



UT Administration of Dadra & Nagar Haveli and Daman & Diu
Department of Labour & Employment
Daman

No. LE/LIDNPMWA-3(II)/2023/348

Dated: 15-08-2023

NOTIFICATION

In exercise of the powers conferred by clause (a) of Sub-Section (1) of Section 3 read with clause (ii) of Sub-Section (1) of Section 4 and Sub-Section (2) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), the Administrator of Dadra & Nagar Haveli and Daman & Diu hereby revises the minimum rates of wages payable to the different categories of employees in different Schedule Employments with effect from 01-04-2023, as under:-

- a) The basic rates of wages payable shall be as set out in the column 3 of the Schedule appended herein in respect of the class of employees mentioned in column 2 of the Schedule; and
- b) A special allowance, and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the Competent Authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively, as notified from time to time;

SCHEDULE

Sl. No.	Classes of Employees	Basic	Special Allowance	Total
1	2	3	4	5
I	Skilled	452.00	0	452.00
II	Semi-skilled	452.00	0	452.00
III	Unskilled	441.00	0	441.00

Note :-

(1) The classifications for the Skilled, Semi-Skilled and Unskilled will be as under:-

- a. Skilled Employee :- One, who is capable of working efficiently, by exercising considerable independent judgment and of discharging his duties responsibly. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.
- b. Semi-skilled employee :- One, who does work generally of a well-defined routine nature, wherein the major requirement is not so much of the judgment, skill and dexterity but of proper discharge of duties as assigned to him for a relatively narrow job and where important decisions are made by other. His work is thus limited to the performance of routine operations of limited scope.
- c. Unskilled employee :- One, who does operations that involve the performance of simple duties which require the exercise of little or no independent judgment or previous experience although a familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion, familiarity with a variety of articles or goods.

(2) Please refer Annexure for details of employees belonging to particular class (i.e. Skilled, Semi-skilled and Unskilled) of particular Schedule employment.

ANNEXURE

LIST OF SCHEDULE EMPLOYMENTS

1. Employment in Automobiles Repairing, Workshops and Garages	
Skilled	Manager, Supervisor, Cashier, Foreman, Accountant, Mechanic, Electrician
Semi-Skilled	Garage/Workshop in charge, Assistant Mechanic, Solderer, Fitter, Turner, Tinsmith, Welder, Blacksmith, Painter, Tool Clerk, Colour Man, Clerk, Clerk-typist, Typist, Driver
Un-Skilled	Helper, Cleaner, Watch man, Greaser, Attendant, Sweeper, Cook, Maitre d'Hotel
2. Employment in Bakeries	
Skilled	Matry (Craughtman), Bakers, Truck Driver or Motor Driver, Van, Manager, Clerk cum typist, Cashier, Steno-typist
Semi-Skilled	Cutters, Trol (Trot), Cut Pacer (Bread Cutters), Deliverian (Delivery man), Rickshaw Driver
Un-Skilled	Patrawala, Helper, Poon, Office-Boy, Sweeper, Packer, Watchman

3. Employment in Bobbin Industry	
Skilled	<p>(A)</p> <p>Matry, Electrical Supervisor, Mechanical Supervisor, Manager, Accountant.</p> <p>(B)</p> <ol style="list-style-type: none"> 1. Employees doing the work of joining and grinding hand saw blades. 2. Employees doing the work of cutting wood on hand saw machine according to the required size. 3. Asst. Matree and Supervisor who look after the Overall work of the Department and maintain the quality of goods produced under the instruction of the department. 4. Electrical wireman, Turners and Mechanical Fitters working under the instructions of the mechanical supervisor, Motor Drivers, and Truck men, Clerks, Timekeepers, Storekeeper, Cashier, Telephone Operator, Machine man or Machine Operator, Moulder.
Semi-Skilled	<p>(A)</p> <ol style="list-style-type: none"> 1. Employees engaged in testing of all types of the finished bobbins. 2. Employees engaged in cutting grooves on the outer machine in all types of bobbins or rings and wood. 3. Employees engaged in finishing of all types of bobbins on the finishing machine. 4. Employees engaged in semi finishing of all types of bobbins on turning machines and copying Machines. <p>(B)</p> <ol style="list-style-type: none"> 1. Employees engaged in fitting pressing and punching all types of rings on all types of bobbins. 2. Employees engaged in painting all types of bobbins under the instructions of Matry. 3. Employees engaged in oiling and greasing. 4. Employees engaged in preparing all types of bobbins. 5. Employees engaged in preparing grooves on rings and shafts of all types of bobbins on cutting machine. 6. Employees engaged in centering of all types of bobbins.

	<p>7. Employees engaged in roughing of all types of bobbins on roughing and turning machine.</p> <p>8. Employees engaged in turning of all types of bobbins.</p> <p>9. Employees engaged in drilling of all types of bobbins on drilling machine set by the Mistry.</p> <p>10. Employees engaged in seasoning of wood.</p> <p>11. Employees engaged in cutting pieces from wooden strips as per instructions by the Mistry.</p> <p>12. Employees engaged in pulling the wooden log opposite the wood cutter on the hand-saw machine.</p> <p>13. Employees engaged in nailing and pressing of all types of bobbins on the nailing machine.</p>
Un-Skilled	<p>(1) Sweepers, Watchman, Office-boys, Handcart worker, Water Man.</p> <p>(2) Employees engaged in loading and Unloading goods in trucks.</p> <p>(3) Employees engaged in the movement of raw material and finished products in the factory.</p> <p>(4) Employees engaged in feeding and removing wood on the hand saw machine.</p>
4. Employment in Bone crushing Industry	
Skilled	Manager, Head Supervisor, Supervisor, Foreman, Engine-cum-Motor-man, Motorman, Engine Driver, Clerk, Cashier, Jailer, Attendant, Truck Driver, Machine Operator, Cook (Male/Female)
Semi-skilled	Bone Breaker, Bags Carrier, Horse Feeder, Bags, Sticker, Loader
Un-skilled	Basket Carrier, Bone Metal collector, Murodoor, Peon
5. Employment in Cement Prestressed products Industry	
Skilled	Pipe Moulder (Spout Pipe), Foreman, Motor runners, Wire stretcher, Pro (Fuel Engine Driver, Truck or Motor Drivers, Welder Turner, Fitter, Blacksmith, Mason, Mechanic)
Semi-skilled	Concrete Mixture maker, Cage maker, Wire cutter, Colour mixture, grinding mill-man, leveling machine man, polishing machine-man, persons employed in arranging strand wire on mould plate.
Un-skilled	<p>(1) Persons employed in odd jobs like lifting of pipes or poles of cranes from runners to curing tanks.</p> <p>(2) Removal of pipes or poles from tank to the storage place.</p> <p>(3) Loading or unloading the materials on trucks.</p> <p>(4) Grinding sand, cement etc. for preparing concrete Mixture.</p> <p>(5) The washing, Stone or marble treating, peon, Males and sweepers.</p>

	<p>(6) Putting steel into curing tank and removing them thereafter and stacking them on sites.</p> <p>(7) Persons doing pre-cast work concerning joists, slabs, benches, lower jobs, pillars and such other items.</p> <p>(8) Persons doing miscellaneous casts works.</p>
1. Employment in the Maintenance of Buildings and Employment of Construction or Maintenance or Road of in Building operations	
Skilled	<p>Skilled A Carpenter with his tools, Blacksmith with his tools, Mason with his tools, Plumber with his tools.</p> <p>Skilled B Assistant Carpenter, Assistant Blacksmith, Assistant Mason, Assistant Plumber, Tapper with his tools, Grater with his tools, Trencher with his tools, Road Roller Driver, Truck Driver, Foreman, Saring or Tinsal (Tinsal) Painter (Decorate) Oil painting etc., Head Fitter, Mechanic, Mistry, Electrician, Clerk and Muram</p>
Semi-skilled	Foreman, Cleaner, Asphalt Sprayer, Mukadam, Miner or Blower, Naughten, Colour Washer, White Washer, Tin Turner, Bar Bender, Oilman, Engine Driver, Pump Operator, Pumpman, Fitter, Sawyer, Wireman, Moture Driver, Glass Fitter, Wolder Telephone Attendant, Assistant Electrician
Unskilled	Mudhar, Chowkidar, Mail, Sweeper, Bette-U-Boy
2. Employment in any Cotton Ginning or Cotton Pressing Manufactory	
Skilled	Engine Driver, Fitter, Turner, Electrician, Blacksmith, Boiler Attendant, Carpenter, Cotton Manager, Supervisor
Semi-skilled	Foreman, Wireman, Valvemaster, Half Pressman, Finisher man, Opener man, Accountant, Clerk, Roller Cutter, Number Marker, Press Mukadam, Oil Mukadam, Oilman, Oilman, Dubal, Lotted-Ghal, Tihala, Barden Sitcher.
Unskilled	<p>Unskilled Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapsazi), Cotton Filer.</p> <p>Unskilled Parawala, Churichawala, Cotton Cleaner or Fandawala, Cotton Julawawala, Chokidar, Poon, Sweeper, Barden Cutter</p>
3. Employment in any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Home	
Skilled	Laboratory technician (Educational qualifications Graduate and trained) X-Ray technician (Educational qualification Graduate and trained)

Semi-skilled	Dent-typist, laboratory technician (unqualified) X-Ray technician (unqualified), Stereo-typist, Nurse / Nurse Midwife Physiotherapy technician, Compounder.
Unskilled	Compounder (untrained) Dresser, Boy, Ayah, Peon.
9. Employment in Drilling Operation and maintenance of Tube wells	
Skilled	Driller, Erector Foreman, Auto Foreman, Shift with his own Bags, Turner, Assistant Fitter, Assistant Erector Foreman, Assistant Auto Foreman, Auto Electrician, Auto Fitter, Electrical Foreman, Mechanic Grade I and II, Electrician Grade I, Auto Fitter Grade I, Turner Grade II.
Semi-skilled	Air compressor Operator Grade I and II, development Unit Operator, Driver (Truck, Jeep and Tractor) Generator Operator, Solderman, Tool Attendant, Engine Pump Operator, Carpenter, Mason Painter, Plumber Grade I, Auto fitter grade I, Electrician Grade-II, Fitter Helper Grade I and II, Oil-man Grade I and II, Plumber Grade II.
Unskilled	Helper Grade I and II, Oil man Grade I and II, Plumber Grade II, Carpenter Grade II, Turner Grade II, Generator Operator Grade II, Mechanic Grade II, Painter Grade II, Store Attendant, Labour Cleaner.
10. Employment in Electronics and Allied or Incidental Industries	
Skilled	Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machine man, Foreman, Driver, Tester, Telephone Operator, Mechanic, Electrician, Winder, Assembler, Carpenter, Supervisor (Quality Control), Accountant, Head Cashier, Head Clerk, Store Keeper.
Semi-skilled	Coil winder, Transformer winder, Decorator, Draftsman, Solderman, Control Panel Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff Assistant Die-fitter, Assistant Turner, Assistant Fitter, Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter.
Unskilled	Faras (handcrawls), Sweeper, Watchman, Helper, Peon, Waterman, Gardener/Mat Cleaner.
11. Employment in Film Industry including employment in Production, Distribution and Exhibition of Films	
Skilled	Manager, Accountant, Stenographer, sound Attendant, Cameraman or Camera Incharge, Setting Master or Setting Supervisor, Studio incharge, Carpenter, Wireman, in Studio, Painter, Lightman, of Light Attendant. Manager, Public Officer or Publicity Manager Manager, Public Officer or Publicity Manager Assistant Manager, Assistant Accountant, Assistant sound Attendant, Assistant cameraman or Camera Incharge, Assistant Setting master or setting supervisor.

	Assistant Studio Incharge, Assistant Carpenter, Assistant Painter, Assistant Wireman in Studio, Assistant Lightman or Light Attendant, Store Keeper, Driver, Clerk-Typist, Head Watchman, Assistant Manager, Head Operator or Chief Operator or First Operator, Head Air conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge, Assistant Manager, Head Operator or Chief Operator or First Operator, Head Air Conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge
Semi-skilled	Jharboowala (Sweeper), Gardiner, Assistant Watchman, Peon, Helper, Labourer, Assistant Operator or Second Operator or Third Operator, Assistant Air Conditioning Operator, Wireman, Booking Clerk, Carpenter or Tin-smith or Upholsterer, Clerk or Accountant clerk or publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant Incharge, Assistant Cooling Plant In charge, Assistant Operator or second Operator or Third Operator, Assistant Air Conditioning Operator, Wireman, Booking Clerk, Car-painter or Tin-smith or Upholsterer, Clerk or Accountant Clerk or Publicity Assistant, Typist, Oil Engine Driver, Telephone Operator, Car or Van Driver, Cooling Plant Incharge, Assistant Cooling Plant Incharge Painter or Artist, Winder or Rewinder, Cabin Boy or Fourth Operator, Store-Keeper, Foreman, Tent Master, Door Keeper, Watchman, Liftman, Painter or Artist, Winder or Rewinder, Cabin Boy or Fourth Operator, Store Keeper, Foreman, Tent Master, Door Keeper, Watchman, Liftman
Un-skilled	Oilman, Sweeper, mail (Gardner), Peon, Cycle Stand Boy, Messenger, Announcer, Polkrowala, Cartman or Porter man or Rickshaw Driver, Hand Bill Boy
12. Employment in Fisheries Industries	
Skilled	Supervisor, Processing Supervisor, Processing Assistant, Store Boy, Grader, Clerk, Typist, Clerk cum typist
Semi-skilled	Washer, Peon, Packers
Un-skilled	Peon, Watchman, Macfloor, Helper
13. Employment in Forestry and Timber Operation other than those carried on by a Farmer or on a Farm as incidental to or in conjunction with Farm Operations	
Skilled	Labour engaged in the measuring of timber and the Numbering of trees
Semi-skilled	Semi-skilled Labour engaged in the Felling of trees, Fashioning and charcoal manufacture (hestering)
Un-skilled	Labour engaged in the preparation of mats, cross cutting, fire felling, the loading and unloading, the preparation of kacha roads, the preparing mounts, the collection of bamboo, the cutting of bamboo, the preparations of boundaries, a digging of pits and the manufacturing of charcoal (Workers, except

	Headman), Labour engaged on transport (Vahukarnar) (Wages to be paid at double rate because the job is done with bullocks.) Mail and watchman.
14. Employment in Hosiery Industry	
Skilled	Accountant, Supervisor, Subarnar, Knitting Master, Machine Operator, Dyeing Master, Bleaching Master, Printing Master, Chief Boiler Attendant, Chief Wireman, Cutting Master, Mechanic Master, Soching Master
Semi-skilled	Wrapper, Weaver, Knitter (Circular Machine) Asst. Dyeing Master, Asst. Bleaching Master, Asst. Printing Master, Asst. Mechanic, Wireman, Sliper Cutter (Machine) Cutter, Overlock Machine man, Flat Machine man, Ironing man, Pressman
Un-skilled	Peon, Watchman, Sweeper, Helper, Gaddikarnar, (Gadman) Tea Packer, Karnar / Tarkinar, Neck Cutter, Dhagha Cutter, Labeler, Box Packer, Pinner
15. Employment in Hospitals and Nursing Home.	
Skilled	Office Superintendent, Senior Accountant, Head Clerk, Cost Staff Officer, Senior Curt Sanitary Officer, Epidemiologist Supervisor, Junior Scientific Assistant, Research Assistant, Stenographer, Senior Electrician, Matron, Ward Sister or Ward Incharge (R.N. and R. M.), Assistant Matron (R.N. and R.M.) Dietician (Post Graduate Qualification), Sister Tutor, Public Health nurse (P.H.N. Diploma Holder), Laboratory Technicians (Educational Qualification Graduate and Trained) Assistant Store keeper, Senior Technical Assistant, Electrician Mechanic, Chemical Assistant, Bacteriological Assistant, Medical Social Worker, Public Health Nurse, Clerk-typist, Steward, Laboratory Technician, Stereo-typist, Store Inspector, Diactian, Treatment, Organizer Nurse/ Nurse Mid Wife / Staff Nurse, Operative Theatre Nurse, Physiotherapy Technician, Pharmacist, Health Visitor, Compounder, Radiogram Operator, Ward Sister or Ward Incharge, Store keeper
Semi-Skilled	Auxiliary Nurse / Mid Wife, Laboratory Assistant, Tailor, Washerman (Dhobi), Barber, Driver, Obstetrician (Trained), Telephone Operator, Dresser, Theatre Assistant, X Ray Assistant.
Un-skilled	Nayak, Cleaner, Ward Boy, Record Keeper, (Daffar), Gardener, Laboratory Assistant, Ayah, Scavenger, Nattari, Kitchen Assistant, Chowkidar, Theatre Attendant, Telephone Attendant, X Ray Peon, Stretcher bearer, Maddoot, Flat Mortar Peon, Messman, Peon, Laboratory Peon, Cook, Liftman.

16. Employment in Industrial Engineering Establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers.

17. Employment in Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shinning, reconditioning, assemblies or repair of goods or articles of iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which will produce for manufacturing, assembling and repairing establishments and workshops.

<p>Skilled</p>	<p>Manager, Head Supervisor, Supervisor, Foreman, Engine man, Motor man, Motorman, Engine Driver, Clerk, Cashier, Baker, Attendant, Truck Driver, Machine Operator, Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder, Machine man, Foreman, Driver, Tester, Mechanic, Electrician, Winder, Assembler, Carpenter, Supervisor (Quality Control), Accountant, Head Cashier, Head Clerk, Store Keeper, Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>
<p>Semi-skilled</p>	<p>Coil winder, Transformer winder, Decorator, Draftsman, Solder man, Control Panel Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff, Assistant Die-fitter, Assistant Turner, Assistant Fitter, Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter, Asst. Operator, Sorter, Asst. Wireman Grade-B, Turner Grade-B, Fitter Grade-B, Kantawala, (One who weighs matng benches) Musadam, (Ming Department) Assistant Machine Operator, Asst. Fitter, Asst. Wireman, Helper, Asst. Sorter, Asst. Grinder, Power, Washing Machine man, To Packer, Micro-pulveriser Operator, Blender Operator, Filing Machine man, Ming Machine Operator, Surt Sprayer (One who dips in liquid), Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>
<p>Un-skilled</p>	<p>Helper, Cleaner, Watch man, Greaser, Attendant, Sweeper, Cook, Moulder, Peon, Muddor, (Labourer) Watchman, Gilman, Machine Labourer, Colour Center, Packer, Staker, Channawala, (One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hama, Miscellaneous Labourer, Packing Wala, Bottle Counter, Labeler, Bottle Filler, Telephone Operator, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>

18. Employment in Khandsary Industry	
Skilled	Foreman, Mechanical Supervisor, Millry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Sebing man, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhalti repairer, Filter, Pumpman
Semi-skilled	Fitterman, Sulphurman, Sulphuration, Sulphur Disposition Mill, Pans, Kargaar and Cutting, Oilman, Assistant, Mechanic, Kargaar, Bag Filler, Pump Attendant, Serrifuring, Foreman.
Un-skilled	Helper, Mauldool, Cane Carriers, Removing Beggars, Firewood Gender, Caretaker, Bag Filler.
Office Staff (Skilled)	Manager, Accountant, Purchaser, Cashier, Time Keeper, Clerk, Clerk cum Typist
19. Employment under any Local Authority in any Municipal Corporation / Councils.	
20. Employment under any Local Authority in District Panchayat	
21. Employment under any local Authority in Gram Panchayat	
Skilled	Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Riveter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farmer, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logs Driver, Machine Operator, Millry, Mason, Mechanic, Mechanical Foreman, Mechanic and Electrician, Minuta, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Maker, Radiogram Operator, Rate Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Rollers), Teller, Telephone Operator, Theatre Attendant, Turner, Trained Dal, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Carpenter, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machines, Supervisor Driving, Kharan Grade I and II, Traman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant, Matriculate and Non-Matriculate Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record keeper, Tracer, Typist, Secretary, Cashier and Accountant, Census Inspector, Census Nakadar, Census Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.O.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vendor Clerk,

	General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and inspector) Market, Mustering Kartun, Profession Tax Clerk, Profession Tax Inspector (Non-Qualified), Road Kartun, Clerk, Bill Collector Grade I and II, Tabulajir, Ticket Box, Filer, Sorter, Shop Recorder B Class Traffic Regulator, District Teachers Starter, Ticket Examiner, Canteen Assistant.
Semi-skilled	Barber, Basket Maker, Bouquet Maker, Camel Keeper, Camp Master, Cart Driver, Chavala, Cleaner, Cook, Cook's Mate, Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer, Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman, Fireman (Fire Brigade Department), Head Butler, Head Chavala, Headman, Head man, Head Mail, Head Servant (Garrison Theatre), Keeper for Elephant (Mahabat) Label Writer, Lamp Lighter Liftman, Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Naka, Messenger, (with cycle), Messenger Motor Reader, Money locker, Mochia, Mortuary attendant or morgue attendant, Motor attendant, Naughtan, Naughtan Mukadam, Nakaota Jantadar, number taking motor inspector, Oiler and Greaser, Olan, Painter, Painting Foreman, Park Keeper, Pota, Plumber, Propagator, Pump Attendant, Pumptan, Spring, Swain (Mukadam) Sloopman, Stage Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Turnstile or Tardala, Turn Cook (Fire Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Cleaner Chowah, Conductor, (Train), Driver (Train) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Fireman, Fuse man, Grease Inspector, Motor Joiner Improver, Lander male, Lighter and Cleaner, Match Pointman, Motor Inspector Grade II, Car Washer Mukadam (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Taster Water, Train 'C' Class District Starter, Train Traffic, 'C' class Cook/canteen).
Un-skilled	Ambulance Beere, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Isman, Attendant for supplying water to the staff, Ayah, Blind, Beggar, Beggar (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remochi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hama, Hauler, Head Mukadam, Isman (Mortuary Attendant), Inspector Burghathw Keeper, Kangan, Kangan for Ground and for Road, Kitchen Attendant, Laboratory

	Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Making Hamal, Mail, Mess Attendant, Mess Servant, Male Cooks, Museum Attendant, Nakh, Nakh Sepoy, Motor Lasher, Night Maid, Night Watchman, Octroi Paga, Pandy Boy, Peon, Petrol Labourer, Plunger Man, Postman and watchman, Porter, Post Museum Attendant, Ramroshi, Rai Bagan, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bagan (Men), Stable Bagan (Women), Staff Heavies, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nuntas, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Troopman, Wash and Ward Peon, Watchman, Water Carrier, Water man, Water Women, Ward Boy, Canteen Boy, Chaffy, Hammaman, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Main Office, Cooks, Foreman, Road Broom Maker, Sepoy, Signaller, Watchman, Permanent Way Sweeper, Scavenger.
22. Employment in any manufacturing Process wherein "Manufacturing Process" as defined under Section 2 (N) of the Factories Act-1948 is carried out and which is not covered under any entry in part-I and II of the Schedule	
Skilled	Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier
Semi-skilled	Asst. Operator, Sorter, Asst. Wireman Grade-B, Turner Grade-B, Fitter Grade-B, Kartawala (One who weighs mixing benches) Mukadam, (Mixing Department) Assistant Machine Operator, Asst. Fitter, Asst. Wireman, Helper (one who helps to make emery stone and prepares powder), Asst. Sorter, Asst. Grinder, Feller, Washing Machine man, Tokawala, Asst. Flour Kneader, Kachori- Samosa Maker, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machine man, Mixing Machine Operator, Scott Sprayer (One who dips in liquid)
Unskilled	Masoor (Labourer) Watchman, Oilman, Machine Labourer, Colour Carter, Packer, Steer, Chanzwala (One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Panking Wala, Bottle Cleaner, Labeler, Bottle Filer
23. Employment in any Oil Mill.	
Skilled	Engineer, Boiler attendant, Engine Driver, Fitter, Blacksmith, Turner, Electrician, Welder, Carpenter, Chemical Machine Operator, Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent, Head Clerk, Cashier, Karkun, Typist
Semi-skilled	Oilman, Fireman, Carboy (Katalwala) Expellerman, Filtrant, Mukadam

Un-skilled	Thappawa, Gunnybag Filler, Gunnybag Sticher, Kachhala, Mandor, Harul, Machine Cleaner, Cleaner of Factory, Machine Feeder (Drufa), Baharawa, Peon, Employees employed in cleaning, spreading, drying and of sowing oil seeds.
24. Employment in Petrol and Diesel Pumps.	
Skilled	Manager, Head Cashier.
Semi-skilled	Pump Attendant, Accountant, Clerk, Bill Clerk, Cashier, Typist.
Un-skilled	Helper, Watchman, Peon.
25. Employment in any Pharmaceuticals Industry	
Skilled	Chemist, Stenographer, Manager, Chief Accountant, Machine Maintainer, Sales Supervisor, Sales Representative, Packing Supervisor, Time Keeper, Bazar Clerk, Accountant Clerk, Cashier, Ughran Clerk, Bill Clerk, Bill Preparer, Typist, Store Keeper, Driver, General Clerk, Machine Supervisor.
Semi-skilled	Bottle Filler (Syrup), Bottle Checker (Syrup), Label Sticker (Syrup), Tablet Compressing Attendant, Coater (Tablet), Polisher (Tablets), Strip Packing Supervisor, Capsule Filler, Capsule Sealer, Ointment Filler, Mixing Attendant (Injection), Sterilising Attendant (Injection), Checker of Injection Bottles, Mixing Attendant (Syrup), Mixing Attendant (Tablets), Strip Packer, Mixing Attendant (Capsules), Packer (Capsules), Mixing Attendant (Ointment), Bottle Washer (Injection), Bottle Filler (Injection), Raw Material Processor, Varnipati Grinder, Aukh Preparer Syrup Processor, Oil Tableting from Ras, Goods Sorter as per Order, Goods Checker as per order, Packing Menu Clerk, Copy Prints and Ras Preparer, Asav Bala, Extract Drawer, Tablets, Weigher, Weigher Attendant, Bottle Filling Machine Operator.
Un-skilled	Bottle Bag Carrier, Bottle Drying Attendant, Syrup Attendant, Filling Attendant, Bottle Capping Attendant, Label Paster, Bottle Sealer, Bottle Packer in Cartons and also Dozens and Cases, Bottle Carrier (For Ware Housing), Granule Process Attendant, Granule Drying Attendant, Table Strip and Bulk Packer, Ointment Tubes, Sealing Attendant, Helper, Peon, Cleaner, Weighting Helper, Box Packing Helper, Store Cooks, Hand Lohala, Paharawa / Watchman, Varnipati Cleaner, Varnipati Siever, Varnipati Mixing Attendant, Manufacturer Process Attendant as per Formula, Asav Filtering Attendant, Film Manufacturing and cutting Attendant, Film Separator (Khatkhurhar), Bhadma Manufacturing Attendant, Cleaner, Crusher, Furnace Attendant, Film Mixture, Ointment Attendant, Bottle Cleaner for Biling Liquid.

26. Employment in Plastic Industries	
Skilled	Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and Sealing Operator, Machine Operator
Semi-skilled	Assistant Operator, Moulder, Grinder, Machine man, Turner, Filer, Finishing Machine man
Un-skilled	Peeler, Machine Labourer, Helper, Sanitizer, Cleaner, Watchman, Peon.
27. Employment in Potteries Industry.	
Skilled	Mistry-Mechanic, Mistry-Carpenter, Pattern and Frame Maker, Potters (Makers of jars, Batteries and Batta, (30 Ltr. And above), Die Makers, Head Moulder (Foundry), Mistry-Turner, Mistry-Blacksmith, Supervisory and Clerical Staff
Semi-skilled	Workman, Turner, Filer, Blacksmith, Mason for new Trilley Building and KIn repairs, Sanitary ware Case Moulder(Plaster of Paris), Name Writer, Vase Decoration, Luster and Colour Decoration, Tunnel Attendants, Potters (8 Lbs and above but below 30 Lbs., Semi Battery and lota Makers), Shapers, Planners, Welder, Moulder (Foundry), Engine Driver, Flue Maker, Gold Line Maker (Decorator), Sanitary ware Casters (Big Pieces), By Colour Lining on Cup-Saucer, Designer Stamer, Glazer (Cup-Saucer) fit by dipping and spraying), Stoneware Pipe, Turner, Finishers (Fire Bricks), Fire man down Draft KIn, Laboratory Attendant Machine man (Plaster Mating), Compressor Pumpman, Sanitaryware Crockery, Loaders in Turner KIn and Down Draft KIn, Fibers-Press Man Person, Tile Semi-automatic Press Operator, Tiles Pointers (Painting by hand, Brush and Screen Painting and Emboss Painting, Oil Pump Attendant, Glazer (Jar), Checker (Sanitaryware Jar), Finishers (Cup-Saucer, Fire Bricks), Potter (Sanitaryware, Tiles, Refractories, Crockery), Facker, (Sanitaryware, Crockery) Pug-mill Attendant Man Person, Caster of Tray, Soap Dish, Ash-tray, Tea-set and small articles, Chakata (8 lbs. And Below Jar and Batta Maker), Lit Maker Maker (Chakata), Lit Maker (Screw Press), Vellus and Datta Maker, Transfer Stickers on Crockery and Glazed tiles, Sagger Makers (On Chakata), Sagger Maker (On Hand Press), Handle Stickers to Cups, Handle Stickers to Jars.
Un-skilled	Pottery Macdoor (Helpers and Carriers) Manger and Cylinder Loaders, Lata Polisher, Brick Makers on Screw Press and Automatic Press, Stone wares and Porcelain Pipe Makers and Glazers, Crockery Blount Loaders and un-loaders, Tiles Glazing Machine Workers, Glazed Tiles Automatic Press Workers, Cup-Saucers and similar pieces mould makers, Glazed tiles

	loading in crates and wire Packing, Stamping on Glazed Tiles, Bricks and Jar Packers, Handicrafts and Fishery
28. Employment in any Power loom Industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing or similar processes are carried on.	
Skilled	Clark, Jolter, Filer, Weaver, Wrapper, Front Sizer, Driver, Weeman, Soller Attendant
Semi-skilled	Winder, Reacher, Thrower, Finishing Machine man, Thread Sizer, Back Sizer, Folder
Un-skilled	Masdoor, Labourer, Helper, Sweeper, Cleaner, Wraff distributor, Ciler, Weerman, Peon, Watchman.
29. Employment in Pre-weaving and Textile Processing Industry in which any the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing, mercerizing, printing or glazing of yarn, cloth or articles made of cloth or any process incidental or supplemental thereto.	
Skilled	Machine Operator, Jolter Colorman, Filer, Electrician, Sumpor, Folder, Weeman, Soller Attendant, Carpenter, Printer, Kurawala, Checker, Harsh Standar, Machine man, Calendar Machine man, Soudkaman, Polishing, Machine man, finishing man, Steam Finishing man, Zero Zero Machine man, Rotary Machine man, Dyeing Range Machine man, Gigger Machine man, Store Keeper, Cashier, Head Jamadar, Peeman.
Semi-skilled	Smithman, Packer, Ball Operator (Pattachawalanar), Bundler, Assistant Printer, Assistant Stampor, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machine man, Ugharan Karhun, Gate Keeper.
Un-skilled	Masdoor, Coolies, Sweeper, Cleaner, Watchman, Patromah, Fire Coolies
30. Employment in any industry in which any process of printing by Letter press, Lithography, photo graver or other similar work or work incidental to such process or Book Binding is carried on.	
Skilled A	Line-Type Operator, Camera Operator, Tri-colour-Etcher or Multi-Colour Etcher, Rotary Pressman, Commercial Artist or Designer, Litho-Artist or Calligrapher, Negative-positive Retoucher, Offset Printer, Stenographer, Tin-printer Operator, Qualified Accountant, Cashier, Led-ler Operator, Mono-Type Key Board Operator, Proof Reader, Multi-Colour Proof Printer, Litho-Offset Transfer Printer, Offset Plate Maker, Litho-Offset Copy Printer, Retoucher or Toucher, Photo-graver Etcher, Photo-graver lay-outman, Litho Plate Set Printer, Punch Maker, Envelope Machine Man, Die Maker, Embossing Machine man, Mechanic, Electrician, Steno-Typist, Binder (Volume and Wedger), Book Maker.

	Integrated), Composer (Display and Page making), Off-set Plate Maker, Exercise Book Machine man, Head Clerk, Foreman, Supervisor or Section Head Cylinder Pressman (Automatic), Matrix Maker, Book Case Machine man.
Skilled	Imposer, Mono-type Caster, Type Caster, Stereo-Type or Stereo Caster, Stereo Bencher cum Moulder, Line-Encher, Half-line Encher, Transfer Printer (Blocks), Engraver, Roller Mounter, Cylinder Pressman (Hand fed), die Stancer or Die Plate Printer, Glider, Inter-Lay-Cutter, Cutter or Diecutter man, Carpenter, Driver, Stone or godown Keeper, Clerk, Time-Keeper, Typist, Telephone Operator, Address Machine man, Cylinder Grainer, Copy Holder, Trade Pressman or plate man, Binder, Sewing Machine man, Folding Machine man, Ruling Machine man, Box Puncher, Scorer or Bender, Hand Bale or Envelope Maker, Accountant, Composer (Correction), Super type caster, Super type caster, Foundry man (Integrated), Platen Pressman (Automatic), Number Setter, Three Knives Trimmer, Assistant Artist, Numbering Machine man, Assistant Machine man.
Semi-skilled	Distributor, Assistant Camera Operator, Assistant Transfer Printer, Assistant Encher, Letter Press Cylinder Feeder, Counter, Letter Press Plate Feeder, Checker, Number or Paging man, Packer, Assistant Embossing Machine man, Assistant Toucher, Assistant Copy Poster, Off-set feeder, Flat Bed Feeder, Varnisher, Wax Machine man, Cold Powderer, Wireman, Type Cutter, Composer (Running), Linerater, Proof Puller or Galley Pressman, Type Dresser, Roller Make or roller Cooler, Plate Cleaner or Grinder, Ink Grease, Knife Sharpeners, Wire Sticher, Perforator, Label Puncher, Ruling Feeder, Sewing man, Metal Caster or lead Melt, Type or Font Binder, Roller Sticher, Numbering Feeder, Gassing Machine man.
Unskilled	Stereo-Baler, rotary-Baler, Cylinder Baler (Photo-graver and, letter Press), Hand Folder, Assistant Carpenter, Stone-Grinder, Baler, Helper, Binding Boy, Cleaner, Sweeper, Peon, Messenger, Watchman, Minder, Type-Jet Breaker or Folder.
31. Employment in Public Motor Transport.	
Skilled	Employees by whatever name called doing skilled work of the nature done by Manager, Assistant Manager, Superintendent, Head Clerk, Accountant, Senior Clerk, Driver, Mechanic, Fitter, Turners, Electricians, Checker Supervisor, Thrust, Battery man, Vice-master, Carpenter, Blacksmith, Artisan, Traffic Controller, Traffic Inspector, Assistant Traffic Inspector, Traffic Checker, Hodler, Inspector, Starter, Vehicle Examiner, Charge man,

	Body-smith, Assistant Body Smith, Upholsterer, Machinist, Wireman, Welder, Painter.
Semi-skilled	Employee's by whatever name called doing some skilled work of the nature doing by Asst. Junior skilled workers, Conductor, Machine mender, Fitter mender, Grasser, Oiler, Asst. Artisan, Junior Traffic Controller, Newslater, Mukadant, Hammer man, Handal and Employee doing the clerical work.
Unskilled	Employees by whatever name doing Un-skilled work, Helper, Washer, Cleaner, Watch man, Muddoor sweeper, peon, Khatan, Tapal, choctar, Waterman, porter, Gardner, Battery boy, pump operator or other miscellaneous workers.
12. Employment in any Pulp & Paper or board Manufacturing	
Skilled	Boiler Attendant(Class-I), Electrician, Fireman, Machine Operator, Chemist, Department Incharge Supervisor, Draftsman, Finishing House Mstry, Changanan Instrument Section, Changanan carpentry Shop, Workshop Changanan, Changanan Civil Construction, Changanan Transport, Changanan Mechanical, Changanan Electrical Section, Boiler Attendant (Class II), Dipender Attendant, Carpenter, Fitter, Pressman, Wireman (First Class), Mechanic, Welder, Crane Operator, Driver, Plumber, Nurse, Laboratory Tester, Turner, Blacksmith, Painter, Leather man, Finisher, Boiler man, Calendar man, Pulp Machine man, Winder (Liner Resinder machine man), Sorter, Cutter Machine man, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Router and Smelter Operator, Recaulcusing Operator, Lime Refumuring Operator, Clerical, Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent / Head Clerk, Carrier, Clerical B Clerk, Typist, Clerk-cum-Typist.
Semi-skilled	Wallow man, Pump Attendant, Steam Controller, Gardener, Cook, Wireman (Second Class), Head Watchman, Watch and Ward Jentadar, Pulp and Paper Tender, Fireman, Paper and Board Section Machine Attendant, Finishing Plant Attendant, Pump Attendant, Chemical Treatment and Classification Attendant, Electrician / Electrical Assistant, Coal Crushing and Oil Burner Attendant, Assistant Turner, Assistant Welder, Assistant Driller, Assistant Planner, Assistant Shaper, Compressor Attendant, Armour man, Wood Grooder Attendant, Hoist Operator, Sample man, Board Finisher, Sand Saw Cutter Attendant, Roll man.
Unskilled	Heavy Duty Labourer, Cross Cutter, Sizer (Kamruwal), Chipping Labourer, Digester Labourer, Washing and Clearing Labourer, Straining Labourer, Kitter, Screening and Clearing Labourer, Bleaching and Clearing Labourer, Hydra pulper and Pulp

	<p>Labourer, Wood Grinding Labourer, Stock Preparation Labourer, Chemical Preparation and Fiber Recovery Labourer, Paper Labourer, Paper and Board Machine Section, Labourer, Knotter Labourer, Finishing Plant Labourer, Sheet and Package Weight Labourer, Label man, Finishing and Packaging House Labourer, Warehouse and Dispatch Labourer, Recovery Boiler Raiser and Smelter Labourer, recasting Labourer, Lime Returning Labourer, Cartman, Chemical Treatment and Classification Labourer, Turbine Distribution Board, Switchgear or Panel Labourer, Maker, Cartman, Mould Setting Labourer, Saw Grinding Labourer, Laboratory Labourer, Watchman, Mukaban, Fiber Turners Welders Blacksmith, Carpenter and other Labourer, helping such other skilled Employees, Machine Operator and Machine men, Labourer, Colour Waste Paper or Straw Sorter, Garden Labourer, Band Saw Labourer, Labourer, Peon, Sweeper, Fibre and Dusting Labourer Waste Paper Labourer, Raw Material Labourer, Bamboo Carrier Labourer, Evaporator Labourer, Material Handling Labourer, Water Supply and Treatment Labourer, Coal Labourer, Repair Shop and Maintenance Labourer, Cartman Boy, Office Boy, Guest House Labourer, Store Labourer.</p>
<p>13. Employment in any Residential Hotel, Restaurant or Eating Houses</p>	
<p>Skilled</p>	<p>Damotawala, Fobotawala, Omotawala, Chef-Tea-Maker, Dhotawala, Tandar Potawala, Bhajawala, Ice-cream Maker, Dessert, Meat or Putton Maker (Molawa), Winuman, Head Cook or Cook, Mahang, Aachar, Ustaz, Babarshi, Khanasama, Manager, Accountant, Clerk, Store Keeper (Who keeps the account of the Store), Misty, Cashier, Supervisor, Receptionist, House Keeper, Head Kaban, Butler, Steward, Head Pantry man, Telephone Operator, Electrician, Carpenter, Teller, Gardener, who is doing the work of planting.</p>
<p>Semi-skilled</p>	<p>Assistant Manager, Assistant Molawa, Rotawala, Chapotawala, Putawala, Pantry man who prepares Sandwiches, Toast etc., Tea and Coffee Maker (Ordinary), Assistant Cook, Market man, Pumpman, Gas Filer, Syrup and laccawala and Salesman, Vendor (Keeping Account), Orderwala (Shouting Bills or Writing Bills), Kabotawala, Bhajpurnawala</p>
<p>Unskilled</p>	<p>Gate Boy, Game Boy, Bell Boy, Room Boy, Tea Boy, Class Boy, Dish Boy, Water Boy, Order Boy, Pantry Boy, Kitchen Boy, Office Boy, Message Boy, Soda Fountain Boy, Billiard Boy, Cleaner, Sweeper, Harnal, Jamadar, Coolie, Mazdoor Chhokara, Pannawala, Pani-Kuchumawala, Pannawala, Curawala, Chhotawala, Room Boy not doing the work of water, Dishwala, Motawala,</p>

	Kholwala, Vachwala, Dash Filter, Grain Cleaner Man or Female Miscellaneous Workers e.g. Doing all or some of the jobs of an unskilled nature, Vendors (Fortas) or Babarwala not working on commission basis and not entrusted with the responsibilities of accounts
34. Employment in any Rice Mill, Flour Mill or Dal Mill.	
Skilled	Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Milleries, Carpenters, Carpenters, Millers Stockingthe, Measurs, Electricians, (with Diploma) Roll Drivers, Machine Operators, Painters Mukadama, Plastermen, Tailors.
Semi-skilled	Olens, Blkman, Rollerman, Purifiers, Assistant Fitters, Electricians (without Diploma), Pumpman, Blomen, Motor Attendant, Sawers, Watchman / Jamadars (with training in Fire squads), Millies, Hammermen, purifiers, Jiggers, Rope Spolers, Washer Machine man.
Unskilled	Misurs, Packers, Shaftmen, Cleaners, Firemen, Coalmen, Truckmen, Mill Attendants, White Washers (Pambar), Watchmen, Jamadars, Hamals, Stockers, Machine Cleaners, Sweepers, Measurs.
35. Employment in Roofing Tiles Manufacturing	
Skilled	Mistry, Mechanics.
Semi-skilled	Claman, Fireman, Fitter, Driver, Shalhaty, Gohavaniar, Electrician, Mukadama
Unskilled	Peon, Watchman, Sweeper, Labeler, Helper, Press Operator, Peg Mill Operator, Blunger Operator, Thapawala, Fisher, Sarvawala (Tiler), Sotlar (Kachha Polka Tiles), Sarvawala, (Tiler in Bhett).
36. Employment in Rubber and Rubber Products including Artificial Rubber Products Manufacturing Industry.	
Skilled	Machine Operator, Calendar and Cutting Machine, Press Operator (Vulcanizing), Mixing Machine man, Fitter, Binder, Welder, Carpenter Clerical A Supervisor, Accountant, Time Keeper, Store Keeper, Stenographer, Cashier, Clerical B-Clerk, Typist, Clerk cum Typist
Semi-skilled	Boiler Attendant, Calendar Helper, Mixing Mill Helper, Turner Helper
Unskilled	Mazdoor, Watchman, Sweeper, Peon
37. Employment in Soap Making Industry	
Skilled	Qualified Chemist, Accountant (Book Keeper), Salesman, Driver
Semi-skilled	Furnace Man
Unskilled	All other Workers

28. Employment in Stone Breaking or Stone Crushing Industry	
Skilled	Engine Driver, Fitter, Turner, Moulder, Blacksmith, Qualified Wireman, Compressor Driver, Tractor Driver, Clerk, Steelers, Stone Cutter
Semi-skilled	Tapghar (Stone Breaker) Head Lineman (Truck), Mukadar Driver
Unskilled	Ladders, Foreman, Cleaner, Oilman, Cooks, Pump Attendants, Sweepers, Peons, Office Boy
29. Employment in Sugar Industry	
Skilled	<p>Skilled Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draughtman II, Pattern Maker I, Instrument Mechanic (Certificate from I.T.I), Mechanic I, Foreman, Manufacturing Assistant, Assistant Foreman, Evaporator Operator, Laboratory Assistant, Overseer (Unqualified), Electrician, Armature Winder, Fitter, Turner, Welder, Pattern Maker II, Motor Line Overseer, Wireman, Machinist, Blacksmith, Head Khatashi, Switchboard Attendant, Engine Driver I, Tinsmith, Cooper Smith, Carpenter, Can Unloader Operator, Permanent Way Inspector, Mechanic II, Steam Loco Driver, Driver, Tractor Driver, Trolley Line Mistry, Diesel Loco Driver, Mason, etc. Head Clerk, Cane Accountant, Cane Incharge, Cane yard Supervisor, Yard Foreman, Weighment Supervisor, Assistant Cane Head Clerk, Store Accountant, Cashier, Sectional Incharge, Stenographer Grade I and II, Store Keeper Grade-I, Head Time Keeper Grade-II, Security Officer Grade I, Sugar Godown Keeper Grade I, Assistant Store Keeper Grade II, Assistant Godown Keeper III, Security Inspector Grade III, Sanitary Inspector Grade II, Typist, Time Keeper, Tracer, Daffary, Compounder Nurse, Midwife, Accounts Clerk, Time Office Clerk, Building Labour, Time Keeper, Sales Incharge, Cane Inspector, Assistant Cashier, Supervisor Grade III, Chalan incharge, Store Purchaser Grade III, Railway Clerk, Sugar Godown Clerk, Store Clerk, Sales Clerk, Payment Clerk, Record Keeper, Telephone Operator, Job Clerk, Manufacturing Engineering Clerk, Building Clerk, General Clerk, Weigh man Clerk, Sheet Writing Clerk, Tool Room Clerk, Receipt and Dispatch Clerk, Stationery Clerk, Sugar House Clerk, Canteen Clerk, Gate Clerk, Tally Clerk, Token Clerk, Hops Clerk, Checker Fuel Clerk, Manufacture Chemist, Laboratory Incharge, Laboratory Bench Chemist, Head Foreman, Pan Incharge, Assistant Engineer (Mechanical), Assistant Engineer (Electrical), Workshop Engineer, Foreman (Mechanical), Draughtman I, Foreman (Electrical), Overseer, Cane Development Officer, Assistant Cane Development Officer, Cane</p>

	Superintendent, Labour Officer, Welfare Officer, Factory Railway Superintendent, Motor / Tractor Foreman, Civil Engineer A-I & A-II, Office Superintendent, Accountant, Loco Foreman, Medical Officer, Personal Secretary, Sales Manager, Assistant Sales Manager, Store Purchase Officer, Assistant Works Manager, Transport Superintendent, Assistant Transport Superintendent
Semi-skilled	Miscarbor Attendant, Moasses Recorder, Just Recorder, P. H. Recorder (Phydsman for Concentration), Male Tailor, Juice Heater Attendant, Clarifier Attendant, Rotary Vacuum filter Attendant, Centrifugal Operator, Laboratory Boy, Bag Filling Machine Operator, Bag Sewing Machine Operator, ICH Exchange Water Treatment Operator, Filter Cloth Washing Machine Operator, Electrical Helper, Engine Drive II, Belt man, Khatashi, Fireman, Pumpman, Motor Attendant, Oilman, Hammer man, Farmer, Filter Helper, Water Attendant, Tipper man, Case Development Kamat, Loco Foreman, Trolley Line Mukadam, Building Mukadam, Guard, Sweeper, Janitor, Janadar, Store Boy.
Un-skilled	Juice Helper, Masdoor, Supplier Over Masdoor, Palletist / Hamal, Marker, Sample Boy, Masdoor, Winder man, Watchman, Sweeper, Ponds man, Trolleyman, Cleaner, Mail, Guest House Attendant, Cook, Pujari.
40. Employment in Tanneries and Leather Manufactory	
Skilled	Mechanics (Sanchawalas), Assistant Mechanics, Ring Makers, Misy (Cutler), Person Employed in Staking, Spining, Glazing, Shaving, Roking, Flething with Machine or otherwise.
Semi-skilled	Shoe Makers, Dyers, Stickers, Polishers, Man Incharge of the Drums, Tannaman, Persons employed in Sewing, Belt Finishing, Tanning, Hydraulic Press, Harness and Gole Setting Department, Sticking.
Un-skilled	Machine Helpers, Tannery Workers, Line Yard Workers, Cartman, Milkman, Lace Cutters, Workers Preparing Bots, Workers doing Repairing Works, Workers in Setting and Buffing, Other Miscellaneous Workers.
41. Employment in any Tobacco Processing Establishment.	
Skilled	Supervisor, Wreman, Fitter, Accountant, Cashier, Clerk, Typist.
Semi-skilled	Press Operator, Mukadam, Marker, Fireman, Oilman, Machine Delivery man.
Un-skilled	Masdoor, Watchman, Miscellaneous Workers, Peon.

42. Employment in any Woolen Carpet Making or Shawl Weaving Establishment.	
Skilled	Manager, Production Incharge, carding by Hand with bow and arrow, Dye House Mistry, Designer, Dyer, Spinning by Hand, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Computer Operator, Driver, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Sales man, Supervisor, unskilled labour, Watchman, wool purchaser, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
43. Employments in any Shop or Commercial Establishment other than that covered under any of the other entries in the schedule of Part I of the said Act.	
Skilled	Manager, Head Munim, Secretary, Head Cashier, Stenographer, Head Clerk, Office Superintendent, Head Salesman, Employees who work efficiently by exercising considerable independent judgement discharges his duties with responsibility and possesses thorough and comprehensive knowledge of trade, craft or industry in which he is employed. Junior Clerk, Bill Clerk, Uptown Clerk, Delivery Clerk, Typist, Munim, Cashier, Accountants, Salesman, Sales Clerk, Compounder, Driver. Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Packer, Butler, Tobacco Shop Asst., Employees who performs duties assigned to him of a relatively narrow job involving routine operations. Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Poon, Messenger, Watchman, Mastroor, Employees who performs duties of simple nature and physical exertion. Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
44. Employment in Non-teaching Staff in Private Non-Grant-in-Aid Educational Institution	
skilled	Grubast, Grubmala, Manager, Secretary, Office Superintendent, Head Clerk, Senior Clerk, Head Accountant, Head Munim, Head Cashier, Stenographer, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries, Junior Clerk, Typist, Munim, Cashier, Accountant, Compounder, Electrician, Telephone Operator, Driver, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries.

Semi-skilled	Cook, Carpenter, Mason, Blacksmith, Plumber, Fitter, Pumperman, Wireman, Conductor, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries.
Un-skilled	Peon, Watchman, Muddar, Safai Kamdar, Watchman Cum Peon, Cleaner, Aaya, Gardner(Mali), Harasi, Helper, Groundman, Office boy, Hotel boy, Cooking Asst., Employees by whatever name called doing work of the nature done by the persons falling under any of the foregoing entries.
45 Employment in Zardosi Work	
Skilled	Karigar, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Fagarat, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Helper, Chala, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
46 Employment in Private Security Guard Services.	
Skilled	Manager, Security Officers, Gurman (Licensees), Security Guard (trained), Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Office Assistant, Clerk, Accountant, Head Watchman, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Watchman, Office Boy, Peon, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.

Explanation for the purpose of the notification.

1. The minimum rates of monthly wages payable to any class of employees employed in any category of monthly wages shall be computed by multiplying the minimum rate of daily wages fixed for the class of employees to which he belongs, by twenty-six.
2. The minimum rates of wages shall be inclusive of payment of remuneration in respect of weekly day of rest.
3. The minimum rates of wages shall consist of basic rates, the cost-of-living allowances and the cash value of concessions, if any.

4. Male and female employees should be given equal wages for equal work.
5. The employees employed by a Contractor or other agencies in the Scheduled employment shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belong to.
6. The requisites or facilities given to an employee shall not be withdrawn and no deduction shall be made in respect of such requisites or facilities given to an employee after fixation of minimum rates of wages plus special allowance.
7. In case of employees employed on piece rate basis, the minimum rates of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him for the numbers of hours of work which constituted normal working day shall not be less than the daily wages fixed for the class of employees to which he belongs.
8. The employees employed on part-time basis shall be paid 50% of the minimum rates of wages plus special allowance, if he works up to four hours and if he works more than four hours, he shall be paid full minimum rates of wages plus special allowance.
9. The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 percent of the minimum rates of wages and special allowance fixed for the class of employees to which he belongs for the first three months. After three months he shall be paid in full.
10. Computation of cash value: The cash value of the minimum rates of wages to be paid to hotel workers partly in kind per month (that is the form of free residential accommodation, meal, randa or a taxi) as under:
 - a. 1/3 (33.3 percent) of total wages (basic rates of wages plus special allowance) when residential accommodation, two meals, two taxis and one randa is served daily.

b. 6.66 percent of total wages (basic rates of wages plus special allowance) when one meal is served daily;

c. 3.3 percent of special total wages (basic rates of wages plus special allowance) when one rasta and one tea is served daily.

11. Any other Employments not included in the Annexure or Schedules (Part I and Part II) under the Minimum Wages Act, 1948 will be paid wages as per the classifications as regard to Skilled, Semi Skilled and Unskilled mentioned above.

12. If the wages already paid are higher, the same should be continued. The Industrial Establishments / Employers shall invariably ensure that they pay arrears to their Employees / Workers w.e.f. 01-04-2023.

13. In case of any clarification or disputes, the matter may be clarified from the Labour Department.

By Order and in the name of the
Administrator of Dadra & Nagar Haveli
and Daman & Diu



(Priyanka Singh)
Director-cum-Deputy Secretary (Labour)
DNH & DD

To,

- (1) The Director-cum-Dy. Secretary (Personnel), Secretariat, DNH / DD
- (2) The President, All Industries Association, DNH / DD
- (3) The President, Hoteliers Association, DNH / DD
- (4) The Joint Secretary (Planning & Statistics), Government Press, DNH / DD with a request to publish the said declaration in the Official Gazette.
- (5) The Field Publicity Officer for wide publicity.
- (6) The Dy. Director, Department of Agriculture with a request to circulate the said Declaration to all concerned in DNH & DD
- (7) The S/O, NIC, DNH / DD for uploading on the Official Website

Copy for kind information :-

- (1) The Advisor to Hon'ble Administrator, DNH & DD
- (2) The Finance Secretary, DNH & DD
- (3) The Addl. Commissioner (Labour) / Collector, DNH / Daman / Diu