical manure	کیمیکل کھاد ڈالنا	Rs,49,628/-
trimming the seedlings mixing Chemical manure	کیمیکل کھاد مکس کرتے ہوئے پودوں کی چھانٹی	Rs,49,628/-
Sowing	بوانی	Rs,49,628/-
Drill Sowing	ڈرل بوانی	Rs,49,628/-
Transplanting	ٹرانسپلانٹنگ (پودا لگانا)	Rs,49,628/-
transplanting in dry land	خشک زمین میں پودا لگانا	Rs,49,628/-
Irrigation	آبیاشی	Rs,49,628/-
Lifting water from picotta and lifting water	پیکوٹا سے پانی اٹھانا اور پانی کا نکالنا	Rs,49,628/-
Spacing by removal of intervening plants in paddy area	دھان کے کھیت میں درمیانی پودوں کو نکال کر جگہ بنانا	Rs,49,628/-
Thinning of Sugarcane	گنے کی ہٹلی کرنا	Rs,49,628/-
Midterm cultivation	درمیانی مدت کی کاشت	Rs,49,628/-
Winnowing	(وننگ) پٹائی کرنا (بلانی)	Rs,49,628/-
Casting soil to the roots of garden crops, sugarcane, maize and potato crops	باغیچے کے پودوں، گنے، مکی اور آلو کے جڑوں پر مٹی ڈالنا	Rs,49,628/-
Plant protection operation	پودوں کی حفاظت کے عمل	Rs,49,628/-
To tie up Sugarcane to avoid swaying	گنے کو جھولنے سے بچنے کے لیے بانڈھنا	Rs,49,628/-
Harvesting	فصل کی کٹائی	Rs,49,628/-
a) Cutting	کاتنا	Rs,49,628/-
b) Thrashing	تھریشنگ (دھلنا)	Rs,49,628/-
c) Winnowing	بلانی (وننگ)	Rs,49,628/-
Transportation of produce	پیداوار کی نقل و حمل	Rs,49,628/-
Cleaning	صفائی	Rs,49,628/-
Plucking (in cotton crops)	(کپاس کی فصل میں) پھول توڑنا	Rs,49,628/-
Watching over the Birds	پرندوں کی نگرانی	Rs,49,628/-
Driving out Birds from eating the crops	فصل کھانے سے پرندوں کو بھگانا	RS,41,380/-
Grazing cows and washing the cattle	گائیں چرانا اور جانور دھونا	RS,41,380/-
Grazing cattle, sheep and goats	مویشی، بھیڑ اور بکریاں چرانا	RS,41,380/-
Poultry farm works	پولٹری فارم کے کام	RS,41,380/-

4. Beverage Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Manager / Factory Manager Admin. Officer / Personal Officer Company Secretary	Mutual bargaining between employers and employees.	<u>Production Department</u> Production Manager Senior Chemist / Syrup Incharge / Food D Technologist / Laboratory Incharge / Supervisor	Mutual bargaining between employers and employees.
Computer Programmer	Rs,49,628/-	Chemist / Supervisor Refrigeration Incharge Refrigeration Supervisor Ammonia Refrigeration Operator / Refrigeration Mechanic / Plant Room Operator / Cold Room Incharge / Supervisor	Rs,51,745/-
Computer Operator Office Assistant	Rs,43,986/-		
Receptionist / Fax Operator Telephone Operator / Clerks Time Keeper / Typist / Driver	Rs,41,380/-		
<u>Accounts Department</u> Chief Accountant Accountant / Accounts Officer	Mutual bargaining between employers and employees.		
Assistant Accountant Cashier	Rs,49,628/-		
<u>Maintenance Department</u> Foreman	Mutual bargaining between employers and employees.	Syrup Incharge Laboratory Technician Senior Operator / Head Operator Senior Technician	Rs,49,628/-
Senior Fitter Senior Welder	Rs,51,745/-		
Turner / Mechanic / Welder Carpenter / Fitter / Electrician Plumber / Mason	Rs,43,986/-	Operator / Checker Port Mixture Technician Syrup man / Plant Operator Plant Operator Mechanic Operator Cold Room Operator Empty Bottle Checker Packing Machine Operator Compressor Operator / Ammonia	Rs,43,986/-
Assistant Fitter Assistant Welder	Rs,41,380/-		
<u>Store Department</u> Store Incharge / Supervisor	Mutual bargaining between employers and employees.		
Store Keeper	Rs,46,565/-		
Assistant Store Keeper	Rs,43,986/-		
Store Helper / Cooli	Rs,41,380/-		
<u>Sales & Marketing Deptt.</u> Sales Officer / Sales manager Purchase Officer / Field Officer	Mutual bargaining between employers and employees.	Assistant Syrup Operator Washer operator Casser Operator De-Casser Operator Cold Room Shipper	Rs,41,380/-
Purchase Assistant Marketing Assistant	Rs,43,986/-		
Delivery Clerk / Distributors	Rs,41,380/-	<u>Packing & Delivery Deptt.</u> Packing Incharge / Supervisor Delivery Incharge / Supervisor Record Keeper	Mutual bargaining between employers and employees.
<u>Security Department</u> Security Supervisor	Mutual bargaining between employers and employees.		
Security Guard	Rs,41,380/-	Senior Packer / Box Making / Carton Maker	Rs,46,565/- Rs,43,986/-

5. Bidi Binding Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Karigar	1690/- per 8 hours day		
Provided that monthly wage should not be less than Rs,43,986/- per worker.			

6. Brick Klin Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Mistry	Rs,43,986/-	Piece Rated Workers Kacha Brick Maker / Kalbi	1546/- per thousand brick. Provided that monthly wages should not be less than Rs,43,986/-
Munhshi Jalaie Wala / Fireman / Kari Wala	Rs,43,986/-	Sathori Wala Jalaie Wala	1300/- per thousand bricks. Provided that monthly wage should not be less than Rs,43,986/-
		Donkey man Nikasi Wala Kariwala Bharaiwala	1100/- per thousand brick s. Provided that monthly wage should not be less than Rs,41,380/-

7. Building & Road Construction Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Managerial and Supervisory Group</u> Senior Engineer / Site Engineer Foreman / Supervisor all types Material Incharge Accountant Foreman Nigran Manager all types	Mutual bargaining between the employers and worke	Tractor Driver / Roller Driver Road Roller Operator Equipment Driver Glazer / Polisher / Plasterer Operator all types Cook	Rs,43,986/-
Surveyor / Stenographer Assistant Head Clerk	Rs,49,628/-	Assistant Fabricator Assistant Mason Insulator / Steel Fixer	Rs,43,986/-
Store Keeper / Cashier Senior Clerk	Rs,43,986/-	Helper all types Mate / Carpet Layer	Rs,41,380/-
Clerk all types Typist / Time Keeper	Rs,43,986/-		
Assistant Supervisor Head Mason / Fabricator Senior Mechanic	Rs,49,628/-	Security Inspector Khatweb	Rs,43,986/-
Senior Mason / Senior Fabricator / Mechanic	Rs,43,986/-	Sub-Inspector Imam Masjid	Rs,43,986/-
Mason / Tile Setter / Steel Binder / Landscape / Fabricator / Carpenter / Grander Operator / Painter / Plumber / Electrician/ Welder / Pipe Fitter	Rs,43,986/-	Security Guard Moazzan	Rs,41,380/-

8. Bus Body Building Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Supervisor	Mutual bargaining between employers and employees.	<u>Accounts & Finance Department</u> Accountant	Mutual bargaining between employers and employees.
Assistant Supervisor Senior Assistant Office Assistant	Rs,43,986/-	Assistant Accountant Cashier	Rs,43,986/-
Typist / Telephone Operator Clerk	Rs,41,380/-	Accounts Clerk	Rs,41,380/-
Driver	Rs,41,380/-	<u>Production Department</u> Foreman / Production Incharge / Quality Incharge Workshop Incharge / Machinist / Head Painter	Mutual bargaining between employers and employees.
<u>Material Operation Department</u> Manager Electronic Engineer	Mutual bargaining between employers and employees.	Bodymaker / Sheet Metal Workers Tool & Die Maker	Rs,43,986/-
Instrument Mechanic Welder / Turner / Mechanics Auto Electrician / Electrician Tin Smith / Timmer Auto Technical Assistant	Rs,43,986/-	Assistant Foreman / Blacksmith / Fitter / Painter Denter / Wireman Gas Welder / Die Fitter Welder / Boiler Operator Electro Planter / Hammer Man	Rs,43,986/-
<u>Store Department</u> Store Keeper	Rs,46,565/-	Spray Painter Lath Operator Assamblar	Rs,41,380/-
Pipe Binding Operator Checker / Operator / Tyreman	Rs,41,380/-		

9. Battery Manufacturing Industry.

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Managerial and Supervisory Group</u> Assistant Engineer Supervisor/Forman all types Manager/ Accountant	Mutual bargaining between employers & employees.	Junior Machine Operator Cook/Driver Ltv Junior Electrician Junior Plate man	RS,45,473/-
Office Assistant Accounts Assistant Stenographer/Head Clerk	RS,52,247/-	Assistant Filler/Security Guard Assistant Electrician Assistant Plate man	RS,44,497/-
Store Keeper Cashier Stenotypist/Senior Clerk	RS,46,565/-	Helper all types Gardner/ Office Boy Packer	RS,43,570/-
Clerk/Typist Time Keeper	RS,45,473/-		
Quality Inspector Assistant Supervisor/Forman	RS,52,247/-	Security Inspector Khateeb	RS,47,868/-
Senior Operator/Electrician Senior Plate man/Senior Filler	RS,49,628/-	Sub-Inspector Imam Masjid	RS,45,473/-
Quality Man/Electrician Filler/ Plate man	RS,46,565/-	Moazzan	RS,43,570/-

10. Cement Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Computer Operator Office Assistant	Rs,43,986/-	<u>Accounts Department</u> Accounts Officer / Accountant	Mutual bargaining between employers and employees.
Receptionist / Driver Telephone Operator / Clerk	Rs,41,380/-	Assistant Accountant	Rs,46,565/-
Store Department Store Incharge	Mutual bargaining between employers and employees.	Cashier	Rs,43,986/-
Store Keeper / Godown Incharge	Rs,46,565/-	Accounts Clerk	Rs,41,380/-
Assistant Store Keeper	Rs,43,986/-	<u>Maintenance Department</u> Foreman	Mutual bargaining between employers and employees.
Store Clerk	Rs,41,380/-	Turner / Carpenter / Electrician Assistant Foreman / Welder	Rs,43,986/-
Production Department Production Manager Production Incharge Quality Controller / Foreman	Mutual bargaining between employers and employees.	Machinist / Plumber / Painter Fabricator / Mechanic / Mason	Rs,43,986/-
Assistant Foreman / Machinist Assistant Supervisor / Technician Burner / Senior Mechanic Head Fitter / Pattern Mechanic Head Turner / Head Guager Instrument Mechanic / Miller Intercom & Telephone Technician	Rs,49,628/-	Boiler Attendant / C.D Operator / Boiler House Fireman / Crusher Operator / Cable Jointer Compressor Operator / Fitter Hammer Man / Nozzle Operator / Assistant Moulder / Assistant / Assistant Operator all Type / Assistant Welder / Assistant Turner	Rs,41,380/-
Assistant Burner / Mason / Auto Electrician / Plumber Assistant Miller / Crane Operator Bench Fitter / Mistry / Tin Smith Bulldozer Operator / Moulder	Rs,43,986/-	Dozer Operator / Motor Winder / Loco Shunter / Shot Firer / Turner / Senior Blaster Senior Fireman Switch Board Attendant	Rs,43,986/-

11. Ceramic Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Computer Operator Office Assistant	Rs,43,986/-	<u>Accounts Department</u> Accounts Officer / Accountant	Mutual bargaining between employers and employees.
Receptionist / Driver Telephone Operator / Clerk	Rs,41,380/-	Assistant Accountant	Rs,46,565/-
<u>Store Department</u> Store Incharge	Mutual bargaining between employers and employees.	Cashier	Rs,43,986/-
Store Keeper / Godown Incharge	Rs,46,565/-	Accounts Clerk	Rs,41,380/-
Assistant Store Keeper	Rs,43,986/-	<u>Maintenance Department</u> Foreman	Mutual bargaining between employers and employees.
Store Clerk	Rs,41,380/-	Turner/ Assistant Foreman / Carpenter / Painter / Electrician / Welder Machinist / Mechanic / Fabricator / Plumber / Mason	Rs,43,986/-
Assistant Fitter / Assistant Welder	Rs,41,380/-		
Crushing M/C Operator Fork Lift Driver / Finisher (Casting) Glasing M/C Operator / Glasing Sanitary / Kiln Operator / Goldman Tunning Machine Operator	Rs,43,986/-		
Clayman / Spout Attacher Seemywala / Shifter Assistant Packer / Slab man	Rs,41,380/-	<u>Production Department</u> Production Incharge / Foreman / Designer / Arctectur	Mutual bargaining between employers and employees.
Sorter / Generator Operator Glazeman / Operator Assistant Kiln Operator Assistant Crushing Machine	Rs,41,380/-	Assistant Foreman Molder / Decorator Molder Caster / Master Molder	Rs,46,565/-

12. Chemical & Other Chemical Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Computer Operator Office Assistant Receptionist	Rs,43,986/-	<u>Accounts Department</u> Accounts Officer Accountant	Mutual bargaining between employers and employees.
Telephone Operator Clerk / Driver	Rs,41,380/-	<u>Store Department</u> Store Incharge	Mutual bargaining between employers and employees.
Assistant Accountant / Cashier	Rs,46,565/-	Store Keeper / Godown Incharge	Rs,46,565/-
Accounts Clerk	Rs,41,380/-	Assistant Store Keeper	Rs,43,986/-
Electrician / Assistant Press Driver / Black Smith / Expeller man / Saw man / Avaman / Press Maker / Turner / Driver Heavy Transport Wallman Press / Welder	Rs,43,986/-	Store Clerk	Rs,41,380/-
Bora Maker / Refine man Mochi / Ginning Worker Press man	Rs,41,380/-	<u>Production Department</u> Manager/ Factory Incharge Production Incharge Production Supervisor	Mutual bargaining between employers and employees.
		Head Fitter / Press Driver Senior Fitter / Fitter	Rs,49,628/-

13. Construction Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Engineering Department</u> Senior Engineer / Architect Engineer / Assistant Engineer Construction Superintendent Superintendent	Mutual bargaining between employers and employees.	Assistant Architect Trainee Engineer Sub Engineer Sub Overseers Surveyors Draftsman	Rs,41,380/-
<u>Workshop Department</u> Workshop Manager Workshop Officer Senior Plant Foreman Plant Foreman / Labour Foreman Electrician Foreman Plant Mechanic Carpenter Foreman Mason Foremen Foreman / Khalasi Foreman	Rs,49,628/-	Overseer	Rs,46,565/-
Plant Operator Workshop Assistant Tile Fixer / Mosaic Mason	Rs,49,628/-	<u>Quality Supervision Department</u> Senior Estimator Estimator Assistant Estimator Senior Quantity Surveyors	Mutual bargaining between employers and employees.
Electrician / Carpenter / Mason Shuttering Carpenter / Iron Smith Welder	Rs,43,986/-	Driver / Mosaic Helper / Khalasi Stone Cutter / Water	Rs,41,380/-
<u>Accounts Department</u> Senior Accountant / Accountant	Mutual bargaining between employers and employees.	Quantity Surveyors	Rs,46,565/-
Accountant Assistant	Rs,43,986/-	<u>Administration Department</u> Administration Manager Administrative Officer Company Secretary / Doctor Confidential Secretary	Mutual bargaining between employers and employees.
Accounts Clerk	Rs,41,380/-	Senior Store Keeper	Rs,46,565/-
Telephone Operator Compounder / Cook / Typist Clerk / Store Munshi / Dack Rider / Head Peon / Time Keeper	Rs,41,380/-	Administrative Assistant Personal Assistant Office Assistant Computer Operator Assistant Store Keeper	Rs,43,986/-

14. Cotton Ginning & Pressing Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Managerial & Supervisory Group Manager / Supervisor all types Chief / Senior Accountant Deputy Chief Accountant Assistant Manager all types Officer / Incharge all types Engineer / Assistant Engineer all type Secretary / Superintendent Accountant / Assistant Accountant Foreman / Senior Foreman all types / Head Inspector	Wages left for mutual bargaining between the employers and the workers	Operator (Not elsewhere classified) Assistant Inspector Driver Light Transport Cook G-II	Rs,43,986/-
Store Keeper / Senior Drafts Man Cashier / Accounts Assistant Office Assistant / Stenographer Sub-Purchaser / Assistant Purchaser Field Representative Key Punch Operator	Rs,49,628/-	Grinder man G-III Assistant Turner Assistant Welder Assistant Fitter Assistant Machinist Assistant Milling Man Assistant Line Man Assistant Carpenter Assistant Tin Smith Tin Smith G-II Assistant Spray Man Spray man G-II Assistant Enameller / Enameller G-II Power Press Operator G-II Assistant Electrician / Electrician G-III Furnace Man Assembler Hub, Brake, Free Wheel & Handle Mudguard Machine Operator Reviter (Machine) Threading and Tapping Machine Operator Shearing Machine Operator Cold Drawing Machine Operator Assistant Pipe Fitter Assistant Cook Saw Man / Oil Man Hammer man Manual Spring Winder Revitor by hand Marker / Fettler Tube Mandral Fixer Rubber Band Fixer Eyelet Fixer Case Maker Sole Cutter / Strap Cutter Tyre Cord Cutter Tape Cord Cutter Tube Cutter / Tube Joiner / Solutioner Machine Operator (Not elsewhere classified) Helper Inspector Dipper / Bender / Rim Cutter Assistant Electroplater	Rs,43,986/-
Production Chaser Senior Clerk / Steno typist Drafts Man / Dispenser Time Office Incharge Telephone Operator Canteen Incharge Fair Price Shop Incharge Clearing and Forwarding Incharge / Receipt Officer Incharge / Salesman / Assistant Cashier Care Taker / Record Keeper	Rs,43,986/-		
Time Keeper / Assistant Store Keeper Assistant Sales Man Assistant Record Keeper Typist / Clerk (all types) / Tracer	Rs,43,986/-		
Head Turner / Turner G-I / G-A / Head Welder / Welder G-I / G-A / Head Fitter / Fitter G-I / G-A / Heed Tool Setter / Tool Setter G-I / Tool Setter G-A / Die Setter G-A / Head milling Man / Milling Man G-I Head Moulder / Moulder G-I Head Black Smith / Black Smith G-I Head Carpenter / Carpenter G-I / Machinist / Machinist G-I / Hammer man (Power) G-I / Shop Inspector / Mistry / Mill Wright / Overhauler / Technical Assistant / Hardener / Assistant Foreman / Chemical Analyst Die Fitter G-A / Bench Fitter G-A / Plant Operator G-A Electroplater G-A Die Maker / Pattern Maker Colour Maker / Rang Saz	Rs,49,628/-		
Plant Operator Grade-B Instructor / Telephone Technician Auto Mechanic / Mechanic Machinist / Machinist-II Inspector (Not elsewhere classified)	Rs,43,986/-	Gardener / Kiln Loader Fire Brigade Man Assembler (Not elsewhere classified) Assistant Polisher Assistant Filer	Rs,41,380/-

Turner / Turner G-II / G-B Welder / Welder G-II / G-B Fitter / Fitter G-II / G-B Tool Setter / Tool Setter G-II / Die Setter G-B Milling Man / Milling Man G-II / Moulder / Moulder G-II Carpenter / Carpenter G-II Polisher G-II / Polisher Cobbler G-II / Cobbler Electrician / Electrician G-II Grinder man G-II / Grinder man Brazing Man G-II / Brazing Man Filler G-II / Filler Plumber / Painter / Tine Smith Mason / Shaper man / Planner Fabricator / Armature Winder Line Man / Spray Man Electroplater / Electroplater G-B / Hammer Man (Power) G-II / Power Press Operator Forging / Fork Lift Truck operator / Black Smith / Black Smith G-II Rim Machine Operator Junior Inspector / Driver HTV / Upholsterer / Enameler G-I Bench Fitter Grade-B Crush Man / Cook G-I	Rs,43,986/-	Assistant Grinder Water Pump Operator Paper and Metal Transfer Fixer Viewer Vat-Man / Store man / Helper	
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15. Cinema Houses Industry.

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Supervisory. Accountant Manager Supervisor	Mutual bargaining between employers & employees.	Air-Conditioning Plant Operator Carpenter/Electrician Rewinder/Operator	RS,46,565/-
Accounts Assistant Office/Admin Assistant Head Booking Clerk	RS,52,247/-	Junior Electrician/Carpenter Driver Ltv/Cook	RS,45,473/-
Senior Booking Clerk Senior Clerk Stenotypist Store Keeper	RS,46,565/-	Assistant Air-conditioning Plant Operator/ Security Guard / Rewinder Assistant Electrician/Carpenter	RS,44,497/-
Booking Clerk Record Keeper/Typist	RS,45,473/-	Fire Fighting Man Gate Keeper /Helper	RS,43,570/-
Head Operator Assistant Supervisor	RS,52,247/-	Junior Operator/Rewinder	RS,45,473/-
Senior Operator Senior Electrician/Carpenter Senior AC Plant Operator	RS,49,628/-	Assistant Operator	RS,44,497/-

16. Custom, Tax Clearing And Insurance Agencies Industry.

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Managerial & Supervisory Group Accountant Sales Officer/Sales Manager General Manager/Area Manager Supervisor	Mutual bargaining between employers & employees.	Driver Cook Messenger	RS,45,473/-

Office Assistant/Accounts Assistant Head Clerk/Stenographer Admin Assistant	RS,52,247/-	Dafri /Security Guard Despatch Rider Head Peon	RS,44,497/-
Senior Clerk/Stenotypist Computer Operator Telephone Operator/Munshi	RS,46,565/-	Qasid Senior Peon Office Boy	RS,43,570/-
Typist /Clerk all types Dry Port Representative Tax Clerk//Record Keeper	RS,45,473/-		
Assistant Sales Officer Assistant Supervisor	RS,52,247/-	Khateeb Security Inspector	RS,47,868/-
Senior Sales Representative Senior Cashier	RS,49,628/-	Security Sub-Inspector Imam Masjid	RS,45,473/-
Sales Representative Cashier Senior Driver	RS,46,565/-	Moazzan	RS,43,570/-

17. Cycle Parts & Manufacturing Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administrative Department</u>		<u>Store Department</u>	Mutual bargaining between employers and employees.
Computer Operator	Rs,43,986/-	Store Incharge	
Office Assistant		Store Keeper	Rs,46,565/-
Receptionist / Clerk / Driver	Rs,41,380/-	Godown Incharge	
Telephone Operator		Assistant Store Keeper	Rs,41,380/-
<u>Accounts Department</u>	Mutual bargaining between employers and employees.	Store Clerk	
Accounts Officer / Accountant		<u>Production Department</u>	Mutual bargaining between employers and employees.
Assistant Accountant	Rs,43,986/-	Production Manager / Supervisor	
Cashier		Production Incharge / Foreman	
Shaperman / Planner	Rs,41,380/-	Head Turner / Head Carpenter / Head Welder / Head Tool Setter / Head Moulder / Machinist (G-I) Hammer man (Power (G-I)	Rs,51,745/-
Power Press Operator		Mistry / Colour Maker / Rangaz	Rs,46,565/-
Fork Lift Truck Operator		Die Maker / Pattern Maker	
Black Smith/ Assistant Welder		Die Fitter / Assistant Foreman	
Rim Machine Operator		Hander / Bench Fitter	
Assistant Machinist		Plant Operator / Chemical Analyst	
Assistant Turner / Reviter Machine / Fitter / Turner		Welder / Electrician / Plumber	Rs,43,986/-
Mason / Painter		Inspector Watch & Ward	Rs,43,986/-
Accounts Clerk	Rs,41,380/-	Sanitary Inspector	

18. Dairy Product Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u>	Mutual bargaining between employers and employees.	<u>Accounts Department</u>	Mutual bargaining between employers and employees.
Manager		Accountant	
Computer Operator	Rs,43,986/-	Accounts Officer	
Office Assistant		Assistant Accountant	Rs,46,565/-
Telephone Operator	Rs,41,380/-	Cashier	Rs,43,986/-
Clerk / Time keeper			
Driver			
Security Guard			
<u>Production Department</u>	Mutual bargaining between employers and employees.	<u>Laboratory</u>	Mutual bargaining between employers and employees.
Production Engineer / Supervisor		Chemical	

Chemical Engineer / Foreman Production Manager / Chemist / Tetra Pack foreman / Biologist Milk Development Officer		Biologist Chemist	
Assistant Foreman Assistant Supervisor Mills Hygienic Coordinator Senior Ultra Heat Treatment Operator Senior Tetra Pack Operator	Rs,52,247/-	Assistant Chemist Laboratory Assistant	Rs,43,986/-
Boiler Operator / Evaporator Operator / Ultra Pack Technician Ultra Head Treatment Operator Dryer Operator / Pasterurising Operator / Blender	Rs,41,380/-	Lab. Attendant	Rs,41,380/-
		<u>Regrigeration Department</u> Engineer	Mutual bargaining between employers and employees.
		Plant Room Operator	Rs,52,247/-
		Cold Room Operator	Rs,52,247/-
Electrician / Welder / Fitter / Mason / Boiler Operator / Boiler Attendant / Mixing Operator / Mixing ma / Milk Tester	Rs,43,986/-	<u>Packing & Delivery</u> Department Packing Incharge / Supervisor Delivery Incharge / Supervisor	Mutual bargaining between employers and employees.
Butter Man / Butter Worker Plant Worker / Assistant Electrician Stitcher	Rs,41,380/-	Cold Room Shipper	Rs,41,380/-
<u>Store Department</u> Store Officer / Incharge	Mutual bargaining between employers and employees.		
Store Keeper / Godown Keeper	Rs,41,380/-	Box / Carton Maker	Rs,45,473/-
Assistant Store Keeper	Rs,45,473/-		

19. Electric Appliances

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Deptment</u> Administration Manager Assistant Manager Admn. Officer Executive Secretary	Mutual bargaining between employers and employees.	<u>Accounts / Finance</u> Department Finance Manager/ Controller Chief Accounts / Finance Manager/ Accounts Officer Account / Cost Accountant	Mutual bargaining between employers and employees.
Computer Operator Stenographer Office Assistant	Rs,46,565/-	Assistant Accountant Cashier	Rs,46,565/-
Receptionist / Record Keeper Clerk / Fax Operator / Telephone Typist / Operator / Time Keeper Despatcher / Despatch Rider Driver	Rs,41,380/-	<u>Import / Purchase Deptt.</u> Imports / Purchase Manager Imports Officer Purchaser / Import Assistant	Mutual bargaining between employers and employees. Rs,43,986/-
<u>Eletrical / Mechanical & Maintenance Department</u> Maintenance / Mechanical / Electrical Engineer/ Senior Foreman/ Foreman / Supervisor Mechanical & Electrical	Mutual bargaining between employers and employees.	Senior Press Operator / Senior Operator / Setter Operator Miller / Sand Miller Pattern Maker / Carpenter Leathe Machine Operator	Rs,46,565/-
Laminator Assistant Electrician Assistant Tinsmith	Rs,41,380/-	Electrical (Qualified)/ Machinist Fitter / Welder / Gas Cutter Turner/ Fabricator / Tin Smith Bench Fitter / Technician Spray Painter / Furnace man Heat Dent or / Motor Winder	Rs,43,986/-
<u>Production / Manufacturer</u> Department General Manager / Quality Control	Mutual bargaining between employers and employees.	<u>Store Department</u> Store Incharge / Store Officer Store Keeper	Rs,46,565/-

Manager / Production Manager / Senior Foreman / Senior Supervisor / Senior Fitter Foreman / Quality Controller Die Maker		Fork Lift Driver Assistant Store Keeper	Rs,43,986/-
		Security Department Security Officer Security Shift Incharge	Mutual bargaining between employers and employees.
Charge Hand	Rs,51,745/-	Security Guard	Rs,41,380/-
Cable Machine Operator / Miller Quality Inspector / Quality Controller	Rs,49,628/-	Tank Operator / Press man Arm Polisher / Polisher / Caster	Rs,41,380/-
Tool Setter/ Loading Hand Electrician/ Denter / Painter	Rs,49,628/-	Transformer Fixer/ Assembler / Grainder / P.P Operator Machine Operator	

20. Electric Wires & Cables Industry.

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Supervisory. Accountant/Assistant Accountant Assistant Production Manager Field Officer//Security Officer. Manager/Production Manager Quality Control Manager Supervisor/Incharge all types	Mutual bargaining between employers & employees.	Assistant Copper Roll Operator Assistant XLPE Cable Operator Assistant Aluminum Operator Fork Lift Driver//PVC Handler Senior Cable Packer / Senior Conductor Packer	RS,45,473/-
Office/Accounts Assistant	RS,52,247/-	Assistant PVC Handler	RS,44,497/-
Store Keeper/Senior Clerk	RS,46,565/-	Assistant Wire Drawer Assistant Annealing Operator Assistant Conductor Machine Operator Assistant Cable Extruder Operator Assistant Wire Stranding Operator	
Clerk all types Store Man/typist	RS,45,473/-		
Senior Lab. Technician Senior Maintenance Technician	RS,52,247/-		
Technician./Senior Wire Drawer Senior Wire Stranding Operator Senior Machine Operator Senior Copper Rod Operator Senior ELPE Cable Operator	RS,49,628/-	Assistant Packer. Gate Keeper/. Mali/Gardener/Head Watchman Helper all types	RS,43,570/-
Annealing Operator Assistant technician Aluminium Rod Operator Conductor Machine Operator Cable Extruding Operator Copper Roll Operator Driver Htv /Maching Operator Electrician/Wire Drawer Wire Stranding Operator EXLPE Cable Operator	RS,46,565/-		

21. Fertilizer Manufacturing and Allied Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Managerial and Supervisory Group Foreman Supervisor Production Supervisor Laboratory Control Incharge	Wages left for mutual bargaining between the employers and workers	Rigger Fitter / Welder Operator (All Types)	Rs,49,628/-
Office / Accounts Assistant	Rs,49,628/-	Driver / Cook	Rs,43,986/-
Store Keeper	Rs,43,986/-	Assistant Rigger / Fabricator Assistant Fitter / Welder Assistant Operator (All types) Stitching Man Folder Man / Adjuster	Rs,49,628/-
Clerk	Rs,49,628/-		
Assistant Supervisor / Forman/ Technician /	Rs,49,628/-		

Senior Rigger/ Head Operator	Rs,51,745/-	Sewing Machine Operator	
Senior Fitter / Senior Welder		Mali / Helper all types	Rs,41,380/-
Senior Fabricator	Rs,51,745/-	Bag Supply Man	
Senior Operator (All Types)		Insertion Man / Weight Man	
PLC Operator/ Plant Operator	Rs,51,745/-	Security Inspector	Rs,43,986/-
Mil Right Technician/ Fabricator	Rs,51,745/-	Time Keeper / Imam Masjid	Rs,43,986/-
Crane Operator/ Senior Clerk	Rs,51,745/-	Security Guard / Moazzan	Rs,41,380/-

22. Flour Milling Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u>	Mutual bargaining between employers and employees.	<u>Milling Department</u>	Mutual bargaining between employers and employees.
Manager / Assistant Manager		Miller	
Office Assistant	Rs,43,986/-	Supervisor / Assistant Miller	Rs,46,565/-
Computer Operator		Shift Incharge	
Telephone Operator	Rs,46,565/-	Roll man / Silk man	Rs,43,986/-
Office Clerk			
Driver/ Pesh Imam/ Cook	Rs,41,380/-	Washing man / Oil man	Rs,41,380/-
<u>Technical Department</u>		<u>Sales & Marketing Deptt.</u>	
Mechanic / Turner/ Fitter	Rs,43,986/-	Cashier	Rs,43,986/-
<u>Store Department</u>		Delivery Clerk / Out Door Clerk / Gate Clerk	Rs,41,380/-
Godown Clerk	Rs,41,380/-	<u>Purchase Department</u>	Rs,43,986/-
<u>Accounts Department</u>	Rs,46,565/-	Purchaser	
Accountant		Wheat Clerk	Rs,46,565/-
Accounts Clerk	Rs,41,380/-		
<u>Maintenance Department</u>	Rs,43,986/-		
Electrician			

23. Foam Products Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Managerial and Supervisory Group</u>	Wages left for mutual bargaining between the employers and workers	Driver	
Plant Manager		Cook	Rs,43,986/-
Electrical Engineer		Assistant Mechanic	
Supervisor		Assistant Machine Operator	Rs,43,986/-
Forman		Assistant Machine Cutter	
Accounts Assistant	Rs,49,628/-	Assistant Electrician	
Office Assistant			
Cashier / Munshi	Rs,43,986/-	Helper all types	Rs,41,380/-
Purchaser / Store keeper		Mali/Packer	
Senior Clerk / Sales Man			
Time Keeper / Typist / Clerk	Rs,43,986/-	Inspector Security	Rs,43,986/-
Assistant Supervisor / Forman	Rs,49,628/-		
Mechanic / Senior Electrician	Rs,43,986/-	Imam Masjid	Rs,43,986/-
Senior Machine Operator			
Senior Machine Cutter			
Machine Operator	Rs,43,986/-	Mouzzan	Rs,41,380/-
Machine Cutter / LHT Driver		Head Watchman/Jamadar	
Electrician / Operator		Security Guard	

24. Food Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u>	Wages left for mutual bargaining between the employers and workers	<u>Accounts Department</u>	Wages left for mutual bargaining between the employers and workers
Manager		Accountant/Accounts Officer	
Computer Operator	Rs,43,986/-	Assistant Accountant	Rs,46,565/-

Office Assistant		Cashier	Rs,43,986/-
Telephone Operator	Rs,41,380/-	<u>Sales & Marketing Department</u>	Mutual bargaining between employers and employees.
<u>Store Department</u>	Mutual bargaining between employers and employees.	Sales Officer / Purchase Officer	
Store Officer / Incharge		Field Officer / Sales Manager	Rs,43,986/-
Store Keeper / Godown Keeper	Rs,46,565/-	Purchase Assistant	
Assistant Store Keeper	Rs,43,986/-	Marketing Assistant	Rs,41,380/-
Store Clerk	Rs,41,380/-	Delivery Clerk	
Crane Operator	Rs,46,565/-	Distributors	Mutual bargaining between employers and employees.
Turner/ Motor Winder	Rs,43,986/-	<u>Maintenance Department</u>	Rs,43,986/-
Carpenter/ Electrician		Foreman	
<u>Security Department</u>	Mutual bargaining between employers and employees.	Fitter / Boiler Attendant / Welder	
Security Supervisor/Incharge		Plumber / Mechanic / Fabricator	
Security Guard	Rs,41,380/-	Mason / Painter	
<u>Production Department</u>	Mutual bargaining between employers and employees.	All Assistant	Rs,41,380/-
Production Incharge / Production Supervisor/ Food Supervisor		Assistant Welder	
<u>Packing & Delivery Department</u>	Mutual bargaining between employers and employees.	LABORATORY	Mutual bargaining between employers and employees.
Packing Incharge / Supervisor		Senior Chemist	
Delivery Incharge / Supervisor		Laboratory Incharge / Supervisor	
Senior Packer	Rs,41,380/-	Quality Control Inspector	Rs,46,565/-
Box Maker Carton Maker		Ovan Supervisor / Food Expert / Food Processor	Rs,49,628/-
Assistant Fitter	Rs,41,380/-	Aking Master / Head Operator / Head Ovan Technician / Bake Process Incharge	
<u>Refrigeration Department</u>	Mutual bargaining between employers and employees.	Sanitary Inspector / Operator	Rs,43,986/-
Engineer		Paste Mixture Mechanic	
Refrigeration Incharge	Rs,51,745/-	Paste Mixture Technician	
Refrigeration Supervisor		Waste Operator / Casser Operator	Rs,41,380/-
Ammonia Refrigeration Opt. Cum Refrigeration Mechanic		De Cesser Operator / Production Operator/ Material Mixture / Merchandiser	
Fitter/ Utility Operator	Rs,43,986/-	Generator Operator / Flour Man Chakiman / Cutter	Rs,41,380/-
Plant Operator	Rs,51,745/-	Plant Room Operator	Rs,51,745/-
<u>Cold Room Department</u>		Plant Room Supervisor	
Cold Room Incharge			
Cold Supervisor			
Cold Room Operator	Rs,43,986/-		
Assistant Fitter			
Cold Room Shipper	Rs,41,380/-		
Senior Operator	Rs,49,628/-		
Head Operator			
Fitter			

25. Furniture & Wood Working Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u>	Mutual bargaining between employers and employees.	<u>Accounts Department</u>	Mutual bargaining between employers and employees.
Supervisor / Shift Incharge		Accounts Assistant	Rs,43,986/-
Quality Controller	Rs,46,565/-	Accounts Clerk	Rs,41,380/-
Purchaser	Rs,46,565/-	<u>Production Department</u>	Mutual bargaining between employers and employees.
Godown Incharge	Rs,43,986/-	Production Incharge/ Designer	
Office Assistant		Swaman	Rs,43,986/-
Telephone Operator / Store Keeper (Grade-3) / Excise Clerk	Rs,41,380/-	Mistri / Mechanic	
Salesman (Without Commission)		Glue Operator	
Fireman / Boiler / Time Keeper / Lift Operator		Press Assistant	Rs,41,380/-
<u>Technical Department</u>	Mutual bargaining between employers and employees.	Sand Paper Mailing	
Electrical Engineer		Carpenter	
Electrical Supervisor		Press Operator	
Foreman / Charge hand			

Welder (Argan) / Boiler Incharge	Rs,51,745/-	Driver / Security Guard /	Rs,41,380/-
Turner / Plumber / Welder / Electrician / Fitter (Grade-I) / Fitter / Pipe Fitter	Rs,43,986/-	Packer / Operator / Graving man / Graving Incharge	

26. Glass Bengal Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 8 Hours Working	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 8 Hours Working
Factory Incharge / Supervisor Gram Kari wala Tarkash	Mutual bargaining between employers and employees.	Sadhi Kakarigar	80/- per tora
Guli Maker Gundy wala Loom Maker Mohtaywala	2500/-	Jurraiwala	200/- per tora (other rates depend on size)
Payl Making Bhatti kiBharaiwala Sakai Wala	2000/-	Katai / Design banana wala	310/- per tora (Minimum 80 per tora other rates depend on work)
Assistant Loom Maker Garam Loom	1975/-	Nag / Sitaralaganawala	310/- per tora (High work) 285/- per tora (Medium work) 275/- per tora (Low work)
Tale Making Bubble Making BalenKaKamWala	1900/-	KarayJorna	100/- one set
Thandi Loom PaniWala	1925/-	Paking	120/- per box (Having 12 set of Bengal)
Shisha chunnai / Kanchuthaiwala	1950/-	Decoration work	140/- per box (22 sets) chain work
Loom helper / Sweeper / Chowkidar	1980/-	Bond work	100/-
Oven Worker Section HBW		Roll filling	60/-
Oven Worker	2100/-	Chaklai Chaklainikalna	60/-
Setting Bangle on plate	Rs 1950/-		
Tora Filling	Rs 1912/-		
<u>Rangai / Chappai Section Hbw</u> <u>Rangai & Chappai kakarigar</u> Category no. 1 High work	500/- per tora	Category no.3 Low work	210/- per tora
Category no. 2 Medium work	300/- per tora		
Provided that monthly wage should not be less than Rs,43,986/- per worker/HB Worker			

27. Glass Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Plant Manager/ Office Secretary Accountant	Mutual bargaining between employers and employees.	Furnace Room	Mutual bargaining between employers and employees.
Computer Operator Office Assistant	Rs,43,986/-	Senior Furnace Operator	Rs,49,628/-
Telephone Operator / Driver Clerk/ Time Keeper/ Receptionist	Rs,41,380/-	Furnace Feeder Glass Cutter	Rs,43,986/-
<u>Glass Ampoule & Vial</u> <u>Manufacturing</u> Production Officer/ Foreman Assistant Production Officer	Mutual bargaining between employers and employees.	Furnace Operator Batch Feeder/ Batch Maker Laminate Glass Assistant	Rs,41,380/-
Machine Operator (BR/PR) Sorter / Packer	Rs,41,380/-	<u>Work Shop</u> Quality Controller/ Shift Incharge General Incharge	Mutual bargaining between employers and employees.
Fitter / Grinder Fabricator / Screen Maker	Rs,43,986/-	Machinist / Die Maker Leath Machine Turner	Rs,46,565/-
<u>Store</u> Store Incharge	Mutual bargaining between employers and employees.	<u>Electric Room</u> Foreman	Mutual bargaining between employers and employees.
Store Keeper	Rs,46,565/-		
<u>Accounts Department</u> Accountant / Accounts Officer	Mutual bargaining between employers and employees.		

Assistant Accountant	Rs.46,565/-	Electrician	Rs.43,986/-
Cashier	Rs.43,986/-	Electric Helper	Rs.41,380/-

28. Hair Saloon and Beauty Clinics Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Managerial and Supervisory Group</u> Manager Supervisor Accountant	Mutual bargaining between employers and employees.	Massager Junior Hair Cutter / Hair Dresser / Junior Beautician / Junior Karigar	Rs.43,986/-
Assistant Accountant Office / Admin Assistant Head Beautician	Rs.49,628/-	Assistant Hair Cutter / Dresser Assistant Beautician / Karigar Junior Massager	Rs.43,986/-
Cashier Senior Clerk	Rs.43,986/-	Helper Assistant Massager	Rs.41,380/-
Clerk Typist	Rs.43,986/-	Assistant Supervisor	Rs.43,986/-
Senior Make up Artist	Rs.49,628/-		
Make up Artist Senior Hair Cutter / Hair Dresser Senior Beautician / Senior Karigar	Rs.43,986/-	Receptionist	Rs.43,986/-
Hair Cutter / Hair Dresser Beautician / Karigar Senior Massager	Rs.43,986/-	Security Guard	Rs.41,380/-

29. Hosiery & Knitting Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Manager / Factory Manager Finance Manager / Secretary	Mutual bargaining between employers and employees.	<u>Maintenance Department</u> Foreman	Mutual bargaining between employers and employees.
Computer Programmer	Rs.49,628/-	Senior Fitter Senior Welder	Rs.51,745/-
Purchaser	Rs.46,565/-	Turner / Electrician / Carpenter Welder / Fitter / Mechanic Plumber / Mason	Rs.43,986/-
Computer Operator Office Assistant	Rs.43,986/-	Assistant Fitter Assistant Welder	Rs.41,380/-
Receptionist/ Time keeper/ Typist Telephone Operator Fax Operator/ Clerks/ Driver	Rs.41,380/-	<u>Store Department</u> Store Incharge	Mutual bargaining between employers and employees.
<u>Accounts Department</u> Chief Accountant Accountant / Accounts Officer	Mutual bargaining between employers and employees.	Store Keeper Assistant Store Keeper	Rs.46,565/- Rs.43,986/-
Assistant Accountant Cashier	Rs.43,986/-	<u>Security Department</u> Security Supervisor Security Guard	Mutual bargaining between employers and employees. Rs.41,380/-
Cutting Master / Cutting Supervisor Knitting Master Dying Master Stitching Master Machine	Rs.51,745/-		
Designer/ Embroider/ Tailor	Rs.49,628/-	<u>Packing Department</u> Packing Supervisor	Rs.46,565/-
Jobber/ Cutting Checker Finishing Supervisor Folding Supervisor/ Cutting man	Rs.46,565/-		
Machine Operator Sewing Operator Dying Operator	Rs.43,986/-	Knitter/ Over Lock Operator/ Cutter/ Re cutter Flat Knitter/ Checker/ Thread	Rs.41,380/-

30. Hotel Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Reception & Booking Chief Telephone Officer Guest Relation Officer	Mutual bargaining between employers and employees.	Servicing / Out Door / Indoor Chief Steward / Head Steward Senior Captain / Beverage Officer Assistant Chief Steward	Mutual bargaining between employers and employees.
Receptionist/ Liftman Telephone Operator	Rs,41,380/-	Captain Room Service Supervisor	Rs,46,565/-
<u>COOKING & KITCHEN</u> Kitchen Controller Chief / Chief Baker	Mutual bargaining between employers and employees.	Kitchen Steward/ Head Waiter	Rs,43,986/-
Head Confectioner / Assistant Pastry Chief	Rs,49,628/-	Linon & Laundry Tailor / Cushion Maker Senior Laundry Supervisor / Incharge Laundry Supervisor	Rs,43,986/-
Head Cook / Chief De Pastry Assistant Chief / Sweet Maker	Rs,46,565/-	House Keeping Guest Relation Officer Guest Service Officer	Mutual bargaining between employers and employees.
Confectioner / Cook / Baker	Rs,43,986/-	Guest Hostess	Rs,43,986/-
Bihari Cook / Tikka Cook/ Mini Bar Attendant		Room Service Supervisor Head Mali / Mali	Rs,41,380/-
Bar Bar man	Rs,41,380/-	General / Misc. Chief Recovery Officer Recovery Officer Estate Officer Personal Coordinator Engineering Coordinator Head Store Keepers / Store Supervisor	Mutual bargaining between employers and employees.
<u>Administration & General Department</u> General Manager/ Consultant Manager/ Secretary/ Accountant Public Relation Officer Purchase Secretary Communication Officer Production Officer Office Incharge	Mutual bargaining between employers and employees.	Recovery Incharge Store Keeper	Rs,46,565/-
Assistant Supervisor / Cashier Assistant Accountant Computer Operator / P.A to M.D	Rs,43,986/-	Boiler Attendant Assistant Store Keeper	Rs,43,986/-
Clerk / Typist	Rs,41,380/-	Driver / Pesh Imam Moazzin Night Auditor Musician	Rs,41,380/-
<u>Maintenance</u> Chief A.C Ref. Mechanic Head Electrician / Head Plumber Head Painter	Mutual bargaining between employers and employees.	Security Department Security Officer Assistant Security Officer Security Guard	Mutual bargaining between employers and employees.
A.C & Mechanic Gas Mechanic Radio & DTV Mechanic	Rs,46,565/-		Rs,41,380/-
Carpenter / Lift Mechanic Mistri/ Painter / Plumber General Mechanic / Electrician	Rs,43,986/-		
A.C Operator / Assistant Painter Assistant Electrician Assistant Ref. Mechanic	Rs,41,380/-		

31. Ice & Cold Storage Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Manager Accountant	Mutual bargaining between employers and employees.	<u>Electrical & Maintenance Department</u>	Mutual bargaining between employers and employees.
Supervisor / Export Incharge Incharge	Rs,46,565/-	Foreman	Rs,49,628/-
Export Assistant/ Purchaser	Rs,49,628/-	Electrician / Operator / Mechanic	Rs,43,986/-
Store Keeper	Rs,46,565/-	Assistant Machine Operator	Rs,41,380/-

Assistant Supervisor Computer Operator	Rs,43,986/-	Miscellaneous	
Clerk / Munshi	Rs,41,380/-	Gardner	Rs,41,380/-

32. Iron Steel & Fabricated Metal Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Personnel & Administration Department</u> Personnel & Administration Manager / Office Incharge General Manager Personnel Officer Administration Officer	Mutual bargaining between employers and employees.	<u>Accounts Department</u> Chief Accountant Deputy Manager (Accounts) Accountant	Mutual bargaining between employers and employees.
Computer Operator	Rs,43,986/-	Assistant Accountant	Rs,46,565/-
Office Assistant / Stenographer		Cashier/ Accounts Assistant	Rs,43,986/-
Cook / Receptionist / Driver	Rs,41,380/-	Accounts Clerk	Rs,41,380/-
Time Keeper / Gardner Clerk / Telephone Operator		<u>Production Department</u> Engineer Deputy Manager (Production) Senior Supervisor Foreman	Mutual bargaining between employers and employees.
<u>Sales Purchase Department</u> Sales / Purchase Manager Sales Officer/Purchase Manager Sales Supervisor/Purchase Officer Sales Representative	Mutual bargaining between employers and employees.	Head Fitter/ Head Electrician Head Welder/ Quality man X-Ray Welder	Rs,49,628/-
Purchaser	Rs,46,565/-	Head Fitter/ Head Electrician Head Welder/ Quality man X-Ray Welder	Rs,49,628/-
Assistant Purchaser Sales Assistant	Rs,43,986/-	Charge Hand / Foundry Operator / Machinist / Pattern Maker / Welder / Mistri / Mechanic / Molder / Machine Operator	Rs,43,986/-
<u>Store Department</u> Store Officer Store Incharge	Mutual bargaining between employers and employees.	Plumber / Carpenter / Black Smith	
Store Keeper / Godown Keeper	Rs,46,565/-	Electrician / Tin Smith / Boiler man / Turner / Drill man / Grinder / A.C Mechanic / Bench Fitter / Crane Operator Furnace Operator / Tool man Painter / Gas Cutter / Press man / Mason / Shapperman / Metal Sawman	
Assistant Store Keeper	Rs,43,986/-	Assistant Fitter / Assistant Welder	Rs,41,380/-
<u>Security Department</u> Security Officer Security Incharge / Security Supervisor	Mutual bargaining between employers and employees.	Assistant Electrician Assistant Moulder	
Security Guard	Rs,41,380/-	Assistant Chemist	Rs,46,565/-
<u>Packing & Delivery Department</u> Packing Incharge Delivery Incharge Packing Supervisor Delivery Supervisor	Mutual bargaining between employers and employees.	Quality Control Inspector	Rs,49,628/-
Packing Analysis Assistant Delivery Supervisor	Rs,49,628/-	Assistant Quality Control Inspector	Rs,46,565/-
<u>Chemical Department</u> Chemist Laboratory Incharge	Mutual bargaining between employers and employees.		
<u>Quality Control Department</u> Quality Control Manager Quality Control Incharge Quality Control Supervisor	Mutual bargaining between employers and employees.		

33. Pipe Industry Iron And Steel Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Supervisory</u> Accountant/Assistant Accountant Manager/Deputy Manager all typ Chief Accountant Engineer all types Foreman/Supervisor all types Incharge all types	Mutual bargaining between the employers and the workers	Black Smith/Carpenter//Mason Boring Man/Milling Man Drive Htv/ Tractor/Driver Electrician/Fitter Foundry Operator/Lab Operator Grinder Man/Drill Man Junior Tool/Cone Maker	RS,46,565/-

Officer all types Secretary/Senior Supervisor		Junior Technical Assistant Kharadia/Lathe Man Maintenance Fitter Moulder/Turner/Turner-I Painter /Erector/Fabricator Randa Man/Roller Operator Shaper Man /Winder Senior Fire Man Tin Maker/Tin Smith Welder/ X-Ray Welder	
Admn Assistant/Office Assistant Accounts Assistant Assistant Sales Cashier Purchaser/Purchase Assistant Planning Assistant Stenographer Senior Store Keeper	RS,52,247/-		
Drafts Man Senior Clerk Store Keeper Time Keeper Telephone Operator	RS,46,565/-	Cook/ Driver Ltv Junior Electrician/Fitter/Welder Junior Moulder/Gas Cutter Crane Operator/ Lab. Assistant Furnace Man/Fire Man Junior Foundry Operator Kopola Man /Melter Operator/Machine Operator/Man Verma Man/Wandani Junior Erector/Eraction Assistant	RS,45,473/-
Clerk all types Store Man Typist Record Keeper	RS,45,473/-		
Assistant Supervisor Head Fitter/Turner Head Winder/Electrician Production Assistant Senior Technical Assistant Senior Moulder Sub Engineer	RS,52,247/-	Assistant Turner/Turner-II Fork Lift Driver Head Mali /Pressman Assistant Machine Operator Assistant Fitter/Welder Assistant Electrician Metal Saw Man /Security Guard	RS,44,497/-
Cone Maker/Charge Hand Grid Operator//Quality Man Machinist/Mechanic/Mistry Pattern Maker/Tool Maker Senior Electrician Senior Boring Man Technical Assistant	RS,49,628/-	Attendant/Gate Man Helper (all types)	RS,43,570/-

34. Leather Goods & Footwear Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Administrative Officer / Export Officer / Import Incharge	Mutual bargaining between employers and employees.	<u>Accounts Department</u> Accountant	Mutual bargaining between employers and employees.
Purchaser	Rs,49,628/-	Assistant Accountant	Rs,46,565/-
Computer Operator / Data Operator / Office Assistant / Receptionist	Rs,43,986/-	Cashier / Accounts Assistant	Rs,43,986/-
Clerk / Time keeper / Cook / Driver	Rs,41,380/-	<u>Production Department</u> Production Incharge	Mutual bargaining between employers and employees.
<u>Technical Department</u> Mechanic / Maintenance Incharge	Mutual bargaining between employers and employees.	Supervisor Sample Maker / Pattern Maker	Rs,51,745/-
Electrician / Fitter / Turner	Rs,43,986/-	Molder	Rs,49,628/-
Plumber	Rs,41,380/-	Matcher / Selector	Rs,46,565/-
<u>Store Department</u> Store Officer / Incharge	Mutual bargaining between employers and employees.	Checker/ Grinder Heel Lester	Rs,43,986/-
Store Keeper	Rs,46,565/-	Folder/ Injector/ Pastor	Rs,41,380/-
Assistant Store Keeper	Rs,43,986/-		
Store Clerk	Rs,41,380/-		

35. Machine Made Carpet Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration / Accounts / Sales Department</u> General Manager / Manager	Mutual bargaining between employers and employees.	<u>Computer Department</u> Programmer E&D Incharge	Rs,51,745/-

Chief Accountant / Director Factory Manager / Secretary Advisor / Law Officer Administrative Officer Labour Officer / Accountant Public Relation Officer Accounts Officer		Key Punch Operator / Computer Operator	Rs,43,986/-
		<u>Technical / Production Department</u> Engineer/ Designer/ Dyer Technical Manager Production Manager	
Purchaser / Store Keeper	Rs,46,565/-	Quality Controller/ Jobber Foreman/ Pattern Maker	Rs,49,628/-
Cashier / Accounts Assistant Office Assistant	Rs,43,986/-	Supervisor/ Fitter/ Warper	Rs,46,565/-
Typist / Clerk / Telephone Operator / Driver	Rs,41,380/-	Darner / Sarnar / Weaver Machine Operator	Rs,41,380/-
Time Keeper / Gardner	Rs,41,380/-	<u>Security Department</u> Security Officer Security Shift Incharge	Mutual bargaining between employers and employees.
Workshop / Boiler Department Boiler Attendant / Welder/ Miller Turner/ Carpenter / Mason Plumber / Boiler Attendant II	Rs,43,986/-	Security Guard (Armed)	Rs,41,380/-
Fireman	Rs,41,380/-	Electrical Department Electric Supervisor	Mutual bargaining between employers and employees.
<u>Technical / Production Department</u> Master Designer Dyer/ Designer	Mutual bargaining between employers and employees.	Electrician	Rs,43,986/-
Supervisor	Rs,49,628/-	<u>Hand Knitted Carpet Looms</u>	Mutual bargaining between employers and employees.
Rafoogar	Rs,43,986/-	<u>Administration / Accounts Department</u> Manager / Accountant	Mutual bargaining between employers and employees.
Knitter / Operator / Pressman Grinder / Printer / Prinder Machine Operator / P.P Oilma / Cooli / Loader / Packer	Rs,41,380/-	Cashier	Rs,43,986/-
		Typist / Clerk	Rs,41,380/-

36. Machinery Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Manager Admin Officer Accountant	Mutual bargaining between employers and employees.	<u>Production Department</u> Foreman / Superintendent Die Fitter / Die Maker Quality Control Inspector	Mutual bargaining between employers and employees.
Computer Operator Office Assistant	Rs,43,986/-	CNC Machine Operator Wirecut Machine Operator	Rs,51,745/-
Clerk / Mali	Rs,41,380/-	Boiler Operator / Draughts man / Technical Assistant Laboratory Technician	
<u>Production Department</u> Grinder/ Heat Surface Tractor Miller/ Furnace Operator Crane Operator/ Store Keeper	Rs,46,565/-	Machinist / Mechanic Auto Denter / A.C Mechanic / Welder / Bench Fitter / Tin Smith / Molder / Spray Painter / Motor Winder Black Smith / Die Caster / Turner / Furnace Mason / Auto Electrician / Electrician	Rs,46,565/-
Fork Lift Driver /Electrician Sand Shot Blaster / Assistant Painter / Pack man / Scraper Hammer man / Pump Operator	Rs,41,380/-		

37. Media (Print and Electronic) Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Managerial and Supervisory Group</u> Managing Director Director News Chief Editor / Bureau Chief Incharge all types Manager / Officer all types Engineer all types Supervisor all types	Mutual bargaining between employers and employees.	I.T. / Social Media Operator Page Maker/Proof Reader Camera Man/Photographer Reporters all types Operator all types Assistant Producer / Editor Animators / Graphic Designers Electrician	Rs,43,986/-

Computer Operator Translator / Personal Assistant Office Assistant / Admn Assistant Accounts Assistant Circulation Assistant	Rs,49,628/-	Junior Reporter/ Animators Driver LTV / Cook Junior Graphic Designers Assistant Make-up Artist Assistant Mechanic / Technician	Rs,43,986/-
Store Keeper / Senior Clerk Purchaser	Rs,43,986/-	Assistant Camera Man	Rs,43,986/-
Receptionist Record Keeper / Clerk all types	Rs,43,986/-	Assistant Reporter / Animators	
Editor / News Editor Producer / Linear Editor Senior News Caster / Anchors Archive Assistant / Chief Reporter Senior Mechanic / Technician	Rs,49,628/-	Assistant Graphic Designers Assistant Electrician Assistant Photographer	
Satellite Operator Technician / Mechanic Joint Editor / Senior Reporter Junior / Associate Producer News Caster / News Anchors Production Assistant Make-up Artist	Rs,43,986/-	Helpers all types / Mali	Rs,41,380/-
		Sweeper / Cleaner Chowkidar / Peon	Rs,41,380/-
		Security Inspector	Rs,49,628/-
		Security Sub-Inspector	Rs,43,986/-
		Security Guard	Rs,41,380/-
		Dispatch Rider / Office Boy	

38. Mining and Quarrying (Other Than Coal Mines) Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Supervisory</u> Accountant / Assistant Manager / Engineer all types / Geologist / Assistant Geologist Charge Hand / Overseer all types Deputy Superintendent Deputy Manager all types Head Surveyor / Chief Surveyor Inspector / Supervisor all types Officer / Junior Officer all types Junior Fore Man / Sardar all types Office Superintendent	Mutual bargaining between employers and employees.	Electrician / Auto Electrician Black Smith / Plumber / Short Firer / Boiler Operator / Crane Operator / Chain Cutter all types / Compressor Driver / Operator Carpenter / Mason / Turner / Welder / Driller / Drill Machine man / Dipper Operator / Dumber Driver Pay Loader / Elevator Operator Enclid Driver / Loco Driver Engine Wright / Pump Attendant Fitter / Pipe Fitter / Grinder Head Mate / P. Way Mate Haulage Driver / Inhaulage Driver Motor Winder / Moulder Mistry / Work Mistry Power House Driver Senior Loader Operator Senior Blaster / Senior Fireman / Switch Board Attendant / Truck Driver / Tractor Driver	Rs,49,628/-
Accounts / Store Assistant Cashier Grade-I Drafts Man / Office Assistant Private Secretary / P.A Stenographer / Computer Operator Senior Store Keeper Inspector Watch & Ward / Security Assistant Surveyor	Rs,49,628/-	Assistant Mechanic Assistant Shovel Operator Assistant Moulder Converting House Driver Crusher Plant Driver / Operator Compressor Attendant Incline Driver / Loader Operator Jeep Driver / Car Driver Line Man / Loco Guard Lamp Room Attendant Mate / Survey Khalaqi	Rs,43,986/-
Cashier / Cashier Grade-II Quality / Tub / Time Checker Steno Typist / Telephone Operator Senior Clerk / Upper Division Clerk Store Keeper / Tracer / Munshi all type	Rs,49,628/-		
Assistant Racer Junior Clerk / Lower Division Clerk Kot Ghasts / Magazine Incharge Time Keeper / Clerk all types Tally Checker / Dispatcher	Rs,43,986/-		

Blasting Foreman / Supervisor Senior Short Firer (Salt Mines) Gang man/Miner (Salt Mines) Heavy Equipment Operator Head Fitter / Pattern Maker Senior Wagon Drill Operator Senior Shovel Operator Senior Auto Electrician Assistant Quarry Supervisor	Rs,49,628/-	Ventilation Fan Attendant Valve Attendant Timber Man / Wireman	
Bulldozer Operator Head Driver / Senior Fitter Mechanic / Auto Mechanic Assistant Foreman / Supervisor Shovel / Wagon Drill Operator	Rs,43,986/-	Assistant Wagon Drill Operator / Pay loader Operator Assistant Dumper Driver Assistant Fitter / Loco Driver Blaster / Dumber Cleaner Door Man / Explosive Carrier Hammer Man / Hook Man Line Cleaner / Point Man Line Coolie / Quarry Coolie Oil Man / Tyre Man / Attendant all type / Road Worker / Stone Breaker / Trolley Man / Mule Driver	Rs,43,986/-
Assistant Station Inspector Dispenser / Khateeb / Pesh Imam Male Nurse / Radiographer Staff Nurse	Rs,49,628/-		
Cook / Khansama School Teacher (PTC) Nurse / Dai / Dresser Havaladar Operation Theatre Assistant	Rs,43,986/-	Incline Worker / Helper all type / Mali / Donkey Man M.O. Worker / E. Worker Construction Worker Junior Attendant	Rs,41,380/-
		Daftry / Mid Wife Security Guard / Sepoy Muazzan / Vaccinator	Rs,41,380/-

39. Motorcycle, Scooter, Three Wheel Manufacturing Industry.

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Managerial and Supervisory Group Manager Supervisor /Foreman Accountant	Wages left for mutual bargaining between the employers and workers	Driver Ltv/Cook Assistant Machinist Assistant Mechanic	RS,45,473/-
Accounts Assistant Stenographer Office Assistant	RS,52,247/-	Storeman/Fireman Assistant Tin Smith Assistant Press Operator Assistant Fitter/Electrician/Filler Security Man/Guard	RS,44,497/-
Senior Clerk Telephone Operator Store Keeper/Time Keeper	RS,46,565/-	Mali/Helper all types	RS,43,570/-
Typist/Clerk all types Record Keeper	RS,45,473/-		
Assistant Engineering/ Mechanical Supervisor Engine Assembler	RS,52,247/-	Inspector Watch and Ward	RS,47,868/-
Assistant Inspector Senior Fitter/Electrician Mechanic/Machinist	RS,49,628/-	Assistant Security Inspector	RS,45,473/-
Welder/DenterPolisher/Painter Miller /Milling Man Assembler/Tool Settler Electrician /Grinder Man Filler Operator//Machinist Fitter Die Maker/Press Man Operator (all Types)	RS,46,565/-	Gate Keeper Daftry	RS,43,570/-

40. Paints & Varnish Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration & General</u> <u>Administration Department</u> Secretary / Chief Accountant Deputy Secretary cum Assistant Excise & General Officer Computer Programmer General Manager Excise & General Officer/ Deputy Accountant / Account Officer	Mutual bargaining between employers and employees.	<u>Research & Development</u> <u>Quality Control Department</u> Chemist	Mutual bargaining between employers and employees.
		Assistant	Rs,49,628/-
		Lab Assistant	Rs,43,986/-
		<u>Production Department</u> Senior Process man	Rs,51,745/-
		Process man	Rs,49,628/-
		Junior Process man	Rs,43,986/-
Excise Incharge Supervisor	Rs,49,628/-	Boiler Attendant	Rs,41,380/-
Sales Representative		Machine Operator	
Packing Incharge	Rs,43,986/-	<u>Maintenance Department</u> Foreman	Mutual bargaining between employers and employees.
Delivery Incharge		Electrician / Carpenter	Rs,43,986/-
Computer Operator		Mistri / Fitter	
Store Keeper / Godown Keeper	Rs,46,565/-	Junior Fitter	Rs,41,380/-
Import Assistant	Rs,43,986/-	Assistant Machine Operator	
Export Assistant		<u>Miscellaneous</u> Cook/ Assistant Cook	Rs,41,380/-
Purchase Assistant		Telephone Operator/ Typist	Rs,41,380/-
Godown Assistant		Excise Clerk/ Clerk/ Driver	
Assistant cum Typist		Accounts Clerk/ Store Clerk	
Fork Lift Operator			

41. Paper Product Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Manager/ Factory Manager Admin. Officer/ Supervisor Assistant Manager Deputy Factory Manager Company Secretary	Mutual bargaining between employers and employees.	<u>Production Department</u> Factory Supervisor Binding Supervisor System Administrator	Mutual bargaining between employers and employees.
Office Assistant	Rs,43,986/-	Production Incharge	Rs,51,745/-
Computer Operator			
Receptionist / Telephone/ Driver Operator/ Clerk/ Time Keeper	Rs,41,380/-	Flexo Printer Senior Technician	Rs,49,628/-
<u>Sales / Purchase Department</u> Chief Finance Officer Sells Office / Purchase Officer Sells Manager/ Sells Officer	Mutual bargaining between employers and employees.	Machine Operator / Mechanic Flexo Operator / Technician Electrician / Welder / Fitter / Tmer	Rs,43,986/-
Purchaser	Rs,46,565/-	Operator	Rs,41,380/-
Assistant Purchaser	Rs,43,986/-	Assistant Operator	
Sells Officer		Junior Operator	Rs,41,380/-
<u>Chemical Department</u> Chemist Laboratory	Mutual bargaining between employers and employees.	Junior Flexo Operator	
Assistant Chemist	Rs,46,565/-	<u>Store Department</u> Store Incharge	Mutual bargaining between employers and employees.
		Store Keeper	Rs,46,565/-
		Assistant Store Keeper	Rs,43,986/-
Lab. Assistant	Rs,41,380/-	<u>Security Department</u> Security Supervisor	Mutual bargaining between employers and employees.
Lab. Boy	Rs,41,380/-	Security Guard	Rs,41,380/-

42. Petroleum Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Administration / Accounts Department Director / Manager Accountant	Mutual bargaining between employers and employees.	Production Department Supervisor Incharge / Chemist Foreman	Mutual bargaining between employers and employees.
Computer Operator	Rs,43,986/-	Process Technician	Rs,49,628/-
Junior Operator	Rs,41,380/-	Laboratory Technician	
Clerks / Store Assistant	Rs,41,380/-	Instrument Technician	
Driver / Security Guard	Rs,41,380/-	Fitter / Crane Operator Electrician / Mechanist Fork Lift Operator / Welder Fabricator / Mechanic Plant Attendant / Operator	Rs,43,986/-

43. Petroleum Refining Industry/Petroleum Refining

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Supervisory. Supervisor/Senior Supervisor Foreman Plant Incharge Senior Surveyor Manager/ Field Officer Assistant Personal Officer	Mutual bargaining between the employers and the workers.	Fitter / Electrician/ Turner/ Electrician (Auto) all types Lab. Tester Head Compounder Welder /Black Smith Mason /Carpenter/Painter F.S. Trade man Senior Plant Attendant Senior Driver Driver HTV/Specialized Cook Assistant Fire Master Junior Mechanic/Machinist.	RS,46,565/-
Senior Nurse Stenographer Personal Assistant/Office Assistant Assistant. Receptionist	RS,52,247/-	Driver LtV/ Cook Compounder Senior Fire Safety Mate Junior Fitter/Welder/Mason/ Junior Carpenter/ Electrician Junior Auto Electrician Plant Attendant Junior Trade man Junior Lab. Tester Head Security Guard	RS,45,473/-
Nurse Dresser Head Gate Keeper Telephone Operator/Attendant	RS,46,565/-		
Clerk (all types) Gate Keeper. Typist Record Keeper	RS,45,473/-		
Plant Operator Incharge Assistant Foreman/Supervisor all typ Senior Mechanic/General Mechanic-I Lab. Technician/ Head Lab. Tester Filling Operator/Crane Operator Fire Master	RS,52,247/-	Mate (all types)/Store Man Cook-II/Care taker Junior /Assistant Driver Head Gardener/Head Mali Senior Fire Safetyman Senior Club Servant Senior Fuel Attendant Security Guard	RS,44,497/-
Oil Movement Operator Senior Welder//Senior Black Smith. Assistant Plant Operator Senior F.S. Trade man. Senior Fitter/ Fitter Grade-I Senior Electrician/Electrician Grade-I/Senior Electrician(Auto) Senior Machinist/ Machinist Grade-I General Mechanic-II	RS,49,628/-	General Worker Helper (all types) Junior Plant Attendant Gardener/Mali Dak Runner Club Servant/ Care taker Fire Safetyman Junior Fuel Attendant Hospital Attendant Tennis Marker	RS,43,570/-
		Senior Turner/Moulder Senior Mason/Carpenter/Painter Assistant Crane Operator Machinist	RS,49,628/-
Senior Lab. Tester	RS,49,628/-	Mechanic/Auto Mechanic	RS,49,628/-

Supervisory. Sant/Hort Supervisor Foreman/Senior foreman Supervisor Patrolling Manager	Mutual bargaining between the employers and the workers.	Operator Driver Htv/Painter/Driller Junior Technician Assistant Fire Service Master Laboratory Tester Derrick man	RS,46,565/-
Senior Nurse/Nurse Grade-A Office Assistant/Accounts Assistant Supervisor/Head Clerk	RS,52,247/-	T.C.B.E. Cook /Driver Ltv/Over man Well Operator Lab. Assistant Assistant Driller Rig man/Petrol man Fire Service Mate.	RS,45,473/-
Nurse Grade-B/Senior Clerk Telephone Operator Male/Female Nurse	RS,46,565/-		
Sick Attendant Clerk./Junior Clerk Typist	RS,45,473/-	Oil Man/ Security Guard Fire Service Man Assistant Well Operator	RS,44,497/-
Senior Operator. Senior Technician Senior Mechanic	RS,52,247/-	Helper all types Mali Motor Cleaner/Club Servant	RS,43,570/-
Technician/Mechanic Senior Laboratory Tester Senior Well Operator/Senior Driller	RS,49,628/-		

44. Pharmaceutical Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Personnel / Administration Dedpartment Director General Manager Manager Officer	Mutual bargaining between employers and employees.	Accounts Department Director / Finance Analyst General Manager Accounts Finance Manager / Costing Manager / Treasury Manager Accountant / Accounts Officer Chief Accountant	Mutual bargaining between employers and employees.
Computer Operator Office Assistant	Rs,43,986/-	Accounts Assistant Cashier	Rs,43,986/-
Telephone Operator / Clerk Head Cook / Typist	Rs,41,380/-	Assistant Foreman / Mechanic	Rs,46,565/-
Record Keeper / Driver/ Cook Gardner / Mali	Rs,41,380/- Rs,41,380/-	Fitter / Welder / Turner / Plumber /Boiler Attendant / Painter / Group Leader / Team Leader Assistant Plant Operator Pharma Assistant / Fabricator Electrician / Fork Lift Operator	Rs,43,986/-
Production Department Director General Manager Manager/ Senior Boiler Attendant Senior Processor/ Senior/ Inspector/ Senior Operator Supervisor/ Charge Hand Head Mechanic/ Head Painter Pharmacist	Mutual bargaining between employers and employees.	Machine Operator / Machinist Ware House Assistant / Checker Manufacturing Operator / Cutter Assistant Turner / Assistant Fitter Draftsman / Assistant Carpenter Assistant Electrician / Assistant Welder	Rs,41,380/-
Purchase & Sales Department Marketing Director / Marketing Manager / Procurement Officer Purchase Officer / Sales Officer Medical Representative Import Incharge / Planning Officer Sales Representative Sales Coordinator	Mutual bargaining between employers and employees.		
Purchaser	Rs,46,565/-		
Salesman / Purchase Assistant	Rs,43,986/-		
Dawasaz Lab Technician / Q.C Assistant	Rs,41,380/- Rs,46,565/-	Laboratory E.D.P Manager / Programmer	Mutual bargaining between employers and employees.

Lab Assistant	Rs,43,986/-	Analyst Programmer Consultant Micro Biologist / Ayalyst Quality Control Incharge Head Computer Senior Medical Assistant	
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45. Plastic Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Personnel & Administration Department</u> Personnel Administrative / Secretary / General / Manager / Factory Manager / Personnel Officer / Office Incharge / Company Administrative Officer	Mutual bargaining between employers and employees.	<u>Security Department</u> Chief Security Officer Security Officer Security Supervisor Security Incharge	Mutual bargaining between employers and employees.
Computer Operator Office Assistant / Stenographer	Rs,43,986/-	Security Guard Security Hawaldar	Rs,41,380/-
Receptionist Telephone Operator Clerk / Drive	Rs,41,380/-	<u>Accounts Department</u> Chief DAccountant Accounts Officer Accountant	Mutual bargaining between employers and employees.
<u>Marketing / Sales/Purchase Department</u> Manager / Marketing Manager Sells Manager / Purchase Manager / Purchase Officer / Purchase Supervisor Sells Officer / Sells Supervisor	Mutual bargaining between employers and employees.	Assistant Accountant	Rs,46,565/-
Sales Representative Sales Purchaser	Rs,43,986/-	Cashier/ Accounts Assistant	Rs,43,986/-
Assistant	Rs,41,380/-	Accounts Clerk	Rs,41,380/-
<u>Store Department</u> Store Officer / Store Incharge Store Keeper / Godown Keeper Assistant Store Keeper Store Clerk	Mutual bargaining between employers and employees.	<u>Laboratory / Chemical Department</u> Senior Chemist / Senior Officer Chemist Senior Analyst Chemist Laboratory	Mutual bargaining between employers and employees.
<u>Packing & Develivery Department</u> Packing Incharge Delivery Incharge Packing Supervisor Delivery Supervisor Packing Analysis Assistant Delivery Supervisor Packer / Loader / Helper	Mutual bargaining between employers and employees.	Assistant Chemist Laboratory Assistant Lab Boy	Rs,49,628/- Rs,43,986/- Rs,41,380/-
<u>Workshop</u> Workshop Foreman/Incharge Black Smith / Turner / Welder Machinist / Boiler Attendant Fitter / Mason / Carpenter Fabricator / Mechani /6+ / 8c	Mutual bargaining between employers and employees.	<u>Quality Control Department</u> Quality Control Manager Quality Control Incharge Quality Control Supervisor	Mutual bargaining between employers and employees.
Assistant Fitter Assistant Welder	Rs,41,380/-	Assistant Quality Control Supervisor Quality Control Inspector	Rs,49,628/- Rs,43,986/-
Assistant Mechanic	Rs,41,380/-	<u>Production Department</u> Production Manager / Foreman Production Specialist / Production Officer / Planning Officer	Mutual bargaining between employers and employees.
		Assistant Supervisor/Assistat Foreman	Rs,49,628/-
		Senior Technician Senior Skilled Process Worker Senior Group Leader Machine Operator Class - I	Rs,46,565/-
		Machine Operator/Machine Settler / Skilled Process / Worker / Technician Assistant Technician	Rs,43,986/-
		Machine Operator Class - II	Rs,41,380/-

46. Printing Press Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Design Department Or Prelims Department</u> Artist / Engraver / Graphic Artist / Mounter / Layout Artist	Mutual bargaining between employers and employees.	<u>Studio Department</u> Scanner / Colour Separator	Mutual bargaining between employers and employees.
Junior Graphic Artist / Junior / Artist Junior Mounter Katib (Caligraphist)	Rs,49,628/-	Cameraman	Rs,49,628/-
<u>Printing Department</u> Foreman / Supervisor / Printing Incharge / Four Color Machine Printer	Mutual bargaining between employers and employees.	Junior / Assistant Scanner Operator	Rs,46,565/-
Two Colour Machine Operator	Rs,49,628/-	Assistant Cameraman	Rs,43,986/-
Assistant Foreman / Assistant Supervisor Assistant Printing Incharge	Rs,46,565/-	<u>Process Department Block</u> <u>Marketing Department</u> Process Incharge	Rs,49,628/-
Lithographer / Die Operator / Die Cutter / Die Printer	Rs,43,986/-	Plate Maker / Operator	Rs,43,986/-
Single Colour Machine Operator Letter Press Machine Operator / Proof Reader / Ink man/ Cutting Machine Operator	Mutual bargaining between employers and employees.	Electro Plate / Grind man or Grinder Sorter / Sangsaz	Rs,41,380/-
Assistant Die Cutter Assistant Die Operator	Rs,41,380/-	Assistant Plate Maker / Assistant Sorter	Rs,41,380/-
Mono Print Operator/ Cutting Assistant/ Assistant Cutter	Rs,41,380/-	<u>General Store / Ware House</u> Store Officer	Mutual bargaining between employers and employees.
<u>Binding / Finishing Department</u> Foreman Binding/ Supervisor Binding Checker	Mutual bargaining between employers and employees.	Store Incharge / Godown Incharge / Store Supervisor	Rs,49,628/-
Assistant Foreman Binding / Assistant Supervisor Binding/ Assistant Checker/ Pasting Machine Operator	Rs,46,565/-	Store Keeper / Godown Keeper	Rs,46,565/-
Sorter / Examiner / Folder/ Paster Book Binder Replacer / Hand number Re toucher	Rs,43,986/-	Assistant Store Keeper / Store Assistant / Store Clerk	Rs,43,986/-
Assistant Sorter/ Assistant Paster/ Assistant Operator	Rs,41,380/-	<u>Administration Department</u> Executive Director / General Manager / Manager Production Sales manager/ Secretary cum Admn / Marketing Manager Admin Manager / Sales Executive Jr. Executive / Planning Officer Computer Officer / Admin Officer Assistant Manager / Jr. Officer Labour Officer / Production Officer	Mutual bargaining between employers and employees.
<u>Maintenance Workshop / Engineering</u> Chief Engineer / Plant Engineer/ Engineer Electrical / Mechanical Electrical Foreman / Supervisor / Electrical/ Mechanical Electronics	Mutual bargaining between employers and employees.	P.A. to Director/ Purchaser Import Incharge	Rs,46,565/-
Assistant Foreman/ Assistant Supervisor	Rs,49,628/-	Computer Operator Steno Typist Office Assistant Telephone Incharge	Rs,49,628/-
Mechanic / Turner / Black Smith / Electrician / Plumber / Boiler Attendant Electronics Technician / Operator	Rs,43,986/-	Cook / Driver	Rs,41,380/-
Assistant Mechanic / Electrician Wireman Pump Machine Operator	Rs,43,986/-	Carpenter	Rs,43,986/-
<u>Accounts Department</u> Chief Accountant Accountant	Mutual bargaining between employers and employees.	Typist / Out Door Clerk Clerk / Gardner	Rs,43,986/-
Assistant Accountant Accountant cum Cashier	Rs,46,565/-		
Cashier / Accounts Assistant	Rs,43,986/-		
Accounts Clerk	Rs,43,986/-		
Time Keeper	Rs,43,986/-		
Out Door Assistant	Rs,43,986/-		

47. Power Generation Plants Industry.

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Managerial and Supervisory Group Engineer/Assistant Engineer all type Manager/Assistant Manager all types Deputy/Senior Manager all types Supervisor/ Forman all types Superintendent /Chemist Accountant/Account Executive	Wages left for mutual bargaining between the employers and workers	Electrician/Shift Electrician Fitter/ Motor Winder Engine Room Operator Head Cook/STP Operator Junior Boiler Operator Junior Plant Operator	RS,46,565/-
Assistant Accountant Office Assistant Head Clerk Stenographer	RS,52,247/-	Driver Ltv/Cook Assistant Plant Operator Assistant Boiler Operator Junior Electrician/Motor Winder Junior Shift Electrician/Fitter	RS,45,473/-
Senior Clerk/ Stenotypist Computer Operator Telephone Operator/Paramedic	RS,46,565/-	Assistant Electrician/ Fitter Assistant Shift Electrician Assistant Motor Winder Security Guard	RS,44,497/-
Typist/Clerk all types Photostat/Fax Operator Record Keeper	RS,45,473/-	Mali/Sanitary Worker Waiter /Qasid Helper	RS,43,570/-
Senior Mechanic/Senior technician Senior Engine Room Operator Assistant Chemist Senior Boiler Operator Senior Boiler Turbine Operator Head Operator/Test Inspector	RS,52,247/-		
		Security Inspector Khateeb	RS,47,868/-
Observing Operator Control Room Operator Boiler Operator/Plant Operator Technician /Mechanic Instrument Control Technician Senior Operator	RS,49,628/-	Imam Masjid	RS,45,473/-
		Moazzan	RS,43,570/-

48. Ready Made Garments Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Personnel Administration Department Manager	Mutual bargaining between employers and employees.	Accounts Department Chief Accountant / Accountant / Accounts Officer	Mutual bargaining between employers and employees.
Computer Operator Office Assistant	Rs,43,986/-	Assistant Accountant Cashier	Rs,43,986/-
Receptionist Telephone Operator Clerk	Rs,41,380/-	Store Department Store Officer / Icharge	Mutual bargaining between employers and employees.
Driver / Cook Time Keeper	Rs,41,380/-	Store Keeper / Godown Keeper	Rs,46,565/-
Maintenance Department		Assistant Store Keeper	Rs,43,986/-
Foreman	Rs,51,745/-	Store Clerk	Rs,41,380/-
Turner / Motor winder / Electrician Carpenter / Assistant / Welder Fitter / Mechanic / Plumber Painter / Fabricator / Mason	Rs,43,986/-	Store Loader	Rs,41,380/-
Assistant Fitter Assistant Welder	Rs,41,380/-	Purchase Department Purchaser	Rs,46,565/-
Security Department Security Supervisor / Incharge		Purchase Assistant	Rs,43,986/-
Fireman	Rs,41,380/-	Sales & Marketing Department Export Manager / Export Officer	
Security Guard	Rs,41,380/-	Export Incharge	Rs,49,628/-
		Export Assistant	Rs,43,986/-

Quality Control Department Quality Control Manager Production Incharge		Marketing Assistant Delivery Clerk Distributors / Salesman	Rs,41,380/-
Production Controllor Quality Control Supervisor Production Incharge	Rs,49,628/-	Cutting Department Cutting Master Cutting Supervisor	Rs,51,745/-
Quality Control Inspector Quality Control Assistant Quality Control Checker	Rs,46,565/-	Cutting Man Cutting Checker	Rs,46,565/-
Production Clerk Production Checker	Rs,41,380/-	Cutter / Thread Cutter / Layman Re-Cutter / Knife Cutter	Rs,41,380/-
Stitching Department Stitching Supervisor Stitching Master	Rs,51,745/-	Packing Department Packig Supervisor	Rs,41,380/-
Designer / Tracer / Tailor Embroiders / Alter Operator	Rs,49,628/-	Folding Department Folding Supervisor	Rs,49,628/-
Machine Operator Sewing Operator	Rs,43,986/-	Folder / Deliveryman	Rs,41,380/-
Knitter / Weaver / Dying Man Flat Knitter	Rs,41,380/-	Checker / Overlock Operator Line Checker / Washing Man Kaj Machine Operator / Pressman	Rs,41,380/-
Prewinder / Bundle Checker Alterman / Sampleman	Rs,41,380/-	Button Machine Operator Dying Man	
Finishing Department Jobber Finishing Supervisor	Rs,46,565/-		
Finishing Operator Dying Operator	Rs,43,986/-		

49. Rice Husking Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Manager	Mutual bargaining between employers and employees.		Per Day 8 Hours Work
Mistri-I	Rs,46,565/-	Per Hour Rated Workers	Per Hour
Mistri-II / Munshi / Jamadar / Fitter	Rs,43,986/-	Baradana Bundle Bnany Wala (Fee Bundle)	199.00
Chowkidar / Helper / Loader	Rs,41,380/-	Chawal Ka Katta (Thhari Wala) (Fee Katta)	199.00
Per Hour Rated Worker	PER HOUR	Chawal Dara Katti Chikai Wala (Fee Earry)	199.00
Dhan Rice Toul Wala	199.00	Dana Kotha (Roof Shookai Wala)	199.00
Dhan Rice Dholai Wali	199.00	Dhan (Floor Shooki Wala)	199.00
Katti Ki Toul / Silai Wala	199.00	Bara Dana Badelwy / Silai Wala	199.00
Mondi Say Dhan Lahi Wala	199.00	Dhawan (Sari) Ki Charic Wala	199.00
Lify Bhari Silai Wala	199.00	Chawal Dara Kati Bhariwala	199.00
Channi / Dhan Silai Wala	199.00	Chawal Ki Chanai / Dharke Wala	199.00
PIECE RATED WORKER	Per Hour	Bhusa Double Chani	199.00
Rice Chani Bharti / Silai Wala	199.00	Sirf Silai Wala	199.00
Rice Bharti / Silai Wala	199.00	Katti Double Channi Wala	199.00
Rice / Dara / Kati Thapai Wala	199.00		
Chawal Lify Bharai Wala (without Silai)	199.00	Chawal Dara Ketti Ko Godown main Dahewala	199.00
Chawal Dara Ketti Ko Godown main Dahewal	199.00	Chawal Ki Chanai / Dara Nikalne Wala	199.00
NOTE -- Provided that monthly wages should not be less than Rs,41,380/- per worker			

50. Road Transport Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Intercity Routes Manager	Mutual bargaining between employers and employees.	Urban Routes	
Motor Mechanic	Rs,51,745/-	Driver	Rs,43,986/- + 200 Daily Allowance
Fitter	Rs,43,986/-	Conductor	Rs,41,380/- + Inclusive Daily Allowance
Clerk	Rs,41,380/-		
Conductor/ Cleaner	Rs,41,380/- + Inclusive Daily Allowance		

51. Rubber Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Personnel & Administration Department</u> Personnel & Administration Manager/ Office Incharge Personnel Officer/ Administration Officer/ Secretary / Private Secretary	Mutual bargaining between employers and employees.	<u>Security Department</u> Chief Security Officer Security Officer Security Incharge Security Supervisor	Mutual bargaining between employers and employees.
Computer Operator Office Assistant	Rs,43,986/-	Security Guard Security Hawaldar	Rs,41,380/-
Receptionist / Telephone Operator Typist / Clerk	Rs,41,380/-	<u>Accounts Department</u> Finance Manager Assistant Finance Manager Accountant	Mutual bargaining between employers and employees.
Driver / Time Keeper / Gardner Assistant Time Keeper	Rs,41,380/-	Assistant Accountant	Rs,46,565/-
<u>Sales / Purchase Department</u> Sales / Purchase Manager Sales Officer Purchase Officer Sales Supervisor Purchase Supervisor	Mutual bargaining between employers and employees.	Accounts Assistant Cashier	Rs,43,986/-
Sales Representative Purchaser Sales Assistant	Rs,43,986/-	Accounts Clerk	Rs,41,380/-
Assistant Purchaser	Rs,41,380/-	<u>Electrical Department</u> Electrical Incharge Electrical Supervisor	Mutual bargaining between employers and employees.
<u>Store Department</u> Manager / Store Officer Store Incharge	Mutual bargaining between employers and employees.	Assistant Electrical Supervisor	Rs,46,565/-
Store Keeper / Godown Keeper	Rs,46,565/-	Electrician	Rs,43,986/-
Assistant Store Keeper	Rs,43,986/-	Motor Winder	Rs,41,380/-
Store Clerk	Rs,41,380/-	Assistant Electrician Assistant Motor Winder	Rs,41,380/-
<u>Laboratory</u> Laboratory Incharge	Mutual bargaining between employers and employees.	<u>Quality Department</u> Quality Control Manager Quality Control Incharge Quality Control Supervisor	Mutual bargaining between employers and employees.
Lab Assistant	Rs,43,986/-	Assistant Quality Control Supervisor	Rs,51,745/-
Assistant Chemist	Rs,49,628/-	Quality Control Inspector	
Lab Boy	Rs,41,380/-	<u>Production Department</u> Manager Production Assistant Manager Production Plastic Extruder Incharge Production Supervisor / Officer	Mutual bargaining between employers and employees.
<u>Packing & Delivery Department</u> Assistant Delivery Supervisor	Rs,46,565/-	Die Maker	Rs,51,745/-
<u>Workshop</u> Work Shop Foreman / Incharge	Rs,49,628/-	Assistant Supervisor / Assistant Foreman / Drawing man / Boiler Man / Senior Operator / Pattern Maker	Rs,49,628/-
Assistant Fitter/ Semi Mechanic	Rs,41,380/-	Tailor / Mono Band Operator	Rs,43,986/-
Blacksmith / Carpenter / Mason Machinist / Turner / Welder / Fitter	Rs,43,986/-	Tube Operator / Wire Operator	

Assistant Operator Junior Operator/ Joiner/ Apprentice/ Trolley man/ Walcanizer	Rs,41,380/-	Operator / Tire Packing Operator Tire Press Operator Mixing Operator Printer Operator	
Cutting Man / Semi Operator Pressman / Sea Mistres / Rollman	Rs,41,380/-		

52. Security Service Providers and Security Gurd Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
Officer / Chief Officer all types SSG Commando / Personal Bodyguard	Mutual bargaining between the employers and worker.	Armourer / Control Room Operator / Driver HTV Security Camera Installer	Rs,44,497/-
Account / Account Assistant / Transport Assistant Cashier / Computer Operator Office / Admin Assistant Head Clerk / Sales Incharge / Assistant Security Supervisor / Wireless Supervisor / Stenographer / P. A.	Rs,46,565/-	Auto / Assistant Mechanic Driver LTV Junior Security Camera Installer Wireless Operator	Rs,43,570/-
Senior Clerk / Telephone Operator Receptionist	Rs,44,497/-	Assistant Electrician Assistant Security Camera Installer / Generator Operator Security Guard / Female Guard / Lady Sercher	Rs,41,380/-
Clerk all types / Courier Typist / Record Keeper	Rs,43,986/-		
Technologist / Quality Monitor Senior Computer Operator	Rs,46,565/-	Technician / Auto Mechanic Senior Electrician	Rs,41,910/-

53. Silk / Rayon Small Units & Power Loom Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Manager/ Assistant Manager Administration Office	Mutual bargaining between employers and employees.	<u>Accounts Department</u> Accountant	Mutual bargaining between employers and employees.
Office Assistant Computer Operator	Rs,43,986/-	Assistant Accountant Cashier	Rs,43,986/-
Telephone Operator Clerk	Rs,41,380/-	Accounts Clerk	Rs,41,380/-
Time Keeper Driver Security Guard	Rs,41,380/-	<u>Production Department</u> Factory Supervisor Warping Supervisor Foreman	Mutual bargaining between employers and employees.
<u>Store Department</u> Store Incharge	Mutual bargaining between employers and employees.	Sizing Incharge Dying Master Bleaching Master Tana Master Master	Rs,51,745/-
Store Assistant	Rs,43,986/-		
Store Clerk	Rs,41,380/-		
Store Keeper	Rs,46,565/-	Shift Incharge Assistant Supervisor Production Supervisor	Rs,46,565/-
<u>Security Department</u> Security Incharge / Security Supervisor		Electrician / Turner Fitter / Assistant Foreman Welder / Machine Operator	Rs,43,986/-
Security Guard	Rs,41,380/-	Previnder / Damage Checker Warper / Machine Shuttle Needle Fitter / Needle man Bobin man/ Folder/ Checker	Rs,41,380/-

54. Soap Manufacturing Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Personnel / Administration Department</u> Manager	Mutual bargaining between employers and employees.	<u>Accounts Department</u> Chief Accountant / Accountant / Accounts Officer	Mutual bargaining between employers and employees.
Computer Operator/ Receptionist Office Assistant	Rs,43,986/-	Assistant Accountant	Rs,46,565/-
Telephone Operator / Clerk Driver / Cook	Rs,41,380/-	Cashier	Rs,43,986/-
<u>Store Department</u> Store Officer Incharge	Mutual bargaining between employers and employees.	<u>Sales & Marketing Department</u> Sales Manager/ Sales Manager Sales Officer/ Field Officer	Mutual bargaining between employers and employees.
Assistant Store Keeper	Rs,43,986/-	Purchaser	Rs,46,565/-
Store Clerk/ Store Loader / Helper	Rs,41,380/-	Purchase Assistant Marketing Assistant	Rs,43,986/-
Store Keeper / Godown Keeper	Rs,46,565/-	Delivery Clerk Distributors / Salesman	Rs,41,380/-
<u>Security Department</u> Security Supervisor / Incharge	Mutual bargaining between employers and employees.	<u>Maintenance Department</u> Foreman	Mutual bargaining between employers and employees.
Fireman/ Security Guard	Rs,41,380/-	Turner / Assistant Foreman / Welder Carpenter / Mechanic / Fitter / Plumber Motorwinder / Fabricator / Electrician Mason / Painter	Rs,43,986/-
<u>Production Department</u> Department Incharge Supervisor	Mutual bargaining between employers and employees.	Assistant Fitter / Assistant Welder	Rs,41,380/-
Senior Plant Operator	Rs,46,565/-	<u>Pan Soap Boiling Department</u> Soap Boiler Supervisor Soap Boiler Incharge	Rs,49,628/-
Assistant Supervisor	Rs,43,986/-	Soap Boiler Operator Boiler Attendant	Rs,43,986/-
Plant Operator/ Machine Operator Operator / Glyrasring Operator	Rs,41,380/-	Trade man	Rs,41,380/-
Jobber / Junior Plant Operator Soap Cuter / Pumpman / Karcharman	Rs,41,380/-	Tellow Department & Balocher	
<u>Quality Control Department</u> Boiler Quality Control Incharge	Mutual bargaining between employers and employees.		
Lab Incharge/ Lab Assistant	Rs,46,565/-		
Lab Boy	Rs,41,380/-		
Assistant Quality Incharge	Rs,43,986/-		
Tallow Operator	Rs,41,380/-		
Blacher Operator	Rs,46,565/-		

55. Sugar Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
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<u>Cane Department</u> Cane Manager / Agriculture Manager / Programme manager Deputy Cane Manager / Cane Purchase / Procurement Officer Cane Development Officer Programme Officer / Cane Officer / Cane Supply Officer/ Ejtomologist / Agronomist Assistant Programme Officer / Agriculture Advisor / Assistant Cane Officer / Assistant (Cane Procurement Officer) Assistant (Cane Development Officer) / Assistant Cane Manager Supervising Officer Yard Superintendent Assistant Supply Officer Junior Programme Officer Assistant Yard Officer / Assistant Yard Superintendent	Mutual bargaining between employers & employees.	<u>Chemical Department</u> Chief Chemist Senior Dy. Chief Chemist Dy. Chief Chemist/ Shift Chemist Assistant Chief Chemist Head Sugar Boiling officer Pan Superintendent Senior Lab Chemist Laboratory Officer / Lab Chemist Production Manager Senior Lab Chemist / Pan Chemist Senior Chemist / Lab. Incharge Refinery Pan Officer Assistant Shift Chemist Officer Senior Juice Foreman	Mutual bargaining between employers & employees.
Senior Programme Incharge Programme Supervisor / Programme Cane Supervisor / Programme Supdt. Circle Inspector/ Senior Programme Inspector / Field Supervisor / Farm Supervisor / Farm Incharge/ Transport Clerk Cane Supervisor / Cane Yard Sup / Yard Officer / Transport Inspector Weight Supervisor / TPT Incharge Weight Clerk / Shift Supervisor Sugar Godown Incharge / Head Godown Keeper Fertilizer Godown Keeper Supervisor	Rs,46,565/-	Centrifugal Operator Refinery Panman / Lab. Analyst Senior Panman / Pan Supervisor Centrifugal Supervisor Sugar Premeter Operator Juice Supervisor Juice Foreman / Quad Foreman Centrifugal Foreman Laboratory Supervisor Senior Quadman / Evaporatory man / Incharge Pan man	Rs,49,628/-
		Assistant Ljime Preparation Mate Assistant Remelter Mate Assistant Juice Heater Mate Assistant Vacuum Fitter Mate Assistant Clarification Mate Assistant Defection Mate Assistant Bagging Mate Assistant Refinery Carbonation Assistant Sulphitation Mate Assistant Press Fitter Mate	Rs,41,380/-
Programme Inspector / Circle Cane Inspector Programme Incharge Field Assistant / Field Helper Programme Assistant Assistant Cane Inspector Weightment Inspector Yard Inspector / Cane Yard Inspector Cane Carrier Incharge Cane Carrier Supervisor Purchi Section Incharge / Purchi Section Supervisor Assistant Programme Incharge	Rs,43,986/-	Assistant Centrifugal Supervisor M. Reheater Operator Juice Heater Mate Sulphitation Mate Lime House Mate / V.F Mate Carbonation Mate / Centrifugal Mate / Defection Mate / Pressure Fitter Mate / A.F Mate / Pan Mate / Lime Shaker Mate Clarification Mate / Clarifier Mate Refinery Carbonation Mate Press Fitter Mate / Begging Mate Lime Klin Mate / Junior Pan man Lime Preparation Mate Quadman / Remelter Mate Packing Machine Operator Clarifier Attendant Tailor / Megma Attendant	Rs,43,986/-
Yard Supervisor / Sector Supervisor Field man / Yard cum Traffic Supervisor / Yard Supervisor Loan Recovery Supervisor Senior Clerk Typist / Clerk / Driver Ledger Assistant/ Loan Clerk	Rs,41,380/-		
<u>Electrical Department</u> Chief Electrical Engineer	Mutual bargaining between employers and employees.		

Chief Electrical Manager Senior Electrical Engineer Electrical Engineer Instrumentation Engineer Turbine Engineer Diesel Engineer Electrical Manager Assistant Shift Engineer Assistant Electrical Engineer Assistant Instrument Engineer Dy. Electrical Engineer		Dry Seed H. Attendant	
Electrical Foreman/ Senior Electrician / Instrument Technician / Foreman / Supervisor Turbine Foreman / Senior Fitter Diesel Engine Foreman / Mechanic Winding Foreman / Head Winder Senior Armature Winder / Winding Supervisor Electrical Supervisor	Rs,49,628/-	Assistant Centrifugal Mate Assistant Assistant Pan Mate Bagging Sewing Operator Bagging Clerk/Recording Clerk Assistant Centrifugal Operator Assistant Pan Man Assistant Quadman	Rs,43,986/-
Fitter / Electric Fitter Armature Winder / Wireman Switch Board / Electrician A.C Technician / Mechanic Telephone Technician / Senior Shift Incharge / Complaint Cell Incharge Assistant Winding Supervisor Winder Motor Winder Senior Power House Operator Senior Cable Jointer / Senikor S.B.A/ Diesel Operator / Instrument Mechanic (Refrigerator & AC)	Rs,43,986/-	<u>Mechanical Department</u> Chief Engineer / Senior Dy. Chief Engineer / Dy. Chief Engineer / Senior Engineer Shift Engineer / Boiler Engineer / Mechanical Engineer / Work Shop Engineer / Designer Engineer Technical Manager Store Officer Assistant Chief Engineer Assistant Shift Engineer Assistant Engineer Assistant Boiler Engineer Assistant Work Shop Engineer Assistant Mechanical Engineer Mill House Engineer Assistant Mill Engineer Assistant Store Officer	Mutual bargaining between employers and employees.
Junior Electrician / Junior Fitter Junior Winder / Line Man Assistant Electrician Power House Operator Assistant Wireman	Rs,41,380/-		
<u>Accounts Department</u> Chief Accountant / Finance Manager Chief Cashier / Deputy Chief Accountant / Deputy Account Manager / Accounts Officer Deputy Finance Manager Senior Accounts Officer Local Purchase Officer / Purchase Officer/ Head Cashier Assistant Accounts Officer Assistant Sugar Godown Officer Assistant Godown Officer Junior Accounts Officer	Mutual bargaining between employers and employees.	Junior Officer / Superintendent Compressor Operator Rigger Foreman Senior Mechanic Work Shop Foreman Weigh Bridge Foreman Foundry Foreman Welding Foreman Khalasi Foreman Head Jamadar Khalasi Armature Winding Foreman Auto Foreman Boiler Foreman Foreman Carpenter Foreman Pattern Foreman Boiler Supervisor Welder / Supervisor / Senior Welder Weigh Bridge Supervisor	Rs,49,628/-
Computer Operator Assistant Accountant Head Clerk / Stenographer Assistant Godown Incharge Local Purchase Assistant Purchase Assistant Senior Accounts Assistant / Accounts Assistant / Accountant Sugar Godown / Supervisor / Stitching Supervisor / Ledger Incharge	Rs,43,986/-	Moulder Supervisor / Mechanic Mason Supervisor / AC Mechanic Welding Incharge / Senior Mechanic / Tractor Mechanic Turbine Mechanic Weigh Bridge Mechanic Head Plumber Machinist	Rs,49,628/-
Senior Clerk / Godown Assistant Cashier/ Receptionist / Typist Assistant Cashier / Cash Assistant Wages Assistant / Ledger Assistant / Record Keeper	Rs,41,380/-		

Medical Section Medical Officer / Estate Officer Resident Medical Officer Labour Welfare Officer Assistant Medical Officer Assistant Purchase Officer Assistant Labour Officer Estate Incharge	Mutual bargaining between employers and employees.	Head Moulder/ Head Welder	
		Data Processing Assistant Computer Operator	Rs,51,745/-
Nurse / Carpenter Compounder / Dispenser / Painter Nursing Attendant (Male) Assistant Welfare Supervisor Assistant Colony Supervisor Security Inspector/ Plumber Guest House Incharge Telephone Mechanic Auto Mechanic / Teacher		Senior Turner / Senior Rigger Senior Draughtman Senior Moulder / Senior Mason / Senior Turbine Operator / Senior Planner Operator / Senior Shaperman / Senior Tracer Senior Black Smith Senior Tim Smith / Draught man / Senior Carpenter Senior Bench Fitter / Senior Fitter / Turbine Operator Turbine Diesel Operator / Fitter / Diesel Cum Turbine Operator / Diesel Operator	Rs,46,565/-
Khateeb / Pesh Imam / Moazin / Driver/ Head Cook / Senior Cook Water Pump Driver / Cook	Rs,41,380/-		
Colony and Estate Supervisor Welfare Supervisor / Auto Foreman Head Plumber / Staff Nurse	Rs,46,565/-	Wireman/ Electric Fitter Water Boiler Inspector / Welder Assistant Boiler Supervisor Fitter / Fire Fighting Supervisor Turner / Water Supply Supervisor Tim Smith/ Black Smith/ Mason Moulder/ Work Mistry Plumber/ Shapeman/ Tracer Fireman / Carpenter Planner man / Planner Milling man Painter/ Pattern Maker Pump Driver / Furnace Oil Fresh Water Pump Driver Pump Driver / Tractor Driver Diesel Engine Driver Crane Operator / Senior Drill man Spray Pump Driver Molasses Pump Driver	Rs,46,565/-
Administration Department Senior Director / Director Senior Executive Managing Director Executive Director Technical Director Resident Director Mill House Engineer Civil Engineer/ Security Officer Manager (Admn/ Junior Executive Dy. Admn. Manager Factory Manager Technical Advisor / Manager Personal Advisor / Manager Administration & Personnel Officer/ Dy. General Manager General Manager/ Assistant General Manager Public Relation Officer Private Secretary / Executive Asstt / Superintending Operator Transport Officer Sanitation Officer Establishment Officer Senior Officer/ Junior Officer Superintending Officer Assistant Civil Engineer Assisant Security Officer Assistant Establishment Officer Assistant Transport Officer	Mutual bargaining between employers and employees.		
Boiler Attendant Feed Pump Operator Tractor Operator Tube Well Operator Planner Operator Cable Jointer Assistant Turbine Operator Assistant Diesel Operator Assistant Shaperman Drill man Plantation man Rigger Khalasi Shift Jamadar Assistant Jamadar Khalasi Junior Planner man Junior Shaper man	Rs,41,380/-	Fair Price Shop Incharge Office Incharge / Superintendent Transport Incharge Establishment Incharge Sanitary Incharge / Inspector PA to General Manager	Rs,46,565/-
		Head Telephone Operator / Supervisor E.C.B.I Incharge Security Incharge Security Supervisor Head Jem Khalasi / Labour Jamadar	Rs,43,986/-

Junior Plumber Junior Carpenter Junior Fitter Junior Welder / Welder Helper Junior Turbine Operator Water Attendant Land Incharge Petrol Pump Incharge Petrol Pump 2 nd Incharge Petrol Pump Greaser / Oilman / Fabricator		Senior Khalasi Fertilizer Godown Keeper Head Store Keeper/Senior Store Keeper Telephone Operator Computer Operator Telex Operator Receptionist Telephone Incharge Stenographer / Exec.	
Assistant Telephone Operator Junior Clerk Assistant Store Keeper Office Assistant Typist Establishment Clerk Gate Clerk	Rs,41,380/-	Assistants Assistant Security Inspector/ Security Supervisor Head Clerk Head Time Keeper Store Keeper Khalasi Supervisor Civil Supervisor Photo Copier Machine Operator Time Keeper / Shift Time Keeper Shift Supervisor Wages Incharge	

56. Tannery Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u> Admin. Officer/ Junior Officer Security Incharge	Mutual bargaining between employers and employees.	<u>Store Department</u> Technical Officer Wheel Stakeman	Mutual bargaining between employers and employees.
Office Assistant/ Stenotypist Computer Operator	Rs,43,986/-	Supervisor Store Keeper	Rs,46,565/-
Typist/ Driver/ Cook/ Gardner Pressman/ Security Guard Telephone Operator / Clerk	Rs,41,380/-	Assistant Store Keeper	Rs,43,986/-
<u>Production Department</u> Technical Officer Wheel Stakeman	Mutual bargaining between employers and employees.	Store Clerk	Rs,41,380/-
Guage Selector	Rs,41,380/-	<u>Engineering Department</u> Foreman/Maintenance Supervisor Mechanical Supervisor	Mutual bargaining between employers and employees.
Drumman Packing Worker Timer/ Slater	Rs,41,380/-	Assistant Foreman	Rs,46,565/-
Semi Supervisor/ Measurer Finisher / Glazing Operator Saving man / Shaver Operator Flasher / F.M Operator Selector	Rs,43,986/-	Electrician/ Machinist Fitter/ Welder	Rs,43,986/-
Supervisor	Rs,46,565/-	Assistant Electrician Assistant Turner Shaper/ Plumber Grinder	Rs,41,380/-
<u>Accounts Department</u> Accountant	Mutual bargaining between employers and employees.	<u>Sales / Marketing Deptt.</u> Sales Marketing Officer Import Officer/ Export Officer	Mutual bargaining between employers and employees.
Cashier Accounts Assistant	Rs,43,986/-	Marketing Assistant Import Assistant Export Assistant	Rs,43,986/-
Assistant Accountant	Rs,46,565/-	Sales / Marketing Clerk Import / Export Clerk	Rs,41,380/-
Accounts Clerk	Rs,41,380/-	<u>Computer Department</u> Programmer / Jr. Programmer	Mutual bargaining between employers and employees.
<u>INVENTORY DEPARTMENT</u> Inventory Officer	Mutual bargaining between employers and employees.	Assistant Programmer	Rs,46,565/-
Inventory Assistant	Rs,43,986/-	Data Entry Operator Computer Operator	Rs,43,986/-
Inventory Clerk	Rs,41,380/-		

57. Textile Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26
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	Days		Days
<u>Personnel Administration Department</u> Manager/ Senior Officer Administrative Officer	Mutual bargaining between employers and employees.	<u>Accounts Department</u> Chief Accountant Accountant / Accounts Officer	Mutual bargaining between employers and employees.
Computer Operator Office Assistant	Rs,43,986/-	Assistant Accountant	Rs,46,565/-
Receptionist/ Time Keeper Operator / Driver / Cook Telephone Operator / Fax Clerks (All Types)	Rs,41,380/-	Cashier Accounts Assistant	Rs,43,986/-
<u>Store Department</u> Store Officer / Incharge	Mutual bargaining between employers and employees.	<u>Purchase Department</u> Incharge Purchase / Purchase Officer	Mutual bargaining between employers and employees.
Store Keeper / Godown Keeper	Rs,46,565/-	Purchaser	Rs,49,628/-
Assistant Store Keeper	Rs,43,986/-	Assistant Purchaser	Rs,43,986/-
Store Clerk	Rs,41,380/-	<u>Security Department</u> Security Supervisor / Incharge	Rs,49,628/-
Security Guard	Rs,41,380/-	Fireman / Fire Fighter	Rs,43,986/-
<u>Production Department</u> <u>Spining Department</u> Technical Manager / Spining Master / Production Manager	Mutual bargaining between employers and employees.	<u>Maintednace Department</u> Chief Engineer/ Mechanical Electrical Engineer/ Foreman	Mutual bargaining between employers and employees.
Head Jobber Dack Process Head Jobber Wing / Finishing Cone Winding Production Supervisor Shift Incharge Assistant Spining Master	Rs,49,628/-	Turner/ Assistant Foreman Carpenter/ Motor Winder	Rs,46,565/-
Jobber Auto Cone Jobber Spinning / Jobber Open Jobber Cone Winding Airdy Machine Jobber	Rs,46,565/-	Electrician/ Mechanic/ Plumber Fitter/ Fabricator/ Welder/ Mason/ Painter	Rs,43,986/-
Double Simplex Tenter Drawing Tenter Four Sider	Rs,41,380/-	Assistant Fitter/ Assistant Welder	Rs,41,380/-
Three Sider/ Auto Cone Operator Sider/ Auto Electric Operator Ring Operator/ Winder Airdly Machine Operator Lineman / Guard Tebter Below Room Operator Assistant Jobber	Rs,41,380/-	<u>Weaving Department</u> Boiler Engineer Weaving Manager Technical Manager Weaving Gray Master Weaving Master	Mutual bargaining between employers and employees.
<u>Processing & Dying Department</u> Bleaching / Dying Manager Dying Master	Mutual bargaining between employers and employees.	Gray Incharge Lab Incharge Shift Supervisor Assistant Weaving Master Folding Trainee Supervisor Boiler man	Rs,49,628/-
Bleaching Supervisor Dying Supervisor Head Operator Stentor Bleaching Trainee Supervisor Dying Quality Control Assistant	Rs,49,628/-	Boiler Technician Sizer Weaver Assistant Boiler Man Cloth Checker Folding Checker Final Checker Touching Programme Checker Checker Beam Siner Loom Operator Boiler Carrier	Rs,43,986/-
Stentor Operator Jigger Operator Rotary Operator Hydro Operator Jet Operator Cylinder Operator Bleaching Operator Sizing Operator Shirinking Operator Washing Operator Operator Winch Operator Loading Operator Switching Operator	Rs,43,986/-	Folder Double Folder Head Folder Beam Carrier	Rs,41,380/-
Beam Piecer / Dying Assistant Assistant Cylinder Dyer / Dyer Assistant Batary Operator Assistant Sizing Operator	Rs,41,380/-	Boiler Attachment / Greaser Re-Touch Programme Checker Perwinder / Weaving Helper	Rs,41,380/-

Lab Assistant/ Jr. Cylinder		Oilman/ Drawer/ Piecer	
Beam Gaitar/Beam Carrie/ Piecer Lab Boy/White Washer/ Stenter	Rs,41,380/-	Packer Folding/ Warming Boy Bred Boy/ Maulder/ Greel Boy	Rs,41,380/-
<u>Cone Dying Finishing Department</u> Printing Master / Sizing Master Stitching Master	Mutual bargaining between employers and employees.	Drawing Tentor / Picker Tentor Simplex Double Tentor / Cutting man / Tentor / Colourman / Weighman	Rs,43,986/-
Quality Controller/ Engineering Incharge/ Head Roll man/ Stitching Supervisor/ Printing Supervisor / Finishing Supervisor Sample Incharge / Finishing Incharge / Cameras Incharge Lockup Incharge/ Assistant Printing Master / Designer / Sample Table Inch / Engineering Expesor	Rs,51,745/-	Assistant Engraver / Roll man Artist / Finishing Assistant Artist cum Tracer / Cutting Fier Film Master / Cameraman Tracer / Comfort Operator Colour Fix Operator	Rs,46,565/-
Painter Grapher / Packing Checker Assistant Tracer / Cone Winder Assistant Color man / Press man Loading Fixer / Bolt maker / Lable man Cone Receiver Cone Checker Leather Checker	Rs,41,380/-		

58. Tobacco Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Personnel & Administration Department</u> General Manager Personnel Administration Manager / Administrative Officer Personnel Officer Computer Programmer	Mutual bargaining between employers and employees.	<u>Engineering Department</u> Workshop Foreman / Incharge Mechanical Supervisor Machinist (Operator)	Mutual bargaining between employers and employees.
Computer Operator	Rs,43,986/-	Turner/ Painter Fitter Grade I Welder / Boiler Attendant / Mason / Fitter	Rs,43,986/-
Time Keeper / Gardner Driver / Assistant Time Keeper	Rs,41,380/-		
<u>Accounts Department</u> Excise Officer / Accountant	Mutual bargaining between employers and employees.	<u>Electrical Department</u> Electrical Supervisor	Mutual bargaining between employers and employees.
Assistant Accountant	Rs,46,565/-	Electrician Grade-I	Rs,43,986/-
Cashier	Rs,43,986/-	Plant Operator Assistant Electrician Electrician Grade II Instrument Technician	Rs,41,380/-
<u>Store Department</u> Store Incharge / Officer	Mutual bargaining between employers and employees.	<u>Production Department</u> <u>Primary Processing Section</u> Mechanical Supervisor	Mutual bargaining between employers and employees.
Assistant Store Supervisor Fork Lift Operator (Driver)	Rs,46,565/-	Section man Fitter Grade I Operator I Production Checker (Clerk)	Rs,41,380/-
Store / Godown Keeper	Rs,41,380/-	Fitter Grade II Operator Grade II Operator Machine Attendant Oilman	Rs,41,380/-
<u>Security Department</u> Security Supervisor	Mutual bargaining between employers and employees.		
Security Hawaldar (Head Watchman)	Rs,41,380/-		
Hawaldar	Rs,41,380/-		
<u>Filter Section</u> Supervisor	Mutual bargaining between employers and employees.		
Section man	Rs,49,628/-		
Operator Grade I	Rs,46,565/-		
Operator Grade I Sorter (GW)	Rs,43,986/-	<u>Making Section</u> Mechanical Supervisor Production Supervisor Supervisor	Mutual bargaining between employers and employees.
<u>Quality Control Department</u> Quality Control Supervisor	Mutual bargaining between employers and employees.	Operator I Fitter	Rs,41,380/-
<u>Packing & Delivery Sect.</u> Supervisor	Mutual bargaining between employers and employees.	Section man Operator	Rs,41,380/-
Quality Inspector	Rs,43,986/-		
Assistant Quality Inspector / Clerk	Rs,41,380/-		

Section man	Rs,41,380/-	Assistant Mechanic	Rs,41,380/-
Operator Grade II		Machinist (M/C Attendant)	Rs,41,380/-
Operator Grade I			

59. Transport Equipment Industry

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Administration Department</u>	Mutual bargaining between employers and employees.	<u>Accounts & Finance Department</u>	Mutual bargaining between employers and employees.
Programmer		Accountant	
Supervisor		Assistant Accountant	Rs,46,565/-
Assistant Supervisor	Rs,46,565/-		
Senior Assistant			
Office Assistant			
Typist / Clerk / Driver	Rs,41,380/-	Cashier	Rs,43,986/-
Telephone Operator			
<u>Production Department</u>	Mutual bargaining between employers and employees.	Accounts Clerk	Rs,41,380/-
Foreman / Production Incharge / Quality Incharge		<u>Matoperation Department</u>	Mutual bargaining between employers and employees.
Workshop Incharge Machinist		Manager	
Head Painter		Electronic Engineer	
Bodymaker / Sheet Metal Workers	Rs,49,628/-	Instrument Mechanic	Rs,43,986/-
Tool & Die Maker		Welder / Technical Assistant	
Assistant Foreman / Gas Welder	Rs,43,986/-	Auto Electrician / Electrician	
Fitter / Boiler Operator / Welder		Tin Smith/ Mechanics / Auto	
Painter Denter / Die Fitter		Turner / Trimmer	
Electro Planter / Hammer man			
Blacksmith / Wireman			
Spray Painter / Assambler	Rs,41,380/-	<u>Store Department</u>	
Lath Operator		Store Keeper	Rs,46,565/-
Pipe Binding Operator / Operator	Rs,41,380/-	Store Cooli	Rs,41,380/-
Checker / Tyreman			

60. Telecommunication Equipments And Accessories Industry.

Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days	Occupation / Trade	Approved Minimum Rates of Wages Per Month for 26 Days
<u>Managerial and Supervisory Group</u>	Wages left for mutual bargaining between the employers and workers	Junior Quality Man	RS,45,473/-
Engineer/Assistant Engineer		Junior Electrician	
Supervisor/Foreman		Junior Fitter	
Manager		Cook/Driver Ltv	
Director			
Stenographer/P.A.	RS,52,247/-	Office Boy/Internee	
Cashier/Computer Operator		Assistant Quality Man	RS,44,497/-
Assistant all types		Assistant Electrician/Fitter	
		Security Guard Male/ Female	
Store Keeper/Canteen Incharge	RS,46,565/-	Helpers/Mali	
Telephone Operator		Packer/ Paching Man	RS,43,570/-
Typist	RS,45,473/-		
Clerk all types			
Time Keeper			
Senior Technician	RS,52,247/-	Security Inspector	RS,47,868/-
Team Lead		Khateeb	
Assistant Supervisor/Forman			
Technician	RS,49,628/-	Imam Masjid	RS,45,473/-
Senior Quality Man		Sub-Inspector Security	
Senior Electrician/Senior Fitter			
Quality Man	RS,46,565/-	Moazzan	RS,43,570/-
Electrician/Fitter/Molder			

**MINIMUM RATE OF WAGES FOR SAMI SKILLED,
SKILLED & HIGHLY SKILLED**

SCHEDULE

Note:- The minimum rates of wages include all allowance, including statutory allowances as notified by the Government from time to time and other non-statutory allowances / payments in the above 60 industries in the Province of Sindh. The members in attendance agreed to the increases in wages 8.1 % Semi Skilled, Skilled & Highly skilled categories,

1. Mr. Zahid Saeed
Member

2. Mr. Masood Naqi
Member

3. Mr. Shahjahan Sheikh
Member

4. Mr. Nasir Aziz Mansoor
Member

5. Mr. Liaquat Magsi.
Member

6. Miss. Farhat Parven
Member

7. Syed Mohammad Ali Shah
Chairman