

1. AUTO WORKSHOP & GARAGES

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
1. 2. 3. 4.	Co Welder Spray Painter Mechanic ARC Welder / Gas Welder	18589	715
5.	Cashier	18589	715
6. 7. 8. 9.	Denter Welder Auto Electrician Fitter	18589	715
10. 11. 12.	Fabricator Painter Machine Operator	17345	667

2. BIDI BINDING INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS
		PER DAY 8 HOURS WORKING
1.	Karigar	Rs.648/-
Note	Provided that monthly wage should not be less than Rs.16,848/- per worker.	

3. BRICK KLIN INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
1.	Mistry	18589	715
2.	Munhshi	16200	625
3.	Jalaie Wala / Fireman / Kari Wala		
	PIECE RATED WORKERS		
1.	Kacha Brick Maker / Kalbi	Rs.764/- per thousand brick. Provided that monthly wages should not be less than Rs.16,200/-	
2.	Sathori Wala	Rs.650/- per thousand bricks. Provided that monthly wage should not be less than Rs.16,200/-	
3.	Jalaie Wala		
4.	Donkey man	Rs.650/- per thousand brick s. Provided that monthly wage should not be less than Rs.16,200/-	
5.	Nikasi Wala		
6.	Kariwala		
7.	Bharaiwala		

4. BUS BODY BUILDING INDUSTRY.

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1.	Supervisor	Wages left for mutual bargaining between employers & employees.	
2.	Assistant Supervisor	18589	715
3.	Senior Assistant		
4.	Office Assistant		
5.	Typist	17345	667
6.	Telephone Operator		
7.	Clerk		
8.	Driver	17345	667
II.	ACCOUNTS & FINANCE DEPARTMENT		
1.	Accountant	Wages left for mutual bargaining between employers & employees.	
2.	Assistant Accountant	18589	715
3.	Cashier		
4.	Accounts Clerk	17345	667
III.	MATERIAL OPERATION DEPARTMENT		
1.	Manager	Wages left for mutual bargaining between employers & employees.	
2.	Electronic Engineer		
3.	Instrument Mechanic	18589	715
4.	Welder		
5.	Auto Electrician		
6.	Tin Smith		
7.	Turner		
8.	Timmer		
9.	Electrician		
10.	Mechanics / Auto		
11.	Technical Assistant		

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		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
IV.	PRODUCTION DEPARTMENT		
1. 2. 3. 4.	Foreman Production Incharge / Quality Incharge Workshop Incharge / Machinist Head Painter	Wages left for mutual bargaining between employers & employees.	
5.	Bodymaker / Sheet Metal Workers Tool & Die Maker	18589	715
6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16.	Assistant Foreman Fitter Painter Denter Gas Welder Die Fitter Welder Boiler Operator Electro Planter Hammer Man Blacksmith Wireman	18589	715
17. 18. 19.	Spray Painter Lath Operator Assambler	17345	667
20. 21. 22. 23.	Pipe Binding Operator Checker Operator Tyreman	17345	667
V.	STORE DEPARTMENT		
1.	Store Keeper	19836	763

5. CEMENT INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1.	Computer Operator	18589	715
2.	Office Assistant		
3.	Receptionist	17345	667
4.	Telephone Operator		
5.	Clerk		
6.	Driver	17345	667
II.	ACCOUNTS DEPARTMENT		
1.	Accounts Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Accountant		
3.	Assistant Accountant	19836	763
4.	Cashier	18589	715
5.	Accounts Clerk	17345	667
III.	STORE DEPARTMENT		
1.	Store Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper		
3.	Godown Incharge	19836	763
4.	Assistant Store Keeper	18589	715
5.	Store Clerk	17345	667
IV.	MAINTENANCE DEPARTMENT		
1.	Foreman	Wages left for mutual bargaining between the employers & employees.	
2.	Turner		
3.	Carpenter	18589	715
4.	Assistant Foreman		
5.	Electrician		
6.	Welder		
7.	Machinist		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
8. 9. 10. 11. 12.	Painter Mechanic Fabricator Plumber Mason	18589	715
V.	PRODUCTION DEPARTMENT		
1. 2. 3. 4.	Production Manager Production Incharge Quality Controller Foreman	Wages left for mutual bargaining between the employers & employees.	
5. 6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16.	Assistant Foreman Assistant Supervisor Burner Head Fitter Head Turner Head Guager Miller Senior Mechanic Pattern Mechanic Instrument Mechanic Machinist Technician	21083	811

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		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36.	Assistant Burner Auto Electrician Assistant Miller Bench Fitter Buldozer Operator Crane Operator Dozer Operator Machine Tool Operator Loco Shunter Mistry Mason Moulder Motor Winder Plumber Shot Firer Senior Blaster Senior Fireman Tin Smith Turner Switch Board Attendant	18589	715
37. 38. 39. 40. 41. 42. 43. 44.	Boiler Attendant Boiler House Fireman Crusher Operator Compressor Operator C.D Operator Cable Jointer Hammer Man Nozzle Operator	17345	667
45. 46. 47. 48. 49.	Assistant Fitter Assistant Moulder Assistant Welder Assistant Turner Assistant Operator all Type	17345	667

6. CERAMIC INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1.	Computer Operator	18589	715
2.	Office Assistant		
3.	Receptionist	17345	667
4.	Telephone Operator		
5.	Clerk		
6.	Driver	17345	667
II.	ACCOUNTS DEPARTMENT		
1.	Accounts Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Accountant		
3.	Assistant Accountant	19836	763
4.	Cashier	18589	715
5.	Accounts Clerk	17345	667
III.	STORE DEPARTMENT		
1.	Store Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper		
3.	Godown Incharge	19836	763
4.	Assistant Store Keeper	18589	715
5.	Store Clerk	17345	667
IV.	MAINTENANCE DEPARTMENT		
1.	Foreman	Wages left for mutual bargaining between the employers & employees.	
2.	Turner		
3.	Carpenter	18589	715
4.	Assistant Foreman		
5.	Electrician		
6.	Welder		
7.	Machinist		
8.	Painter	18589	715
9.	Mechanic		
10.	Fabricator		
11.	Plumber		
12.	Mason		

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		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
13.	Assistant Fitter	17345	667
14.	Assistant Welder		
V.	PRODUCTION DEPARTMENT		
1.	Production Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Designer		
3.	Arctectur		
4.	Foreman		
5.	Assistant Foreman	19836	763
6.	Moulder		
7.	Moulder Caster		
8.	Mother Moulder Caster		
9.	Master Moulder		
10.	Decorator		
11.	Crushing M/C Operator	18589	715
12.	Fork Lift Driver		
13.	Glazing M/C Operator		
14.	Finisher (Casting)		
15.	Glazing Sanitary		
16.	Kiln Operator / Goldman		
17.	Tunning Machine Operator		
18.	Sorter	17345	667
19.	Glazeman		
20.	Assistant Kiln Operator		
21.	Assistant Crushing Machine Operator		
22.	Generator Operator		
23.	Clayman	16848	648
24.	Slab man		
25.	Spout Attacher		
26.	Seemywala		
27.	Food Finisher (with knife)		
28.	Assistant Packer		
29.	Shifter		

7. COTTON GINNING & PRESSING INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1.	Computer Operator	18589	715
2.	Office Assistant		
3.	Receptionist		
4.	Telephone Operator	17345	667
5.	Clerk		
6.	Driver	17345	667
II.	ACCOUNTS DEPARTMENT		
1.	Accounts Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Accountant		
3.	Assistant Accountant	19836	763
4.	Cashier		
5.	Accounts Clerk	17345	667
III.	STORE DEPARTMENT		
1.	Store Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper		
3.	Godown Incharge	19836	763
4.	Assistant Store Keeper	18589	715
5.	Store Clerk	17345	667
IV.	PRODUCTION DEPARTMENT		
1.	Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Factory Incharge		
3.	Production Incharge		
4.	Production Supervisor		
5.	Head Fitter	21083	811
6.	Press Driver		
7.	Senior Fitter		
8.	Fitter		

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		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
9. 10. 11. 12. 13. 14. 15. 16. 17. 18.	Electrician Assistant Press Driver Black Smith Driver Heavy Transport Expeller man Press Maker Saw man/Avaman Turner Welder Wallman Press	18589	715
19. 20. 21. 22. 23.	Bora Maker Mochi Ginning Worker Refine man Press man	16848	648

8. CHEMICAL & OTHER CHEMICAL INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	PERSONNEL & ADMINISTRATION DEPARTMENT		
1. 2. 3. 4. 5. 6.	Personnel & Administrative Manager General Manager Personnel Officer Administrative Officer Office Incharge Computer Programmer	Wages left for mutual bargaining between the employers & employees.	
7. 8. 9	Computer Operator Office Assistant Stenographer	18589	715
10. 11. 12.	Receptionist Telephone Operator Clerk	17345	667
13. 14. 15.	Time Keeper Driver Cook	17345	667
16.	Gardner	16848	648
II.	SECURITY DEPARTMENT		
1. 2. 3. 4.	Chief Security Officer Security Officer Security Supervisor Security Incharge	Wages left for mutual bargaining between the employers & employees.	
5.	Armed Security Guard	17345	667

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III.	ACCOUNT DEPARTMENT		
1. 2. 3. 4. 5. 6. 7.	Finance Controller Manager Finance Finance Executive Chief Accountant Assistant Finance Manager Accounts Officer Accountant	Wages left for mutual bargaining between the employers & employees.	
8. 9. 10.	Assistant Accountant Cashier Accountant Assistant		
11.	Accounts Clerk	18589	715
		17345	667
IV.	EXCISE DEPARTMENT		
1. 2. 3.	Excise Incharge Excise Officer Import Officer	Wages left for mutual bargaining between the employers & employees.	
4.	Excise Assistant		
5.	Excise Clerk	18589	715
		17345	667
V.	MARKETING / SALES / PURCHASE DEPARTMENT		
1. 2. 3. 4. 5. 6. 7. 8.	Marketing Manager / Business Unit Manager Regional Sales Manager / Sales Manager Purchase Manager Purchase Officer Sales Officer Sales Supervisor Purchase Supervisor Field Officer	Wages left for mutual bargaining between the employers & employees.	
9. 10. 11.	Sales Representative Purchaser Sales Assistant		
		18589	715

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VI.	STORE DEPARTMENT		
1. 2. 3.	Manager Store Officer Sales Assistant	Wages left for mutual bargaining between the employers & employees.	
4.	Store Keeper / Godown Keeper	19836	763
5.	Assistant Store Keeper	18589	715
6. 7.	Assistant Electrician Assistant Motor Winder	17345	667
VII	ELECTRICAL DEPARTMENT		
1. 2.	Electrical Incharge Electrical Supervisor	Wages left for mutual bargaining between the employers & employees	
3.	Assistant Electrical Supervisor	19836	763
4.	Electrician	18589	715
5.	Motor Winder	17345	667
6. 7.	Assistant Electrician Assistant Motor Winder	16848	648
VIII.	LABORATORY / CHEMICAL DEPARTMENT		
1. 2. 3. 4.	Senior Chemist / Senior Office Chemist Senior Analyst Chemist Laboratory Incharge	Wages left for mutual bargaining between the employers & employees.	
5.	Assistant Chemist	19144	736
6.	Laboratory Assistant	19144	736
IX.	QUALITY CONTROL DEPARTMENT		
1. 2. 3.	Quality Control Manager Quality Control Incharge Quality Control Supervisor	Wages left for mutual bargaining between the employers & employees.	
4. 5.	Assistant Quality Control Supervisor Quality Control	17034	655

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		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
X.	PRODUCTION DEPARTMENT		
1. 2. 3. 4. 5.	Production Manager Production Specialist Planning Officer Production Supervisor Foreman	Wages left for mutual bargaining between the employers & employees.	
6. 7. 8. 9. 10.	Assistant Operator / Assistant Foreman Senior Technician Senior Skilled Process Workers Senior Group Leader Machine Operator Class-I		
11. 12. 13.	Machine Operator / Machine Settler Technician Machine Operator Class-II	17269	665
14.	Skilled Process Worker / Technical Assistant	19144	736
XI.	PACKING & DELIVERY DEPARTMENT		
1. 2. 3. 4.	Packing Incharge Delivery Incharge Packing Supervisor Delivery Supervisor	Wages left for mutual bargaining between the employers & employees.	
5. 6.	Packing Analysis Assistant Delivery Supervisor		
		17345	667
		19836	763

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		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
XII.	WORKSHOP		
1.	Workshop Foreman / Incharge	Wages left for mutual bargaining between the employers & employees.	
2. 3. 4. 5. 6. 7. 8. 9. 10. 11.	Black Smith Machinist Boiler Attendant Turner Welder Fitter Mason Carpenter Fabricator Mechanic	19836	763
12. 13. 14.	Assistant Fitter Assistant Welder Assistant Mechanic	18589	715

9. CONSTRUCTION INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ENGINEERING DEPARTMENT		
1. 2. 3. 4. 5. 6.	Senior Engineer Engineer Assistant Engineer Construction Superintendent Superintendent Architect	Wages left for mutual bargaining between the employers & employees.	
7.	Oversear	19836	763
8. 9. 10. 11. 12. 13.	Assistant Architect Trainee Engineer Sub Engineer Sub Oversears Surveyors Draftsman	17345	667
II.	QUALITY SUPERVISION DEPARTEMENT		
1. 2. 3. 4.	Senior Estimator Estimator Assistant Estimator Senior Quantity Surveyors	Wages left for mutual bargaining between the employers & employees.	
5.	Quantity Surveyors	19836	763
III.	WORKSHOP DEPARTMENT		
1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11.	Workshop Manager Workshop Officer Senior Plant Foreman Plant Foreman Electrician Foreman Plant Mechanic Carpenter Foreman Mason Fopreman Foreman Khalasi Foreman Labour Foreman	Wages left for mutual bargaining between the employers & employees.	
12. 13. 14.	Plant Operator Workshop Assistant Tile Fixer	21083	811

15.	Mosaic Mason		
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		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
16. 17. 18. 19. 20. 21.	Electrician Carpenter Mason Welder Iron Smith Shuttering Carpenter	18589	715
22. 23. 24. 25. 26.	Driver Khalasi Mosaic Helper Stone Cutter Water	17345	667
IV.	ACCOUNTS DEPARTMENT		
1. 2.	Senior Accountant Accountant	Wages left for mutual bargaining between the employers & employees.	
3.	Accountant Assistant	18589	715
4.	Accounts Clerk	17345	667
V.	ADMINISTRATION DEPARTMENT		
1. 2. 3. 4. 5.	Administration Manager Administrative Officer Company Secretary Confidential Secretary Doctor	Wages left for mutual bargaining between the employers & employees.	
6.	Senior Store Keeper	19836	763

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		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
7. 8. 9. 10. 11.	Administrative Assistant Personal Assistant Office Assistant Computer Operator Assistant Store Keeper	18589	715
12.	Cook	16848	648
13. 14. 15. 16.	Telex / Telephone Operator Compounder Typiist Clerk / Store Munshi	17345	667
17.	Time Keeper	16848	648
18. 19.	Dack Rider Head Peon	16598	639

10. CYCLE INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATIVE DEPARTMENT		
1.	Computer Operator	18589	715
2.	Office Assistant		
3.	Receptionist	17345	667
4.	Telephone Operator		
5.	Clerk	17345	667
6.	Driver	17345	667
II.	ACCOUNTS DEPARTMENT		
1.	Accounts Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Accountant		
3.	Assistant Accountant	18589	715
4.	Cashier	18589	715
5.	Accounts Clerk	17345	667
III.	STORE DEPARTMENT		
1.	Store Incharge	Wages left for mutual bargaining between the employers & employees	
2.	Store Keeper		
3.	Godown Incharge	19836	763
4.	Assistant Store Keeper	17345	667
5.	Store Clerk	17345	667
IV.	PRODUCTION DEPARTMENT		
1.	Production Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Production Incharge		
3.	Supervisor		
4.	Foreman		

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5. 6. 7. 8. 9. 10. 11.	Head Turner Head Welder Head Moulder Head Carpenter Head Tool Setter Machinist (G-I) Hammer man (Power (G-I)	22327	859
12. 13. 14. 15. 16. 17. 18.	Mistry Die Maker Die Fitter Colour Maker / Rangsaaz Pattern Maker Hander Assistant Foreman	19836	763
19. 20. 21.	Bench Fitter Plant Operator Chemical Analyst	18589	715
22. 23. 24. 25. 26. 27. 28. 29.	Welder Fitter Turner Carpenter Electrician Plumber Mason Painter	18589	715
30. 31. 32. 33. 34. 35. 36.	Shaperman / Planner Power Press Operator Fork Lift Truck Operator Black Smith Rim Machine Operator Assistant Machinist Assistant Welder	17345	667

37.	Assistant Turner		
38.	Reviter (Machine)		

11. ELECTRIC APPLIANCES INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPTMENT		
1. 2. 3. 4.	Administration Manager Assistant Manager Admn. Officer Executive Secretary	Wages left for mutual bargaining between the employers & employees.	
5. 6. 7.	Computer Operator Stenographer Office Assistant	19836	763
8. 9. 10. 11. 12.	Receptionist Clerk Typist Fax Operator / Telephone Operator Record Keeper	17345	667
13. 14.	Time Keeper Driver	17345	667
15. 16.	Despatcher / Despatch Rider	16598	639
II.	ACCOUNTS / FINANCE DEPARTMENT		
1. 2. 3. 4.	Finance Manager Chief Accounts / Controller / Finance Manager Account / Cost Accountant Accounts Officer	Wages left for mutual bargaining between the employers & employees.	
5.	Assistant Accountant	19836	763
6.	Cashier	18589	715
III.	IMPORT / PURCHASE DEPTT.		
1. 2.	Imports / Purchase Manager Imports Officer	Wages left for mutual bargaining between the employers & employees.	
3.	Purchaser	18589	715

4.	Import Assistant	18589	715
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IV.	ELETRICAL / MECHANICAL & MAINTENANCE DEPARTMENT		
1.	Maintenance / Mechanical / Electrical Engineer	Wages left for mutual bargaining between the employers & employees.	
2.	Senior Foreman		
3.	Foreman / Supervisor / Mechanical & Electrical		
4.	Electrical (Qualified)	18589	715
5.	Machinist		
6.	Fitter		
7.	Turner		
8.	Furnace man		
9.	Bench Fitter		
10.	Spray Painter		
11.	Heat Dentor		
12.	Motor Winder		
13.	Fabricator		
14.	Tin Smith		
15.	Welder / Gas Cutter		
16.	Technician		
17.	Laminator	16848	648
18.	Assistant Electrician		
19.	Assistant Tinsmith		
V.	STORE DEPARTMENT		
1.	Store Incharge / Store Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper		
3.	Fork Lift Driver	19836	763
4.	Assistant Store Keeper	18589	715
VI.	PRODUCTION / MANUFACTURER DEPARTMENT		
1.	General Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Quality Control Manager		
3.	Production Manager		
4.	Senior Foreman / Senior Supervisor		
5.	Foreman / Quality Controller		
6.	Die Maker		
7.	Senior Fitter		

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		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
8.	Charge Hand	22327	859
9.	Cable Machine Operator	21083	811
10.	Miller		
11.	Quality Inspector / Quality Controller		
12.	Senior Press Operator / Senior	19836	763
13.	Operator		
14.	Miller / Sand Miller		
15.	Pattern Maker		
16.	Leathe Machine Operator		
17.	Setter Operator Carpenter		
18.	Tool Setter	21083	811
19.	Electrician		
20.	Loading Hand		
21.	Denter / Painter		
22.	Tank Operator	17345	811
23.	Arm Polisher/Polisher		
24.	Caster		
25.	Transformer Fixer		
26.	Assembler		
27.	Grainder		
28.	Machine Operator / P.P Operator		
29.	Press man		
VII.	SECURITY DEPARTMENT		
1.	Security Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Security Shift Incharge		
3.	Security Guard	17345	667

12. FLOUR MILLING INDUSTRY.

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1. 2.	Manager Assistant Manager	Wages left for mutual bargaining between the employers & employees.	
3. 4.	Office Assistant Computer Operator	18589	715
5. 6.	Telephone Operator Office Clerk	19836	763
7. 8.	Driver Cook	17345	667
9.	Pesh Imam	16848	648
II.	MILLING DEPARTMENT		
1.	Miller	Wages left for mutual bargaining between the employers & employees.	
2. 3. 4.	Supervisor Shift Incharge Assistant Miller	19836	763
5. 6.	Roll man Silk man	18589	715
7.	Washing man	16848	648
8.	Oil man	16598	639
III.	TECHNICAL DEPARTMENT		
1. 2. 3.	Mechanic Turner Fitter	18589	715
IV.	SALES & MARKETING DEPTT.		
1.	Cashier	18589	715
2. 3.	Delivery Clerk Gate Clerk	17345	667

4.	Out Door Clerk		
V.	STORE DEPARTMENT		
1.	Godown Clerk	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
VI.	PURCHASE DEPARTMENT		
1.	Purchaser	18589	715
2.	Wheat Clerk	19836	763
VII.	ACCOUNTS DEPARTMENT		
1.	Accountant	19836	763
2.	Accounts Clerk	17345	667
VIII.	MAINTENANCE DEPARTMENT		
1.	Electrician	18589	715

13. FOOD INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1.	Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Computer Operator	18589	715
3.	Office Assistant		
4.	Telephone Operator	17345	667
5.	Driver	17345	667
6.	Cook		
7.	Time Keeper		
II.	ACCOUNTS DEPARTMENT		
1.	Accountant/Accounts Officer		
2.	Assistant Accountant	19836	763
3.	Cashier	18589	715
III.	STORE DEPARTMENT		
1.	Store Officer / Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper / Godown Keeper	19836	763
3.	Assistant Store Keeper	18589	715
4.	Store Clerk	17345	667
IV.	SALES & MARKETING DEPARTMENT		
1.	Sales Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Purchase Officer		
3.	Field Officer		
4.	Sales Manager		
5.	Purchase Assistant	18589	715
6.	Marketing Assistant		
7.	Delivery Clerk	17345	667
8.	Distributors		

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S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
V.	MAINTENANCE DEPARTMENT		
1.	Foreman	Wages left for mutual bargaining between the employers & employees.	
2.	Crane Operator	19836	763
3.	Turner	18589	715
4.	Carpenter		
5.	Motor Winder		
6.	Electrician		
7.	Fitter	18589	715
8.	Welder		
9.	Painter		
10.	Boiler Attendant		
11.	Plumber		
12.	Mechanic		
13.	Fabricator		
14.	Mason		
15.	All Assistant	17345	667
16.	Assistant Welder		
VI.	SECURITY DEPARTMENT		
1.	Security Supervisor/Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Security Guard	17345	667
VII.	LABORATORY		
1.	Senior Chemist		
2.	Laboratory Incharge / Supervisor		
3.	Quality Control Inspector	19836	763
IX.	PRODUCTION DEPARTMENT		
1.	Production Incharge / Production Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Food Supervisor		
3.	Ovan Supervisor	21083	811
4.	Food Expert		
5.	Baking Master		
6.	Head Ovan Technician		

7.	Head Operator		
8.	Food Processor		
9.	Bake Process Incharge		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
10.	Sanitary Inspector	18589	715
11.	Operator B		
12.	Paste Mixture Mechanic		
13.	Paste Mixture Technician		
14.	Waste Operator	17345	667
15.	Casser Operator		
16.	De Cesser Operator		
17.	Production Operator		
18.	Material Mixture		
19.	Merchandiser		
20.	Generator Operator	16848	648
21.	Flour Man Chakiman		
22.	Cuitter		
X.	PACKING & DELIVERY DEPARTMENT		
1.	Packing Incharge / Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Delivery Incharge / Supervisor		
3.	Senior Packer	16598	639
4.	Box Maker Carton Maker		
XI.	REFERIGERATION DEPARTMENT		
1.	Engineer	Wages left for mutual bargaining between the employers & employees.	
2.	Refrigeration Incharge		
3.	Refrigeration Supervisor	22327	859
4.	Ammonia Refrigeration Opt. Cum		
5.	Refrigeration Mechanic		
6.	Fitter	18589	715
7.	Plant Operator		
8.	Utility Operator		
9.	Assistant Fitter	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
XII.	REFRIGERATION PLANT ROOM DEPARTMENT		
1.	Engineer	Wages left for mutual bargaining between the employers & employees.	
2.	Plant Room Operator	22327	859
3.	Plant Room Supervisor		
4.	Senior Operator	21083	811
5.	Head Operator		
6.	Fitter		
7.	Cold Room Operator	18589	715
8.	Assistant Fitter		
XIII.	COLD ROOM DEPARTMENT		
1.	Cold Room Incharge	22327	859
2.	Cold Supervisor		
3.	Cold Room Shipper	17345	667

14. FURNITURE & WOOD WORKING INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1.	Supervisor / Shift Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Quality Controller		
3.	Purchaser	19836	763
4.	Godown Incharge	19836	763
5.	Office Assistant	18589	715
6.	Telephone Operator	17345	667
7.	Store Keeper (Grade-3)	17345	667
8.	Excise Clerk	17345	667
9.	Time Keeper	16848	648
10.	Lift Operator		
11.	Salesman (Without Commission)		
12.	Fireman / Boiler		
II.	ACCOUNTS DEPARTMENT		
1.	Accounts Assistant	18589	715
2.	Accounts Clerk	17345	667
III	PRODUCTION DEPARTMENT		
1.	Production Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Designer		
3.	Swaman	18589	715
4.	Mistri / Mechanic		
5.	Glue Operator		
6.	Press Operator	17345	667

7.	Carpenter	17345	667
8.	Press Assistant	16848	648
9.	Sand Paper Mailing		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
IV.	TECHNICAL DEPARTMENT		
1. 2. 3. 4.	Electrical Engineer Electrical Supervisor Foreman Charge hand	Wages left for mutual bargaining between the employers & employees.	
5. 6.	Welder (Argan) Boiler Incharge	22327	859
7. 8. 9. 10. 11. 12.	Turner Welder Fitter (Grade-I) Fitter / Pipe Fitter Plumber Electrician	18589	715
13.	Operator	17345	667
14. 15. 16. 17.	Driver Packer Graving man / Graving Incharge Security Guard	16848	648

15. GLASS INDUSTRY.

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1. 2. 3.	Plant Manager Office Secretary Accountant	Wages left for mutual bargaining between the employers & employees.	
4. 5.	Computer Operator Office Assistant	18589	715
6. 7.	Telephone Operator / Receptionist Clerk	17345	667
8. 9.	Time Keeper Driver	17345	667
II.	FURNACE ROOM		
1.	Senior Furnace Operator	21083	811
2. 3.	Furnace Feeder Glass Cutter	18589	715
4.	Batch Maker	16848	648
5. 6. 7.	Furnace Operator Batch Feeder Laminate Glass Assistant	16848	648
III.	GLASS AMPOULE & VIAL MANUFACTURING		
1. 2. 3.	Production Officer Foreman Assistant Production Officer	Wages left for mutual bargaining between the employers & employees.	
4.	Machine Operator (BR/PR)	16848	648
5. 6.	Sorter Packer	16200	625
IV.	WORK SHOP		
1. 2. 3.	Quality Controller General Incharge Shift Incharge	Wages left for mutual bargaining between the employers & employees.	
4.	Machinist	19836	763

5.	Leath Machine Turner		
6.	Die Maker		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
7.	Fitter	18589	715
8.	Grinder		
9.	Fabricator		
10.	Screen Maker	18589	715
V.	STORE		
1.	Store Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper	19836	763
VI.	ELECTRIC ROOM		
1.	Foreman	Wages left for mutual bargaining between the employers & employees.	
2.	Electrician	18589	715
3.	Electric Helper	16200	625
VII.	ACCOUNTS DEPARTMENT		
1.	Accountant / Accounts Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Assistant Accountant	19836	763
3.	Cashier	18589	715

16. HOTEL INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	RECEPTION & BOOKING		
1. 2.	Chief Telephone Officer Guest Relation Officer	Wages left for mutual bargaining between the employers & employees.	
3. 4.	Receptionist Telephone Operator	17345	667
5.	Liftman	16598	639
II.	SERVICING / OUT DOOR / INDOOR		
1. 2. 3. 4.	Chief Steward / Head Steward Senior Captain Beverage Officer Assistant Chief Steward	Wages left for mutual bargaining between the employers & employees.	
5. 6.	Captain Room Service Supervisor	19836	763
7. 8.	Kitchen Steward Head Waiter	18589	715
III.	COOKING & KITCHEN		
1. 2. 3.	Kitchen Controller Chief Chief Baker	Wages left for mutual bargaining between the employers & employees.	
4.	Head Confectioner / Assistant Pastry Chief	21083	811
5.	Head Cook/Chief De Pastry	19836	763

6.	Assistant Chief		
7.	Sweet Maker		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
8. 9. 10.	Confectioner Cook Baker	18589	715
11.	Bihari Cook / Tikka Cook	17345	667
17.	Mini Bar Attendant	16200	625
IV.	BAR		
1.	Bar man	17345	667
V.	LINON & LAUNDARY		
1. 2.	Tailor / Cushion Maker Senior Laundry Supervisor / Incharge Laundry Supervisor	18589	715
VI.	HOUSE KEEPING		
1. 2.	Guest Relation Officer Guest Service Officer	Wages left for mutual bargaining between the employers & employees.	
3.	Guest Hostess	18589	715
4.	Room Service Supervisor	17345	667
5.	Head Mali	16848	648
6.	Mali	16200	625
VII.	ADMINISTRATION & GENERAL DEPARTMENT		
1. 2. 3. 4. 5. 6.	Manager General Manager Public Relation Officer Secretary Purchase Secretary Communication Officer	Wages left for mutual bargaining between the employers & employees.	

7.	Consultant	
8.	Production Officer	
9.	Accountant	
10.	Office Incharge	

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
11.	Assistant Supervisor	18589	715
12.	Assistant Accountant		
13.	Computer Operator		
14.	Cashier		
15.	P.A to M.D		
16.	Clerk	17345	667
17.	Typist		
VIII.	GENERAL / MISC.		
1.	Chief Recovery Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Recovery Officer		
3.	Estate Officer		
4.	Personal Coordinator		
5.	Engineering Coordinator		
6.	Head Store Keepers / Store Supervisor		
7.	Recovery Incharge	19836	763
8.	Store Keeper		
9.	Boiler Attendant	18589	715
10.	Assistant Store Keeper		
11.	Driver	17345	667
12.	Night Auditor		
13.	Musician		
14.	Pesh Imam / Moazzin		
IX.	MAINTENANCE		
1.	Chief A.C Ref. Mechanic	Wages left for mutual bargaining between the employers & employees.	
2.	Head Electrician		
3.	Head Plumber		
4.	Head Painter		
5.	A.C & Mechanic	19836	763
6.	Gas Mechanic		
7.	Radio & DTV Mechanic		
8.	Carpenter	18589	715
9.	Mistri		
10.	Plumber		

11.	Painter		
12.	Electrician		
13.	Lift Mechanic		
14.	General Mechanic		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
15. 16. 17. 18	A.C Operator Assistant Electrician Assistant Painter Assistant Ref. Mechanic	17345	667
X.	SECURITY DEPARTMENT		
1. 2.	Security Officer Assistant Security Officer	Wages left for mutual bargaining between the employers & employees.	
3.	Security Guard	17345	667

17. IRON STEEL & FABRICATED METAL INDUSTRY.

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	PERSONNEL & ADMINISTRATION DEPARTMENT		
1. 2. 3. 4. 5.	Personnel & Administration Manager General Manager Personnel Officer Administration Officer Office Incharge	Wages left for mutual bargaining between the employers & employees.	
6. 7. 8.	Computer Operator Office Assistant Stenographer	18589	715
9. 10. 11. 12.	Cook Receptionist Clerk Telephone Operator	17345	667
13. 14.	Driver Time Keeper	17345	667
15.	Gardner	16598	639
II.	ACCOUNTS DEPARTMENT		
1. 2. 3.	Chief Accountant Deputy Manager (Accounts) Accountant	Wages left for mutual bargaining between the employers & employees.	
4.	Assistant Accountant	19836	763
5.	Cashier	18589	715
6.	Accounts Assistant	18589	715
7.	Accounts Clerk	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
III.	SALES PURCHASE DEPARTMENT		
1.	Sales / Purchase Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Sales Officer/Purchase Manager		
3.	Sales Supervisor/Purchase Officer		
4.	Sales Representative		
5.	Purchaser	19836	763
6.	Assistant Purchaser	18589	715
7.	Sales Assistant		
IV.	STORE DEPARTMENT		
1.	Store Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Store Incharge		
3.	Store Keeper / Godown Keeper	19836	763
4.	Assistant Store Keepr	18589	715
V.	SECURITY DEPARTMENT		
1.	Security Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Security Incharge/Security Supervisor		
3.	Security Guard	17345	667
VI.	CHEMICAL DEPARTMENT		
1.	Chemist	Wages left for mutual bargaining between the employers & employees.	
2.	Laboratory Incharge		
3.	Assistant Chemist	19836	763
VII.	PRODUCTION DEPARTMENT		
1.	Engineer	Wages left for mutual bargaining between the employers & employees.	
2.	Deputy Manager (Production)		
3.	Senior Supervisor		

4.	Foreman	
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S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
5. 6. 7. 8. 9.	Head Fitter Head Welder Head Electrician X-Ray Welder Quality man	21083	811
10. 11. 12. 13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25. 26. 27. 28. 29. 30. 31. 32. 33. 34. 35. 36. 37.	Charge Hand Machinist Welder Molder Plumber Carpenter Black Smith Tin Smith Electrician Mistri/Mechanic Pattern Maker Boiler man Painter Grinder Turner Tool man Foundary Operator Bench Fitter A.C Mechanic Machine Operator Crane Operator Furnace Operator Gas Cutter Press man Metal Sawman Mason Drill man Shapperman	18589	715
38.	Assistant Fitter	17345	667

39.	Assistant Electrician		
40.	Assistant Moulder		
41.	Assistant Welder		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
VIII.	QUALITY CONTROL DEPARTMENT		
1.	Quality Control Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Quality Control Incharge		
3.	Quality Control Supervisor		
4.	Quality Control Inspector	21083	811
5.	Assistant Quality Control Inspector	19836	763
IX.	PACKING & DELIVERY DEPARTMENT		
1.	Packing Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Delivery Incharge		
3.	Packing Supervisor		
4.	Delivery Supervisor		
5.	Packing Analysis	21083	811
6.	Assistant Delivery Supervisor		

18. MACHINE MADE CARPET INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION / ACCOUNTS / SALES DEPARTMENT		
1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12.	Director General Manager Factory Manager Manager Advisor / Law Officer Administrative Officer Labour Officer Public Relation Officer Secretary Chief Accountant Accounts Officer Accountant	Wages left for mutual bargaining between the employers & employees.	
13. 14.	Purchaser Store Keeper	19836	763
15. 16. 17.	Cashier Accounts Assistant Office Assistant	18589	715
18. 19. 20. 21.	Typist Clerk Telephone Operator Driver	17345	667
22. 23.	Time Keeper Gardner	16848	648
II.	COMPUTER DEPARTMENT		
1.	Programmer	Wages left for mutual bargaining between the employers & employees.	

2.	E&D Incharge	22327	859
3.	Key Punch Operator / Computer Operator	18589	715

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
III.	TECHNICAL / PRODUCTION DEPARTMENT		
1. 2. 3. 4. 5.	Engineer Technical Manager Production Manager Designer Dyer	Wages left for mutual bargaining between the employers & employees.	
6. 7. 8. 9.	Quality Controller Foreman Jobber Pattern Maker	21083	811
10. 11. 12.	Supervisor Fitter Warper	19836	763
13. 14. 15.	Darner /Sarner Machine Operator Weaver	17345	667
IV.	ELECTRICAL DEPARTMENT		
1.	Electric Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Electrician	18589	715
V.	WORKSHOP / BOILER DEPARTMENT		
1. 2. 3. 4. 5. 6.	Boiler Attendant Turner Welder Miler Plumber Carpenter	18589	715

7.	Boiler Attendant II		
8.	Mason		
9.	Fireman	16848	648

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
VI.	HAND KNITTED CARPET LOOMS ADMINISTRATION/ACCOUNTS DEPARTMENT		
1. 2.	Manager Accountant	Wages left for mutual bargaining between the employers & employees.	
3.	Cashier	18589	715
4. 5.	Typist Clerk	17345	667
II.	TECHNICAL / PRODUCTION DEPARTMENT		
1. 2. 3.	Master Designer Designer Dyer	Wages left for mutual bargaining between the employers & employees.	
4.	Supervisor	21083	811
5.	Rafoogar	18589	715
6.	Knitter	17345	667
7. 8. 9. 10. 11.	Grinder Prinder Machine Operartor / P.P Operator Printer Pressman	17345	667
12. 13.	Oilman Packer	16200	625

14.	Cooli / Loader		
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S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
VIII	SECURITY DEPARTMENT		
1. 2.	Security Officer Security Shift Incharge	Wages left for mutual bargaining between the employers & employees.	
3.	Security Guard. (Armed)	17345	667

19 MACHIINERY INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1. 2. 3.	Manager. Admin Officer. Accountant	Wages left for mutual bargaining between the employers & employees.	
4. 5.	Computer Operator Office Assistant.	18589	715
6.	Clerk.	17345	667
7.	Mali.	16598	639
II.	PRODUCTION DEPARTMENT.		
1. 2. 3. 4.	Foreman. Superintendent. Die Fitter/Die Maker. Quality Control Inspector	Wages left for mutual bargaining between the employers & employees.	
5. 6. 7. 8. 9. 10.	CNC Machine Operator Wire cut Machine Operator Boiler Operator. Technical Assistant Draughts man. Laboratory Technician.	22327	859
11 12. 13. 14. 15. 16. 17. 18. 19. 20. 21.	Machinist. Bench Fitter. Electrician. Welder. Molder. Spray Painter. Black Smith Tin Smith. Mechanic Auto Denter. Turner. A.C Mechanic	19836	763

22.	Die Caster.		
23.	Auto Electrician		
24.	Furnace Mason		
25.	Motor Winder		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
26. 27. 28. 29. 30. 31.	Grinder Miller Heat Surface Tractor Crane Operator Furnace Operator Store Keeper	19836	763
32. 33. 34. 35. 36. 37. 38. 39. 40.	Fork Lift Driver Sand Shot Blaster Painter Scraper Pump Operator Hammer man Assistant Electrician Pack man	17345	667

20. PAINTS & VARNISH INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION & GENERAL ADMINISTRATION DEPARTMENT		
1. 2. 3. 4. 5. 6. 7. 8. 9.	General Manager Manager Excise & General Officer Chief Accountant Accountant / Account Officer Deputy Secretary Deputy Secretary cum Assistant Excise & General Officer Computer Programmer	Wages left for mutual bargaining between the employers & employees.	
10. 11.	Excise Incharge Supervisor	21083	811
12. 13. 14. 15.	Sales Representative Packing Incharge Delivery Incharge Computer Operator	18589	715
16.	Store Keeper / Godown Keeper	19836	763
17. 18. 19. 20. 21. 22.	Import Assistant Export Assistant Purchase Assistant Godown Assistant Assistant cum Typist Fork Lift Operator	18589	715
23. 24. 25. 26.	Telephone Operator Excise Clerk Accounts Clerk Typist	17345	667

27.	Clerk		
28.	Store Clerk		
29.	Driver		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
II.	RESEARCH & DEVELOPMENT QUALITY CONTROL DEPARTMENT		
1.	Chemist	Wages left for mutual bargaining between the employers & employees.	
2.	Assistant	21083	811
3.	Lab Assistant	18589	715
III.	PRODUCTION DEPARTMENT		
1.	Senior Process man	22327	859
2.	Process man	21083	811
3.	Junior Process man	18589	715
4.	Boiler Attendant	17345	667
5.	Machine Operator		
IV.	MAINTENANCE DEPARTMENT		
1.	Foreman	Wages left for mutual bargaining between the employers & employees.	
2.	Electrician	18589	715
3.	Mistri		
4.	Fitter		
5.	Carpenter		
6.	Junior Fitter	16848	648
7.	Assistant Machine Operator		
V.	MISCELLANEOUS		
1.	Cook	17345	667
2.	Assistant Cook	16848	648

21. PAPER PRODUCT INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION DEPARTMENT		
1. 2. 3. 4. 5. 6. 7.	Manager Factory Manager Admin. Officer Assistant Manager Deputy Factory Manager Company Secretary Supervisor	Wages left for mutual bargaining between the employers & employees.	
8. 9.	Office Assistant Computer Operator	18589	715
10. 11.	Receptionist / Telephone Operator Clerk	17345	667
12. 13.	Time Keeper Driver	16848	648
II.	ACCOUNTS DEPARTMENT		
1.	Accountant	Wages left for mutual bargaining between the employers & employees.	
2.	Assistant Accountant	19836	763
3.	Cashier	18589	715
4.	Accounts Clerk	17345	667
III.	PRODUCTION DEPARTMENT		
1. 2. 3.	Factory Supervisor Binding Supervisor System Administrator	Wages left for mutual bargaining between the employers & employees.	
4.	Production Incharge	22327	859
5. 6.	Flexo Printer Senior Technician	21083	811

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
7. 8. 9. 10. 11. 12. 13. 14.	Machine Operator Flexo Operator Technician Electrician Fitter Welder Turner Mechanic	18589	715
15. 16.	Operator Assistant Operator	17345	667
17. 18.	Junior Operator Junior Flexo Operator	16848	648
IV.	SALES / PURCHASE DEPARTMENT		
1. 2. 3. 4.	Chief Finance Officer Sells Office / Purchase Officer Sells Manager Sells Officer	Wages left for mutual bargaining between the employers & employees.	
5.	Purchaser	19836	763
6. 7.	Assistant Purchaser Sells Officer	18589	715
V.	CHEMICAL DEPARTMENT		
1. 2.	Chemist Laboratory	Wages left for mutual bargaining between the employers & employees.	
3.	Assistant Chemist	19836	763
4.	Lab. Assistant	17345	667
5.	Lab. Boy	16848	648

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
VI.	STORE DEPARTMENT		
1.	Store Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper	19836	763
3.	Assistant Store Keeper	18589	715
VII.	SECURITY DEPARTMENT		
1.	Security Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Security Guard	17345	667

22. PETROLEIUM INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	ADMINISTRATION / ACCOUNTS DEPARTMENT		
1.	Director	Wages left for mutual bargaining between the employers & employees.	
2.	Manager		
3.	Accountant		
4.	Computer Operator	18589	715
5.	Junior Operator	17345	667
6.	Clerks / Store Assistant	17345	667
II.	PRODUCTION DEPARTMENT		
1.	Supervisor / Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Chemist		
3.	Foreman		
4.	Process Technician	21083	811
5.	Laboratory Technician		
6.	Instrument Technician		
7.	Fitter	18589	715
8.	Electrician		
9.	Mechanic		
10.	Welder		
11.	Mechanist		
12.	Fork Lift Operator		
13.	Crane Operator		
14.	Fabricator		

15.	Plant Attendant / Operator		
16. 17.	Driver Security Guard	17345	667

23. PHARMACEUTICAL INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
I.	PERSONNEL / ADMINISTRATION DEPARTMENT		
1. 2. 3. 4.	Director General Manager Manager Officer	Wages left for mutual bargaining between the employers & employees.	
5. 6.	Computer Operator Office Assistant	18589	715
7. 8. 9. 10. 11. 12.	Telephone Operator Fax Operator Telex Operator Typist Clerk Head Cook	17345	667
13. 14. 15.	Record Keeper Driver Cook	16848	648
16.	Gardner / Mali	16598	639
II.	ACCOUNTS DEPARTMENT		
1. 2. 3. 4. 5. 6.	Director General Manager Accounts Finance Manager Costing Manager Treasury Manager Chief Accountant	Wages left for mutual bargaining between the employers & employees.	

7.	Accountant / Accounts Officer		
8.	Finance Analyst		
9.	Accounts Assistant	18589	715
10.	Cashier		
11.	Clerk	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING
III.	PRODUCTION DEPARTMENT		
1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11.	Director General Manager Manager Supervisor Charge Hand Head Mechanic Head Painter Senior Boiler Attendant Pharmacist Senior Inspector Senior Processor Senior Operator	Wages left for mutual bargaining between the employers & employees.	
12. 13.	Assistant Foreman Mechanic	19836	763
14. 15. 16. 17. 18. 19. 20. 21. 22. 23. 24. 25.	Fitter Plumber Painter Turner Boiler Attendant Welder Group Leader / Team Leader Assistant Plant Operator Pharma Assistant Fabricator Electrician Fork Lift Operator	18589	715
26. 27. 28. 29. 30. 31. 32.	Machine Operator / Machinist Ware House Assistant Checker Manufacturing Operator Cutter Draftsman Assistant Carpenter	17345	667

33.	Assistant Electrician		
34.	Assistant Turner		
35.	Assistant Welder		
36.	Assistant Fitter		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
IV.	PURCHASE & SALES DEPARTMENT		
1. 2. 3. 4. 5. 6. 7. 8. 9. 10.	Marketing Director Marketing Manager Procurement Officer Purchase Officer Planning Officer Sales Officer Medical Representative Import Incharge Sales Representative Sales Coordinator	Wages left for mutual bargaining between the employers & employees.	
11.	Purchaser	19836	763
12. 13.	Salesman Purchase Assistant	18589	715
V.	STORE DEPARTMENT		
1.	Store Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper	19836	763
3.	Assistant Store Keeper	17345	667
VI.	SECURITY DEPARTMENT		
1.	Hawaldar	17345	667
2.	Guard	16848	648
VII	LABORATORY		
1. 2. 3. 4. 5. 6.	E.D.P Manager Programmer Analyst Programmer'Consultant Micro Biologist Quality Control Incharge Head Computer	Wages left for mutual bargaining between the employers & employees.	

7. 8.	Senior Medical Assistant Ayalyst		
10. 11.	Lab Technician Q.C Assistant	19836	763

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
12.	Lab Assistant	18589	715
13.	Dawasaz	17345	667

24. PLASTIC INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	PERSONNEL & ADMINISTRATION DEPARTMENT		
1. 2. 3. 4. 5.	Personnel Administrative Manager General Manager/Factory Manager Personnel Officer Administrative Officer Office Incharge / Company Secretary	Wages left for mutual bargaining between the employers & employees.	
6. 7. 8.	Computer Operator Office Assistant Stenographer	18589	715
9. 10. 11.	Receptionist Telephone Operator Clerk	17345	667
12.	Driver	17345	667
II.	SECURITY DEPARTMENT		
1. 2. 3. 4.	Chief Security Officer Security Officer Security Supervisor Security Incharge	Wages left for mutual bargaining between the employers & employees.	
5.	Armed Security Guard	17345	667
6.	Security Hawaldar	16598	639
III.	ACCOUNTS DEPARTMENT		
1. 2.	Chief DAccountant Accounts Officer	Wages left for mutual bargaining between the employers & employees.	

3.	Accountant		
4.	Assistant Accountant	19836	763
5.	Cashier	18589	715
6.	Accounts Assistant		
7.	Accounts Clerk	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
IV.	MARKETING /SALES/PURCHASE DEPARTMENT		
1. 2. 3. 4. 5. 6. 7. 8.	Manager Marketing Manager Sells Manager Purchase Manager Purchase Officer Sells Officer Sells Supervisor Purchase Supervisor	Wages left for mutual bargaining between the employers & employees.	
9. 10.	Sales Representative Sales Purchaser	18589	715
11.	Assistant	17345	667
V.	STORE DEPARTMENT		
1. 2.	Store Officer Store Incharge	Wages left for mutual bargaining between the employers & employees.	
3.	Store Keeper / Godown Keeper	19836	763
4.	Assistant Store Keeper	18589	715
5.	Store Clerk	17345	667
VI.	LABORATORY / CHEMICAL DEPARTMENT		
1. 2. 3. 4.	Senior Chemist / Senior Officer Chemist Senior Analyst Chemist Laboratory	Wages left for mutual bargaining between the employers & employees.	
5.	Assistant Chemist	21083	811
6.	Laboratory Assistant	18589	715
7.	Lab Boy	17345	667
VII.	QUALITY CONTROL DEPARTENT		

1.	Quality Control Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Quality Control Incharge		
3.	Quality Control Supervisor		
4.	Assistant Quality Control Supervisor	21083	811
5.	Quality Control Inspector	18589	715

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
VIII.	PRODUCTION DEPARTMENT		
1.	Production Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Production Specialist		
3.	Planning Officer		
4.	Production Officer		
5.	Foreman		
6.	Assistant Supervisor/Assistat Foreman	21083	811
7.	Senior Technician	19836	763
8.	Senior Skilled Process Worker	18589	715
9.	Senior Group Leader		
10.	Machine Operator Class –I		
11.	Machine Operator/Machine Settler	18589	715
12.	Technician		
13.	Skilled Process Worker/Technician Assistant		
14.	Machine Operator Class II	16848	648
IX.	PACKING & DEVELIVERY DEPARTMENT		
1.	Packing Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Delivery Incharge		
3.	Packing Supervisor		
4.	Delivery Supervisor		
5.	Packing Analysis	18589	715
6.	Assistant Delivery Supervisor	16200	625
7.	Packer/Loader/Helper		
X.	WORKSHOP		
1.	Workshop Foreman/Incharge	18589	715
2.	Black Smith		
3.	Machinist		
4.	Boiler Attendant		
5.	Turner		

6.	Welder		
7.	Fitter		
8.	Mason		
9.	Carpenter		
10.	Fabricator		
11.	Mechanic		
12.	Assistant Fitter	17345	667
13.	Assistant Welder		
14.	Assistant Mechanic		

25. PRINTING PRESS INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	DESIGN DEPARTMENT OR PRELIMS DEPARTMENT		
1.	Artist / Engraver	Wages left for mutual bargaining between the employers & employees.	
2.	Graphic Artist / Mounter / Layout Artist		
3.	Junior Graphic Artist / Junior / Artist	18589	715
4.	Junior Mounter Katib (Caligraphist)		
II.	STUDIO DEPARTMENT		
1.	Scanner / Colour Separator	Wages left for mutual bargaining between the employers & employees.	
2.	Cameraman		
3.	Junior /Assistant Scanner Operator	21083	811
4.	Assistant Cameraman	19836	763
		18589	715
III.	PROCESS DEPARTMENT BLOCK MARKETING DEPARTMENT		
1.	Process Incharge	21083	811
2.	Plate Maker / Operator	18589	715
3.	Electro Plate / Grind man or Grinder Sorter/Sangsaz	17345	667
4.	Assistant Plate Maker / Assistant Sorter	16848	648
IV.	PRINTING DEPARTMENT		
1.	Forean/Supervisor/Printing Incharge / Four Color MachinPrinter	Wages left for mutual bargaining between the employers & employees.	
2.	Two Colour Machine Operator		
		21083	811

3.	Assistant Foreman / Assistant Supervisor Assistant Printig Incharge	19836	763
4.	Lethographer / Die Operator / Die Cutter / Die Printer	18589	715
5. 6.	Single Colour Machine Operator Letter Press Machine Operator / Proof Reader / Ink man/ Cutting Machine Operator	Wages left for mutual bargaining between the employers & employees.	
7.	Assistant Die Cutter Assistant Die Operator	17345	667
8.	Mono Print Operator/ Cutting Assistant/ Assistant Cutter	16848	648

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
V.	BINDING / FINISHING DEPARTMENT		
1.	Foreman Binding/ Supervisor Binding Checker	Wages left for mutual bargaining between the employers & employees.	
2.	Assistant Foreman Binding / Assistant Supervisor Binding/ Assistant Checker/ Pasting Machine Operator	19836	763
3.	Sorter / Examiner / Folder/ Paster Book Binder Replacer / Hand number Re toucher	15734	696
4.	Assistant Sorter/ Assistant Paster/ Assistant Operator	17345	667
VI.	MAINTENANCE WORKSHOP / ENGINEERING		
1. 2.	Chief Engineer / Plant Engineer/ Engineer Electrical / Mechanical Elctrical Foreman / Supervisor / Electrical/ Mechanical Electronics	Wages left for mutual bargaining between the employers & employees.	
3.	Assistant Foreman/ Assistant Supervisor	21083	811

4.	Mechanic/Turner/Black Smith/ Electrician/ Plumber / Boiler Attendant / Electronics Technician/ Operator	18589	715
5.	Assistant Mechanic / Electrician Wireman Pump Machine Operator	17345	667
VII.	GENERAL STORE / WARE HOUSE		
1.	Store Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Store Incharge / Godown Incharge / Store Supervisor	21083	811
3.	Store Keeper / Godown Keeper	19836	763
4.	Assistant Store Keeper / Store Assistant / Store Clerk	18589	715

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
VIII.	ADMINISTRATION DEPARTMENT		
1.	Executive Director	Wages left for mutual bargaining between the employers & employees.	
2.	General Manager		
3.	Manager Production		
4.	Sales manager		
5.	Marketing Manager		
6.	Admin Manager		
7.	Sales Executive		
8.	Jr. Executive		
9.	Planning Officer		
10.	Computer Officer		
11.	Admin Officer		
12.	Assistant Manager		
13.	Labour Officer		
14.	Jr. Officer		
15.	Production Officer		
16.	Secretary cum Admn.		
17.	P.A. to Director	19836	763
18.	Import Incharge		
19.	Purchaser		
20.	Computer Operator	18589	715

21.	Steno Typist		
22.	Office Assistant		
23.	Telephone Incharge		
24.	Cook	17345	667
25.	Driver		
26.	Crpenter	18589	715
25.	Typist	17345	667
26.	Clerk		
27.	Out Door Clerk		
28.	Time Keeper	16848	648
29.	Out Door Assistant	18589	715
30.	Gardner	16848	648

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
IX.	ACCOUNTS DEPARTMENT		
1.	Chief Accountant	Wages left for mutual bargaining between the employers & employees.	
2.	Accountant		
3.	Assistant Accountant	19836	763
4.	Accountant cum Cashier		
5.	Cashier	18589	715
6.	Accounts Assistant		
7.	Accounts Clerk	17345	667

26. READY MADE GARMENTS INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	PERSONNEL ADMINISTRATION DEPARTMENT		
1.	Manager		
2.	Computer Operator	18589	715
3.	Office Assistant		
4.	Receptionist	17345	667
5.	Telephone Operator		
6.	Clerk		
7.	Driver	17345	667
8.	Cook		
9.	Time Keeper		
ii.	ACCOUNTS DEPARTMENT		
1.	Chief Accountant/ Accountant/ Accounts Officer		
2.	Assistant Accountant	18589	715
3.	Cashier		
III.	STORE DEPARTMENT		

1.	Store Officer / Icharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper / Godown Keeper	19836	763
3.	Assistant Store Keeper	18589	715
4.	Store Clerk	17345	667
5.	Store Loader	16848	648
IV.	PURCHASE DEPARTMENT		
1.	Purchaser	19836	763
2.	Purchase Assistant	18589	715

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
V.	SALES & MARKETING DEPARTMENT		
1.	Export manager	Wages left for mutual bargaining between the employers & employees.	
2.	Export Officer		
3.	Export Incharge	21083	811
4.	Export Assistant	18589	715
5.	Marketing Assistant		
6.	Delivery Clerk	17345	667
7.	Distributors / Salesman		
VI.	MAINTENANCE DEPARTMENT		
1.	Foreman	22327	859
2.	Turner	18589	715
3.	Carpenter		
4.	Motorwinder		
5.	Assistant		
6.	Electrician		
7.	Fitter		
8.	Welder		
9.	Painter		

10.	Mechanic		
11.	Fabricator		
12.	Plumber		
13.	Mason		
14.	Assistant Fitter	17345	667
15.	Assistant Welder		
VII.	SECURITY DEPARTMENT		
1.	Security Supervisor / Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Fireman	17345	667
3.	Security Guard	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
VIII	QUALITY CONTROL DEPARTMENT		
1.	Quality Control Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Production Incharge		
3.	Production Controller	21083	811
4.	Quality Control Supervisor		
5.	Production Incharge		
6.	Quality Control Inspector	19836	763
7.	Quality Control Assistant		
8.	Quality Control Checker		
9.	Production Clerk	17345	667
10.	Production Checker		
IX.	CUTTING DEPARTMENT		
1.	Cutting Master	22327	859
2.	Cutting Supervisor		
3.	Cutting man	19836	763
4.	Cutting checker		
5.	Cutter	16848	648
6.	Re-Cutter		

7.	Thread Cutter		
8.	Knife Cutter		
9.	Layman		
X.	STITCHING DEPARTMENT		
1.	Stitching Supervisor	22327	859
2.	Stitching Master		
3.	Designer	21083	811
4.	Embroiders		
5.	Tracer		
6.	Tailor		
7.	Alter Operator		
8	Machine Operator	18589	715
9.	Sewing Operator		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
10.	Knitter	17345	667
11.	Flat Knitter		
12.	Dying man		
13.	Weaver		
14.	Prewinder	16848	648
15.	Alterman		
16.	Bundle Checker		
17.	Sampleman		
XI.	FINISHING DEPARTMENT		
1.	Jobber	19836	763
2.	Finishing Supervisor		
3.	Finishing Operator	18589	715
4.	Dying Operator		
5.	Checker	17345	667
6.	Line Checker		
7.	Kaj Machine Operator		
8.	Button Machine Operator		
9.	Pressman		

10.	Washing man		
11.	Overlock Operator		
12.	Dying man		
XII.	FOLDING DEPARTMENT		
1.	Folding Supervisor	21083	811
2.	Folder	17345	667
3.	Deliveryman		
XIII.	PACKING DEPARTMENT		
1.	Packig Supervisor	17345	667

27. RICE HUSKING INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH 26 FOR WORKING DAYS	PER DAY 8 HOURS WORKING.
1.	Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Mistri-I	19836	763
3.	Mistri-II	18589	715
4.	Fitter		
5.	Munshi/Jamadar		
6.	Chowkidar	16200	625
7.	Helper / Loader		
I.	PIECE RATED WORKER	PER 40 KILOGRAMS	
1.	Dhan Rice Toul Wala	10.12	
2.	Dhan Rice Dholai Wali	7.06	
3.	Katti Ki Toul / Silai Wala	7.06	
4.	Mondi Say Dhan Lahi Wala	10.12	
5.	Lify Bhari Silai Wala	15/-	
6.	Channi / Dhan Silai Wala	17.09	
II.	PIECE RATED WORKER	PER BAG	
1.	Rice Chani Bharti / Silai Wala	16.03	
2.	Rice Bharti /Silai Wala	14.40	

3.	Rice / Dara / Kati Thapai Wala	10.70
4.	Chawal Lify Bharai Wala (without Silai)	13.30
5.	Chawal Dara Ketti Ko Godown main Dahewal	13.30
6.	Katti Double Channi Wala	8.50
7.	Sirf Silai Wala	8.50
8.	Chawal Dara Ketti Ko Godown main Dahewala	8.50
9.	Chawal Ki Chanai / Dara Nikalne Wala	9.60
10.	Bara Dana Badelwy / Silai Wala	8.50
11.	Dhawan (Sari)Ki Charic Wala	15.79
12.	Chawal Dara Kati Bhariwala	10.70
13.	Chawal Ki Chanai / Dharke Wala	8.50
14.	Bhusa Double Chani	9.40
Note	Provided that monthly wage should not be less than Rs.16,200/- per worker.	

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS
III.	PIECE RATED WORKERS	
15.	Baradana Bundle Bnany Wala (Fee Bundle)	42.94
16.	Chawal Ka Katta (Thhari Wala) (Fee Katta)	7.16
17.	Chawal Dara Katti Chikai Wala (Fee Earry)	7.16
18.	Dana Kotha (Roof Shookai Wala (For 800 KG)	213.20
19.	Dhan (Floor Shooki Wala) (for 80 KG)	170.70

28. ROAD TRANSPORT INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
	INTERCITY ROUTES		
1.	Manager	Wages left for mutual bargaining between employers & employees.	
2.	Motor Mechanic	22327	544
3.	Fitter	18589	715
4.	Clerk	16848	648
6.	Conductor	16848 Inclusive Daily Allow.	648
7.	Cleaner	16200 Inclusive Daily Allow.	625
	URBAN ROUTES		
1.	Driver	18589+ 200 Daily Allow	715

2.	Conductor	16848+ Inclusive Daily Allow.	648
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29. RUBBER INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	PERSONNEL & ADMINISTRATION DEPARTMENT		
1. 2. 3. 4. 5.	Personnel & Administration Manager Personnel Officer Administration Officer Secretary / Private Secretary Office Incharge	Wages left for mutual bargaining between the employers & employees.	
6. 7.	Computer Operator Office Assistant	18589	715
8. 9. 10. 11.	Receptionist Telephone Operator Typist Clerk	17345	667
12. 13. 14. 15.	Time Keeper Driver Gardner Assistant Time Keeper	16848	648
II.	SECURITY DEPARTMENT		

1. 2. 3. 4.	Chief Security Officer Security Officer Security Incharge Security Supervisor	Wages left for mutual bargaining between the employers & employees.	
5. 6.	Security Guard Security Hawaldar	16848	648
III.	ACCOUNTS DEPARTMENT		
1. 2. 3.	Finance Manager Assistant Finance Manager Accountant	Wages left for mutual bargaining between the employers & employees.	
4.	Assistant Accountant	19836	763
5. 6.	Accounts Assistant Cashier	18589	715
7.	Accounts Clerk	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
IV.	SALES / PURCHASE DEPARTMENT		
1. 2. 3. 4. 5.	Sales / Purchase Manager Sales Officer Purchase Officer Sales Supervisor Purchase Supervisor	Wages left for mutual bargaining between the employers & employees.	
6. 7. 8.	Sales Representative Purchaser Sales Assistant	18589	715
9.	Assistant Purchaser	17345	667
V.	STORE DEPARTMENT		
1. 2. 3.	Manager Store Officer Store Incharge	Wages left for mutual bargaining between the employers & employees.	
4.	Store Keeper / Godown Keeper	19836	763
5.	Assistant Store Keeper	18589	715
6.	Store Clerk	17345	667
VI.	ELECTRICAL DEPARTMENT		

1.	Electrical Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Electrical Supervisor		
3.	Assistant Electrical Supervisor	19836	763
4.	Electrician	18589	715
5.	Motor Winder	17345	667
6.	Assistant Electrician	16848	648
7.	Assistant Motor Winder		
VII.	LABORATORY		
1.	Laboratory Incharge	Wages left for mutual bargaining between the employers & employees.	
2..	Assistant Chemist		
3.	Lab Assistant	21083	811
		18589	715
4.	Lab Boy	16848	648

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
VIII.	QUALITY DEPARTMENT		
1.	Quality Control Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Quality Control Incharge		
3.	Quality Control Supervisor		
4.	Assistant Quality Control Supervisor	22327	859
5.	Quality Control Inspector		
IX	PRODUCTION DEPARTMENT		
1.	Manager Production	Wages left for mutual bargaining between the employers & employees.	
2.	Assistant Manager Production		
3.	Plastic Extruder Incharge		
4.	Production Supervisor / Officer		
5.	Die Maker	22327	859
6.	Assistant Supervisor	21083	811
7.	Assistant Foreman		
8.	Drawing man		
9.	Boiler man		
10.	Pattern Maker		
11.	Senior Operator		
12.	Tailor	18589	715

13.	Tube Operator		
14.	Mono Band Operator		
15.	Tire Press Operator		
16.	Wire Operator		
17.	Mixing Operator		
18.	Printer Operator		
19.	Tire Packing Operator		
20.	Operator		
21.	Cutting man	18690	719
22.	Rollman		
23.	Pressman		
24.	Sea Mistres		
25.	Semi Operator		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
26.	Assistant Operator	16848	648
27.	Junior Operator		
28.	Trolly man		
29.	Jointer		
30.	Walcanizer		
31.	Apprentice		
X.	PACKING & DELIVERY DEPARTMENT		
1.	Assistant Delivery Supervisor	19836	763
XI.	WORKSHOP		
1.	Work Shop Foreman / Incharge	21083	811
2.	Blacksmith	18589	715
3.	Machinist		
4.	Turner		

5.	Welder		
6.	Fitter		
7.	Mason		
8.	Carpenter		
9.	Assistant Fitter	17345	667
10.	Semi Mechanic		

30. SILK / RAYON SMALL UNITS & POWER LOOM INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	ADMINISTRATION DEPARTMENT		
1.	Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Administration Office		
3.	Assistant Manager		
4.	Office Assistant	18589	715
5.	Computer Operator		
6.	Telephone Operator	17345	667
7.	Clerk		
8.	Time Keeper	16848	648
9.	Driver		
10.	Security Guard		
II.	ACCOUNTS DEPARTMENT		
1.	Accountant	Wages left for mutual bargaining between the employers & employees.	
2.	Assisstant Accountant		
3.	Cashier	18589	715
4.	Accounts Clerk	17345	667

III.	PRODUCTION DEPARTMENT		
1. 2. 3.	Factory Supervisor Warping Supervisor Foreman	Wages left for mutual bargaining between the employers & employees.	
4. 5. 6. 7. 8.	Sizing Incharge Dying Master Bleaching Master Tana Master Master	22327	859
9. 10. 11.	Shift Incharge Assistant Supervisor Production Supervisor	19836	763
12. 13. 14. 15. 16. 17.	Electrician Fitter Welder Turner Assistant Foreman Machine Operator	18589	715

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
18. 19. 20. 21. 22. 23. 24. 25.	Previnder Warper Needle Fitter/Needle man Machine Shuttle Bobin man Folder Checker Damage Checker	17345	667
IV.	STORE DEPARTMENT		
1.	Store Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper	19836	763
3.	Store Assistant	18589	715
4.	Store Clerk	17345	667

V.	SECURITY DEPARTMENT		
1.	Security Incharge / Security Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Security Guard	17345	667

31. SOAP MANUFACTURING INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	PERSONNEL/ADMINISTRATION DEPARTMENT		
1.	Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Computer Operator	18589	715
3.	Office Assistant		
4.	Receptionist		
5.	Telephone Operator	17345	667
6.	Clerk		
7.	Driver	17345	667
8.	Cook		
II.	ACCOUNTS DEPARTMENT		

1.	Chief Accountant / Accountant / Accounts Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Assistant Accountant	19836	763
3.	Cashier	18589	715
III.	STORE DEPARTMENT		
1.	Store Officer Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keper / Godown Keeper	19836	763
3.	Assistant Store Keeper	18589	715
4.	Store Clerk	17345	667
5.	Store Loader / Helper	16598	639
IV.	SALES & MARKETING DEPARTMENT		
1. 2. 3. 4.	Sales Manager Sales Officer Field Officer Sales Manager	Wages left for mutual bargaining between the employers & employees.	
5.	Purchaser	19836	763
6. 7.	Purchase Assistant Marketing Assistant	18589	715
8. 9.	Delivery Clerk Distributors / Salesman	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
V./	MAINTENANCE DEPARTMENT		
1.	Foreman		
2. 3. 4. 5. 6. 7. 8. 9. 10. 11.	Turner Carpenter Motorwinder Assistant Foreman Electrician Fitter Welder Painter Mechanic Fabricator	18589	715

12.	Plumber		
13.	Mason		
14.	Assistant Fitter	17345	667
15.	Assistant Welder		
VI.	SECURITY DEPARTMENT		
1.	Security Supervisor / Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Fireman	17345	667
3.	Security Guard		
VII.	PRODUCTION DEPARTMENT		
1.	Department Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Supervisor		
3.	Senior Plant Operator	19836	763
4.	Assistant Supervisor	18589	715
5.	Plant Operator	17345	667
6.	Machine Operator		
7.	Operator / Glyrasring Operator		
8.	Jobber	16848	648
9.	Soap Cuter		
10.	Junior Plant Operator		
11.	Pump man		
12.	Karcharman		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
VIII.	PAN SOAP BOILING DEPARTMENT		
1.	Soap Boiler Supervisor	21083	811
2.	Soap Boiler Incharge		
3.	Soap Boiler Operator	18589	715
4.	Boiler Attendant		
5.	Trade man	17345	667

IX.	QUALITY CONTROL DEPARTMENT		
1.	Boiler Quality Control Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Lab Incharge	19836	763
3.	Lab Assistant		
4.	Assistant Quality Incharge	18589	715
5.	Lab Boy	16848	648
X.	TEELLOW DEPARTMENT & BALOCHER		
1.	Blacher Operator	19836	763
2.	Tallow Operator	17345	667

32. SUGAR INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	CANE DEPARTMENT		
1.	Cane Manager / Agriculture Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Programme manager		
3.	Deputy Cane Manager		
4.	Cane Purchase /Procurement Officer		
5.	Cane Development Officer		
6.	Programme Officer		
7.	Cane Officer / Cane Supply Officer		
8.	Ejtomologist / Agronomist		

9.	Assistant Programme Officer / Agriculture Advisor		
10.	Assistant Cane Officer		
11.	Assistant (Cane Procurement Officer)		
12.	Assistant (Cane Development Officer)		
13.	Assistant Cane Manager		
14.	Supervising Officer		
15.	Yard Superintendent		
16.	Assistant Supply Officer		
17.	Junior Programme Officer		
18.	Assistant Yard Officer / Assistant Yard Superintendent		
19.	Senior Programme Incharge	19836	763
20.	Programme Supervisor / Programme Cane Supervisor / Programme Supdt.		
21.	Senior Programme Inspector / Circle Inspector		
22.	Field Supervisor		
23.	Farm Supervisor / Farm Incharge		
24.	Cane Supervisor / Cane Yard Sup/ Yard Officer		
25.	Weight Supervisor /Weight Clerk/ Shift		
26.	Supervisor Sugar Godown Incharge / Head Godown Keeper Fertilizer		
27.	Godown Keeper		
28.	TPT Incharge / Transport Clerk Transport Inspector / Supervisor		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
29.	Programme Inspector / Circle Cane Inspector Programme Incharge	18589	715
30.	Field Assistant / Field Helper		
31.	Programme Assistant		
32.	Assistant Cane Inspector		
33.	Weightment Inspector		

34.	Yard Inspector / Cane Yard Inspector		
35.	Cane Carrier Incharge		
36.	Cane Carrier Suprvisor		
37.	Purchi Section Incharge/Purchi		
38.	Section Supervisor		
39.	Assistant Programme Incharge		
40.	Yard Supervisor	17345	667
41.	Sector Supervisor		
42.	Field man		
43.	Yard cum Traffic Supervisor / Yard		
44.	Supervisor Loan Recovery Supervisor		
45.	Senior Clerk		
46.	Typist		
47.	Clerk		
48.	Driver		
49.	Ledger Assistant		
50.	Loan Clerk		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
II.	CHEMICAL DEPARTMENT		
1.	Chief Chemist	Wages left for mutual bargaining between the employers & employees.	
2.	Senior Dy. Chief Chemist		
3.	Dy. Chief Chemist		
4.	Assistant Chief Chemist		
5.	Head Sugar Boiling officer		
6.	Pan Superintendent		
7.	Senior Lab Chemist		
8.	Laboratory Officer		
9.	Production Manager		

10.	Senior Lab Chemist		
11.	Senior Chemist		
12.	Refinary Pan Officer		
13.	Assistant Shift Chemist Officer		
14.	Lab Chemist		
15.	Pan Chemist		
16.	Shift Chemist		
17.	Senior Juice Foreman		
18.	Lab. Incharge		
19.	Centrifugal Operator	21083	811
20.	Refinary Panman		
21.	Senior Panman		
22.	Centrifugal Supervisor		
23.	Sugar Premeter Operator		
24.	Juice Supervisor		
25.	Juice Foreman		
26.	Quad Foreman		
27.	Centrifugal Foreman		
28.	Laboratory Supervisor		
29.	Pan Supervisor		
30.	Senior Quadman		
31.	Incharge Pan man		
32.	Evaporatory man		
33.	Lab. Analyst		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
34.	Assistant Centrifugal Supervisor	18589	715
35.	M. Reheater Operator		
36.	Juice Heater Mate		
37.	Sulphitation Mate		
38.	Lime House Mate / Lime Shaker Mate		
39.	V.F Mate		
40.	Carbonation Mate		
41.	Centrifugal Mate		
42.	Defection Mate		

43.	A.F Mate		
44.	Pressure Fitter Mate		
45.	Pan Mate		
46.	Clarification Mate/Clarifier Mate		
47.	Refinery Carbonation Mate		
48.	Press Fitter Mate		
49.	Lime Klin Mate		
50.	Remelter Mate		
51.	Begging Mate		
52.	Lime Preparation Mate		
53.	Mate		
54.	Quadman		
55.	Packing Machine Operator		
56.	Clarifier Attendant		
57.	Junior Pan man		
58.	Tailor		
59.	Magma Attendant		
60.	Dry Seed H. Attendant		
61.	Assistant Ljime Preparation Mate	16848	648
62.	Assistant Remelter Mate		
63.	Assistant Juice Heater Mate		
64.	Assistant Vaccum Fitter Mate		
65.	Assistant Clarification Mate		
66.	Assistant Defection Mate		
67.	Assistant Bagging Mate		
68.	Assistant Refinery Carbonation Mate		
69.	Assistant Sulphitation Mate		
70.	Assistant Press Fitter Mate		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
71.	Assistant Centrifugal	18589	715
72.	Mate Assistant		
73.	Assistant Pan Mate		
74.	Bagging Sewing Operator		
75.	Bagging Clerk/Recording Clerk		
76.	Assistant Centrifugal Operator		
77.	Assistant Pan Man		
78.	Assistant Quadman		
III.	ELECTRICAL DEPARTMENT		

1. 2. 3. 4. 5. 6. 7. 8. 9. 10. 11. 12.	Chief Electrical Engineer 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	Wages left for mutual bargaining between the employers & employees.	
13. 14. 15. 16. 17. 18. 19. 20. 21. 22. 23.	Electrical Foreman Senior Electrician Instrument Technician/ Foreman/Supervisor Turbine Foreman Diesel Engine Foreman/Mechanic Winding Foreman Senior Armature Winder Winding Supervisor Head Winder Electrical Supervisor Senior Fitter	21083	811

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
24. 25. 26. 27. 28. 29. 30. 31. 32.	Fitter Armature Winder Switch Board A.C Technician / Mechanic Telephone Technician Senior Shift Incharge Complaint Cell Incharge Assistant Winding Supervisor Electrician	18589	715

33.	Winder Motor Winder		
34.	Wireman		
35.	Electric Fitter		
36.	Senior Power House Operator		
37.	Diesel Operator		
38.	Senior Cable Jointer		
39.	Senikor S.B.A		
40.	Instrument Mechanic (Refrigrator & AC)		
41.	Junior Electrician	16848	648
42.	Junior Fitter		
43.	Junior Winder		
44.	Assistant Electrician		
45.	Line Man		
46.	Power House Operator		
47.	Assistant Wireman		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
IV.	MECHANICAL DEPARTMENT		
1.	Chief Engineer	Wages left for mutual bargaining between the employers & employees.	
2.	Senior Dy. Chief Engineer		
3.	Dy. Chief Engineer		
4.	Senior Engineer		
5.	Shift Engineer		
6.	Boiler Engineer		
7.	Mechanical Engineer		
8.	Work Shop Engineer		
9.	Designer Engineer		
10.	Technical Manager		

11.	Store Officer		
12.	Assistant Chief Engineer		
13.	Assistant Shift Engineer		
14.	Assistant Engineer		
15.	Assistant Boiler Engineer		
16.	Assistant Work Shop Engineer		
17.	Assistant Mechanical Engineer		
18.	Mill House Engineer		
19.	Assistant Mill Engineer		
20.	Assistant Store Officer		
21.	Junior Officer / Superintendent	21083	811
22.	Compressor Operator		
23.	Rigger Foreman		
24.	Senior Mechanic		
25.	Work Shop Foreman		
26.	Weigh Bridge Foreman		
27.	Foundry Foreman		
28.	Welding Foreman		
29.	Khalasi Foreman		
30.	Head Jamadar Khalasi		
31.	Armature Winding Foreman		
32.	Auto Foreman		
33.	Boiler Foreman		
34.	Foreman		
35.	Carpenter Foreman		
36.	Pattern Foreman		
37.	Boiler Supervisor		
38.	Welder / Supervisor / Senior Welder		
39.	Weigh Bridge Supervisor		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
40.	Moulder Supervisor	21083	811
41.	Mason Supervisor		
42.	Welding Incharge		
43.	Senior Mechanic		
44.	AC Mechanic		
45.	Tractor Mechanic		
46.	Turbine Mechanic		

47.	Mechanic		
48.	Weigh Bridge Mechanic		
49.	Head Plumber		
50.	Machinist		
51.	Head Moulder		
52.	Head Welder		
53.	Senior Turner	19836	763
54.	Senior Draught man		
55.	Senior Moulder		
56.	Senior Turbine Operator		
57.	Senior Planner Operator		
58.	Senior Shaperman		
59.	Senior Black Smith		
60.	Senior Tim Smith		
61.	Senior Carpenter		
62.	Senior Mason		
63.	Senior Rigger		
64.	Senior Tracer		
65.	Senior Bench Fitter/Senior Fitter		
66.	Draught man		
67.	Turbine Operator		
68.	Turbine Diesel Operator/Fitter		
69.	Diesel cum Turbine Operator		
70.	Diesel Operator		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
71.	Wireman	19836	763
72.	Water Boiler Inspector		
73.	Assistant Boiler Supervisor		
74.	Fitter		
75.	Welder		
76.	Turner		
77.	Fire Fighting Supervisor		

78.	Water Supply Supervisor		
79.	Tim Smith		
80.	Black Smith		
81.	Mason		
82.	Electric Fitter		
83.	Moulder		
84.	Work Mistry		
85.	Plumber		
86.	Carpenter		
87.	Shapeman		
89.	Fireman		
90.	Planner man / Planner Milling man		
91.	Painter		
92.	Pattern Maker		
93.	Pump Driver		
94.	Fresh Water Pump Driver		
95.	Furnace Oil		
96.	Pump Driver		
97.	Tractor Driver		
98.	Diesel Engine Driver		
99.	Crane Operator		
100.	Senior Drill man		
101.	Spray Pump Driver		
102.	Molasses Pump Driver		
103.	Tracer		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
104.	Boiler Attendant	16848	648
105.	Feed Pump Operator		
106.	Tractor Operator		
107.	Tube Well Operator		
108.	Planner Operator		
109.	Cable Jointer		
110.	Assistant Turbine Operator		
111.	Assistant Diesel Operator		
112.	Assistant Shaperman		

113.	Drill man		
114.	Plantation man		
115.	Rigger		
116.	Khalasi Shift Jamadar		
117.	Assistant Jamadar Khalasi		
118.	Junior Planner man		
119.	Junior Shaper man		
120.	Junior Plumber		
121.	Junior Carpenter		
122.	Junior Fitter		
123.	Junior Welder / Welder Helper		
124.	Junior Turbine Operator		
125.	Water Attendant		
126.	Land Incharge Petrol Pump		
127.	Incharge Petrol Pump		
128.	2 nd Incharge Petrol Pump		
129.	Greasor		
130.	Oilman		
131.	Fabricator		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
V.	ACCOUNTS DEPARTMENT		
1.	Chief Accountant	Wages left for mutual bargaining between the employers & employees.	
2.	Finance Manager		
3.	Chief Cashier		
4.	Deputy Chief Accountant		
5.	Deputy Account Manager		
6.	Deputy Finance Manager		
7.	Senior Accounts Officer		
8.	Accounts Officer		
9.	Laocal Purchase Officer/Purchase Officer		
10.	Assistant Accounts Officer		

11.	Assistant Sugar Godown Officer		
12.	Assistant Godown Officer		
13.	Junior Accounts Officer		
14.	Head Cashier		
15.	Computer Operator	18589	715
16.	Assistant Accountant		
17.	Head Clerk		
18.	Stenographer		
19.	Assistant Godown Incharge		
20.	Local Purchase Assistant		
21.	Purchase Assistant		
22.	Senior Accounts Assistant/ Accounts Assistant		
23.	Sugar Godown Supervisor/Stitching Supervisor		
24.	Ledger Incharge		
25.	Accountant		
26.	Senior Clerk	17345	667
27.	Cashier		
28.	Godown Assistant		
29.	Typist		
30.	Receptionist		
31.	Assistant Cashier		
32.	Wages Assistant		
33.	Ledger Assistant		
34.	Cash Assistant		
35.	Record Keeper		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
VI.	ADMINISTRATION DEPARTMENT		
1.	Senior Director	Wages left for mutual bargaining between the employers & employees.	
2.	Senior Executive		
3.	Director		
4.	Managing Director		
5.	Executive Director		
6.	Technical Director		

7.	Resident Director	
8.	Mill House Engineer	
9.	Civil Engineer	
10.	Manager (Admn)	
11.	Junior Executive	
12.	Dy. Admn. Manager	
13.	Factory Manager	
14.	Technical Advisor / Manager	
15.	Personal Advisor / Manager	
16.	Administration & Personnel Officer	
17.	General Manager	
18.	Dy. General Manager	
19.	Assistant General Manager	
20.	Public Relation Officer	
21.	Private Secretary / Executive Asstt.	
22.	Security Officer	
23.	Transport Officer	
24.	Sanitation Officer	
25.	Establishment Officer	
26.	Senior Officer	
27.	Junior Officer	
28.	Superintending Operator	
29.	Superintending Officer	
30.	Assistant Civil Engineer	
31.	Assisant Security Officer	
32.	Assistant Establishment Officer	
33.	Assistant Transport Officer	

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
34.	Fair Price Shop Incharge	19836	763
35.	Office Incharge / Superintendent		
36.	Transport Incharge		
37.	Establishment Incharge		
38.	Sanitary Incharge / Inspector		
39.	PA to General Manager		
40.	Head Telephone Operator / Supervisor	18589	715
41.	E.C.B.I Incharge		

42.	Security Incharge		
43.	Security Supervisor		
44.	Head Jem Khalasi / Labour Jamadar		
45.	Senior Khalasi		
46.	Fertilizer Godown Keeper		
47.	Head Store Keeper/Senior Store		
48.	Keeper		
49.	Telephone Operator		
50.	Computer Operator		
51.	Telex Operator		
52.	Receptionist		
53.	Telephone Incharge		
54.	Stenographer / Exec. Assistants		
55.	Assistant Security Inspector/		
56.	Security Supervisor		
57.	Head Clerk		
58.	Head Time Keeper		
59.	Store Keeper		
60.	Khalasi Supervisor		
61.	Civil Supervisor		
62.	Photo Copier Machine Operator		
63.	Time Keeper / Shift Time Keeper		
64.	Shift Supervisor		
65.	Wages Incharge		
66.	Assistant Telephone Operator	17345	667
67.	Junior Clerk		
68.	Assistant Store Keeper		
69.	Office Assistant		
70.	Typist		
71.	Establishment Clerk		
72.	Gate Clerk		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
	a) MEDICAL SECTION		
75.	Medical Officer/	Wages left for mutual bargaining between the employers & employees.	
76.	Resident Medical Officer		
77.	Estate Officer		

78.	Labour Welfare Officer		
79.	Assistant Medical Officer		
80.	Assistant Purchase Officer		
81.	Assistant Labour Officer		
82.	Estate Incharge		
83.	Colony & Estate Supervisor	19836	763
84.	Welfare Supervisor		
85.	Head Plumber		
86.	Staff Nurse		
87.	Auto Foreman		
88.	Nurse	18589	715
89.	Compounder/Dispenser		
90.	Nursing Attendant (Male)		
91.	Assistant Welfare Supervisor		
92.	Assistant Colony Supervisor		
93.	Security Inspector		
94.	Guest House Incharge		
95.	Plumber		
96.	Telephone Mechanic		
97.	Auto Mechanic		
98.	Carpenter		
99.	Painter		
100.	Teacher		
101	Khateeb	17345	667
102	Head Cook / Senior Cook		
103.	Water Pump Driver		
104.	Cook		
105.	Pesh Imam		
106.	Moazin		
107.	Driver		

33. TANNERY INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	ADMINISTRATION DEPARTMENT		

1.	Admin. Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Junior Officer		
3.	Security Incharge		
4.	Office Assistant	18589	715
5.	Computer Operator		
6.	Stenotypist		
7.	Typist	17345	667
8.	Telephone Operator / Clerk		
9.	Driver	17345	667
10.	Cook		
11.	Gardner		
12.	Pressman		
13.	Security Guard		
II.	STORE DEPARTMENT		
1.	Technical Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Wheel Stakeman		
3.	Supervisor	19836	763
4.	Store Keeper		
5.	Assistant Store Keeper	18589	715
6.	Store Clerk	17345	667
III.	ENGINEERING DEPARTMENT		
1.	Foreman/Maintenance Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Mechanical Supervisor		
3.	Assistant Foreman	19836	763
4.	Electrician	18589	715
5.	Fitter		
6.	Turner		
7.	Welder		
8.	Machinist		
9.	Plumber	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
10.	Assistant Electrician	16848	648

11.	Assistant Turner		
12.	Shaper		
13.	Grinder		
IV.	PRODUCTION DEPARTMENT		
1.	Technical Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Wheel Stakeman		
3.	Supervisor	19836	763
4.	Semi Supervisor	18589	715
5.	Finisher / Glazing Operator		
6.	Saving man / Shaver Operator		
7.	Flasher / F.M Operator		
8.	Selector		
9.	Measurer		
10.	Guage Selector	17345	667
11.	Drumman	16200	625
12.	Packing Worker		
13.	Timer		
14.	Slater		
V.	SALES / MARKETING DEPTT.		
1.	Sales Marketing Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Import Officer		
3.	Export Officer		
4.	Marketing Assistant	18589	715
5.	Import Assistant		
6.	Export Assistant		
7.	Sales / Marketing Clerk	17345	667
8.	Import / Export Clerk		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
VI.	ACCOUNTS DEPARTMENT		
1.	Accountant	Wages left for mutual bargaining between the employers & employees.	

2.	Assistant Accountant	19836	763
3.	Cashier	18589	715
4.	Accounts Assistant		
5.	Accounts Clerk	17345	667
VII.	COMPUTER DEPARTMENT		
1.	Programmer / Jr. Programmer	Wages left for mutual bargaining between the employers & employees.	
2.	Assistant Programmer	19836	763
3.	Data Entry Operator	18589	715
4.	Computer Operator		
VIII	INVENTORY DEPARTMENT		
1.	Inventory Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Inventory Assistant	18589	715
3.	Inventory Clerk	17345	667

34. TEXTILE INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.

I.	PERSONNEL ADMINISTRATION DEPARTMENT		
1.	Manager	Wages left for mutual bargaining between the employers & employees.	
2.	Administrative Officer		
3.	Senior Officer		
4.	Computer Operator	18589	715
5.	Office Assistant		
6.	Receptionist	17345	667
7.	Telephone Operator / Fax Operator		
8.	Driver		
9.	Cook		
10.	Time Keeper		
11.	Clerks (all types)		
II.	ACCOUNTS DEPARTMENT		
1.	Chief Accountant	Wages left for mutual bargaining between the employers & employees.	
2.	Accountant / Accounts Officer		
3.	Assistant Accountant	19836	763
4.	Cashier	18589	715
5.	Accounts Assistant		
III.	STORE DEPARTMENT		
1.	Store Officer / Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Store Keeper / Godown Keeper		
3.	Assistant Store Keeper	18589	715
4.	Store Clerk	17345	667
IV.	PURCHASE DEPARTMENT		
1.	Incharge Purchase / Purchase Officer	Wages left for mutual bargaining between the employers & employees.	
2.	Purchaser		
3.	Assistant Purchaser	21083	811
		18589	715

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
V.	SECURITY DEPARTMENT		

1.	Security Supervisor / Incharge	21083	811
2.	Fireman / Fire Fighter	15734	696
3.	Security Guard	16848	648
VI.	MAINTEDNANCE DEPARTMENT		
1. 2. 3. 4.	Chief Engineer Electrical Engineer Mechanical Foreman	Wages left for mutual bargaining between the employers & employees.	
5. 6. 7. 8.	Turner Carpenter Motor Winder Assistant Foreman	19836	763
9. 10. 11. 12. 13. 14. 15. 16.	Electrician Fitter Welder Painter Plumber Mechanic Fabricator Mason	18589	715
17. 18.	Assistant Fitter Assistant Welder	17345	667
VII.	PRODUCTION DEPARTMENT i) SPINING DEPARTMENT		
1. 2. 3.	Technical Manager Production Manager Spining Master	Wages left for mutual bargaining between the employers & employees.	
4. 5. 6. 7. 8. 9.	Head Jobber Dack Process Head Jobber Wing / Finishing Cone Winding Production Supervisor Shift Incharge Assistant Spining Master	21083	811

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
10.	Jobber Auto Cone	19836	763

11.	Jobber Spinning / Jobber Open		
12.	Jobber Cone Winding		
13.	Airdy Machine Jobber		
14.	Double Simplex Tenter	18589	715
15.	Drawing Tenter		
16.	Four Sider		
17.	Three Sider	17345	667
18.	Sider		
19.	Ring Operator		
20..	Auto Cone Operator		
21.	Auto Electric Operator		
22.	Airdly Machine Operator		
23.	Winder		
24.	Lineman / Guard Tebter		
25.	Below Room Operator		
26.	Assistant Jobber		
	ii) WEAVING DEPARTMENT		
29.	Boiler Engineer	Wages left for mutual bargaining between the employers & employees.	
30.	Weaving Manager		
31.	Technical Manager Weaving		
32.	Greay Master		
33.	Weaving Master		
34.	Greay Incharge	21083	811
35.	Lab Incharge		
36.	Shift Supervisor		
37.	Assistant Weaving Master		
38.	Folding Trainee Supervisor		
39.	Boiler man		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
40.	Boiler Technician	18589	715

41.	Sizer		
42.	Weaver		
43.	Assistant Boiler Man		
44.	Cloth Checker		
45.	Folding Checker		
46.	Final Checker		
47.	Touching Programme Checker		
48.	Checker		
49.	Beam Siner		
50.	Loom Operator		
51.	Boiler Carrier		
52.	Folder	17345	667
53.	Double Folder		
54.	Head Folder		
55.	Beam Carrier		
56.	Boiler Attachment	16848	648
57.	Re-Touch Programme Checker		
58.	Perwinder		
59.	Drawer		
60.	Oilman		
61.	Greaser		
62.	Weaving Helper		
63.	Piecer		
65.	Packer Folding	16848	648
66.	Maulder		
67.	Bred Boy		
68.	Warping Boy		
69.	Greel Boy		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
	iii) PROCESSING & DYING DEPARTMENT		

70.	Bleaching	Wages left for mutual bargaining between the employers & employees.	
71.	Dying Manager		
72.	Dying Master		
73.	Bleaching Supervisor	21083	811
74.	Dying Supervisor		
75.	Head Operator Stentor		
76.	Bleaching Trainee Supervisor		
77.	Dying Quality Control Assistant		
78.	Stentor Operator	18589	715
79.	Jigger Operator		
80.	Rotary Operator		
81.	Hydro Operator		
82.	Jet Operator		
83.	Cylinder Operator		
84.	Bleaching Operator		
85.	Sizing Operator		
86.	Shirinking Operator		
87.	Washing Operator		
88.	Operator		
89.	Winch Operator		
90.	Loading Operator		
91.	Switching Operator		
92.	Dyer	16848	648
93.	Beam Piecer		
94.	Assistant Cylinder Dyer		
95.	Assistant Batary Operator		
96.	Assistant Sizing Operator		
97.	Dying Assistant		
98.	Lab Assistant		
99.	Jr. Cylinder		
100.	Beam Gaitar	17345	667
101.	Beam Carrie		
102.	Lab Boy		
103.	Piecer		
104.	Stenter	16848	648
105.	White Washer		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.

	iv) CONE DYING FINISHING DEPARTMENT		
106. 107. 108.	Printing Master Stitching Master Sizing Master	Wages left for mutual bargaining between the employers & employees.	
109. 110. 111. 112. 113. 114. 115. 116. 117. 118. 119. 120. 121.	Quality Controller Engineering Incharge Head Roll man Stitching Supervisor Printing Supervisor Finishing Supervisor Sample Incharge / Sample Table Inch. Finishing Incharge Cameras Incharge Lockup Incharge Assistant Printing Master Designer Engineering Expesor	22327	859
122. 123. 124. 125. 126. 127. 128. 129. 130. 131. 132.	Assistant Engraver Artist Artist cum Tracer Film Master Cutting Fier Tracer Roll man Finishing Assistant Cameraman Comfort Operator Colour Fix Operator	19836	763

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.

133.	Drawing Tentor	18589	715
134.	Simplex Double Tentor		
135.	Picker Tentor		
136.	Tentor		
137.	Colourman		
138.	Weighman		
139.	Cutting man		
140.	Painter Grapher	16848	648
141.	Assistant Tracer		
142.	Assistant Color man		
143.	Packing Checker		
144.	Cone Winder		
145.	Bolt maker		
146.	Press man		
147.	Lable man		
148.	Loading Fixer		
149.	Cone Receiver		
150.	Cone Checker		
151.	Leather Checker		

35. TOBACCO INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTYORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.

I.	PERSONNEL & ADMINISTRATION DEPARTMENT		
1. 2. 3. 4. 5.	General Manager Personnel Administration Manager Personnel Officer Administrative Officer Computer Programmer	Wages left for mutual bargaining between the employers & employees.	
6.	Computer Operator	18589	715
7. 8. 9. 10.	Time Keeper Driver Assistant Time Keeper Gardner	16848	648
II.	ACCOUNTS DEPARTMENT		
1. 2.	Excise Officer Accountant	Wages left for mutual bargaining between the employers & employees.	
3.	Assistant Accountant	19836	763
4.	Cashier	18589	715
III.	STORE DEPARTMENT		
1.	Store Incharge / Officer	Wages left for mutual bargaining between the employers & employees.	
2. 3.	Assistant Store Supervisor Fork Lift Operator (Driver)	19836	763
4.	Store / Godown Keeper	17345	667
IV.	SECURITY DEPARTMENT		
1.	Security Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Security Hawaldar (Head Watchman)	17345	667
3.	Hawaldar	17345	667

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.

V.	ELECTRICAL DEPARTMENT		
1.	Electrical Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Electrician Grade-I	18589	715
3.	Plant Operator	16848	648
4.	Electrician Grade II		
5.	Instrument Technician		
6.	Assistant Electrician		
VI	PRODUCTION DEPARTMENT a) PRIMARY PROCESSING SECTION		
1.	Mechanical Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Section man	17345	667
3.	Fitter Grade I		
4.	Operator I		
5.	Production Checker (Clerk)		
6.	Fitter Grade II	16848	648
7.	Operator Grade II		
8.	Operator		
9.	Machine Attendant		
10.	Oilman		
	b) MAKING SECTION		
1.	Mechanical Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Production Supervisor		
3.	Supervisor		
4.	Operator I	17345	667
5.	Fitter		
6.	Section man	16848	648
7.	Operator		
8.	Assistant Mechanic	17345	667
9.	Machinist (M/C Attendant)	16848	648
	c) PACKING & DELIVERY SECT.		
1.	Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Section man	17345	667
3.	Operator Grade I		
4.	Operator Grade II		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON
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		STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
	d) FILTER SECTION		
1.	Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Section man	21083	811
3.	Operator Grade I	19836	763
4.	Operator Grade I	18589	715
5.	Sorter (GW)		
VII.	QUALITY CONTROL DEPARTMENT		
1.	Quality Control Supervisor	Wages left for mutual bargaining between the employers & employees.	
2.	Quality Inspector	18589	715
3.	Assistant Quality Inspector (Clerk)	17345	667
VIII.	ENGINEERING DEPARTMENT		
1.	Workshop Foreman / Incharge	Wages left for mutual bargaining between the employers & employees.	
2.	Mechanical Supervisor		
3.	Machinist (Operator)		
4.	Turner	18589	715
5.	Fitter Grade I		
6.	Welder		
7.	Boiler Attendant		
8.	Mason		
9.	Painter		
10.	Fitter		

36. TRANSPORT EQUIPMENT INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	ADMINISTRATION DEPARTMENT		
1. 2.	Programmer Supervisor	Wages left for mutual bargaining between the employers & employees.	
3. 4. 5.	Assistant Supervisor Senior Assistant Office Assistant	19836	763
6. 7. 8.	Typist Telephone Operator Clerk	17345	667
9.	Driver	17345	667
II.	ACCOUNTS & FINANCE DEPARTMENT		
1.	Accountant	Wages left for mutual bargaining between the employers & employees.	
2.	Assistant Accountant	19836	763
3.	Cashier	18589	715
4.	Accounts Clerk	17345	667
III.	MATEROPERATION DEPARTMENT		
1. 2.	Manager Electronic Engineer	Wages left for mutual bargaining between the employers & employees.	
3. 4. 5. 6. 7. 8. 9. 10. 11.	Instrument Mechanic Welder Auto Electrician Tin Smith Turner Trimmer Electrician Mechanics / Auto Technical Assistant	18589	715

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
IV.	PRODUCTION DEPARTMENT		
1. 2. 3. 4.	Foreman Production Incharge / Quality Incharge Workshop Incharge Machinist Head Painter	Wages left for mutual bargaining between the employers & employees.	
5.	Bodymaker/Sheet Metal Workers Tool & Die Maker		
6. 7. 8. 9. 10. 11. 12. 13. 14. 15. 16.	Assistant Foreman Fitter Painter Denter Gas Welder Die Fitter Welder Boiler Operator Electro Planter Hammer man Blacksmith Wireman		
17. 18. 19.	Spray Painter Lath Operator Assambler	17345	667
20. 21. 22. 23.	Pipe Binding Operator Checker Operator Tyreman	16848	648
V.	STORE DEPARTMENT]		
1.	Store Keeper	19836	763
2.	Store Cooli	16200	625

37. HOISERY & KNITTING INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	ADMINISTRATION DEPARTMENT		
1.	Manager / Factory Manager	Wages left for mutual bargaining between the employers & employees	
2.	Finance Manager		
3.	Secretary		
4.	Computer Programmer	21083	811
5.	Purchaser	19836	763
6.	Computer Operator	18589	715
7.	Office Assistant		
8.	Receptionist	17345	667
9.	Telephone Operator / Fax Operator		
10.	Clerks		
11.	Typist		
12.	Time keeper		
13.	Driver	16848	648
II.	ACCOUNTS DEPARTMENT		
1.	Chief Accountant	Wages left for mutual bargaining between the employers & employees	
2.	Accountant / Accounts Officer		
3.	Assistant Accountant		
4.	Cashier	18589	715
5.	Cutting Master / Cutting Supervisor	22327	625
6.	Knitting Master		
7.	Dying Master		
8.	Stitching Master		
9.	Machine		
10.	Designer	21083	811
11.	Embroider		
12.	Tailor		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF	
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		STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
13.	Jobber	19836	763
14.	Finishing Supervisor		
15.	Folding Supervisor		
16.	Cutting man		
17.	Cutting Checker		
18.	Machine Operator	18589	715
19.	Sewing Operator		
20.	Dying Operator		
21.	Knitter	17345	667
22.	Flat Knitter		
23.	Over Lock Operator		
24.	Checker		
25.	Cutter	16848	648
26.	Re cutter		
27.	Thread Cutter		
III	PACKING DEPARTMENT		
1.	Packing Supervisor	17345	667
IV.	MAINTENANCE DEPARTMENT		
1.	Foreman	Wages left for mutual bargaining between the employers & employees	
2.	Senior Fitter	22327	859
3.	Senior Welder		
4.	Turner	18589	715
5.	Carpenter		
6.	Fitter		
7.	Electrician		
8.	Welder		
9.	Mechanic		
10.	Plumber		
11.	Mason		
12.	Assistant Fitter	17345	667
13.	Assistant Welder		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
V.	STORE DEPARTMENT		
1.	Store Incharge	Wages left for mutual bargaining between the employers & employees	
2.	Store Keeper	19836	763
3.	Assistant Store Keeper	18589	715
VI.	SECURITY DEPARTMENT	Wages left for mutual bargaining between the employers & employees	
1.	Security Supervisor		
2.	Security Guard	17345	667

38. BEVERAGE INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	ADMINISTRATION DEPARTMENT		
1. 2. 3. 4.	Manager / Factory Manager Admin. Officer Company Secretary Personal Officer	Wages left for mutual bargaining between the employers & employees	
5.	Computer Programmer	21083	811
6.	Computer Operator	18589	715
7.	Office Assistant		
8.	Receptionist	17345	667
9.	Telephone Operator / Fax Operator		
10.	Clerks		
11.	Typist		
12.	Time Keeper		
13.	Driver	16848	648
II.	ACCOUNTS DEPARTMENT		
1.	Chief Accountant	Wages left for mutual bargaining between the employers & employees	
2.	Accountant / Accounts Officer		
3.	Assistant Accountant	18589	715
4.	Cashier		
III.	PRODUCTION DEPARTMENT		
1.	Production Manager	Wages left for mutual bargaining between the employers & employees	
2.	Senior Chemist		
3.	Food D Technologist		
4.	Syrup Incharge		
5.	Laboratory Incharge / Supervisor		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
1. 2. 3. 4. 5. 6. 7.	Chemist Refrigeration Incharge Refrigeration Suprvisor Ammonia Refrigeration Operator Refrigeration Mechanic Plant Room Operator / Supervisor Cold Room Incharge / Supervisor	22327	859
8. 9. 10. 11.	Syrup Incharge Laboratory Technician Senior Operator / Head Operator Senior Technician	21083	811
12. 13. 14. 15. 16. 17. 18. 19. 20. 21.	Operator Port Mixture Technician Syrup man Plant Operator Mechanic Operator Cold Room Operator Checker Empty Bottle Checker Packing Machine Operator Compressor Operator / Ammonia Plant Operator	18589	715
22. 23. 24. 25. 26.	Assistant Syrup Operator Washer operator Casser Operator De-Casser Operator Cold Room Shipper	17345	667
IV.	PACKING & DELIVERY DEPTT.		
1. 2.	Packing Incharge / Supervisor Delivery Incharge / Supervisor	Wages left for mutual bargaining between the employers & employees	
3.	Record Keeper	17345	667
4. 5.	Senior Packer /Box Making / Carton Maker	16848	648

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
V.	SALES & MARKETING DEPTT.		
1. 2. 3. 4.	Sales Officer Purchase Officer Field Officer Sales manager	Wages left for mutual bargaining between the employers & employees	
5. 6.	Purchase Assistant Marketing Assistant	18589	715
7. 8.	Delivery Clerk Distributors	17345	667
VI.	MAINTENANCE DEPARTMENT		
1.	Foreman	Wages left for mutual bargaining between the employers & employees	
2. 3.	Senior Fitter Senior Welder	22327	859
4. 5. 6. 7. 8. 9. 10. 11.	Turner Carpenter Fitter Electrician Welder Mechanic Plumber Mason	18589	715
12. 13.	Assistant Fitter Assistant Welder	17345	667
VII.	STORE DEPARTMENT		
1.	Store Incharge / Supervisor	Wages left for mutual bargaining between the employers & employees	
2.	Store Keeper	19836	763
3.	Assistant Store Keeper	18589	715
4.	Store Helper / Cooli	16200	625
VIII.	SECURITY DEPARTMENT		
1.	Security Supervisor	Wages left for mutual bargaining between the employers & employees	
2.	Security Guard	17345	667

39. LEATHER GOODS & FOOTWEAR INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	ADMINISTRATION DEPARTMENT		
1.	Administrative Officer	Wages left for mutual bargaining between the employers & employees	
2.	Export Officer		
3.	Import Incharge		
4.	Programmer		
5.	Purchaser	21083	811
6.	Computer Operator / Data Operator / Office Assistant	18589	715
7.	Receptionist		
8.	Clerk	17345	763
9.	Driver		
10.	Cook		
11.	Time keeper		
II.	ACCOUNTS DEPARTMENT		
1.	Accountant	Wages left for mutual bargaining between the employers & employees	
2.	Assistant Accountant		
3.	Cashier / Accounts Assistant	19836	763
		18589	715
III.	PRODUCTION DEPARTMENT		
1.	Production Incharge	Wages left for mutual bargaining between the employers & employees	
2.	Supervisor		
3.	Sample Maker / Pattern Maker	22327	859
4.	Moulder	21083	811
5.	Matcher / Selector	19836	763
6.	Checker	18589	715
7.	Heel Laster		
8.	Grinder		
9.	Folder	17345	667
10.	Pastor		
11.	Injector		

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
IV	TECHNICAL DEPARTMENT		
1.	Mechanic / Maintenance Incharge	Wages left for mutual bargaining between the employers & employees	
2.	Electrician	18589	715
3.	Fitter		
4.	Turner		
5.	Plumber	17345	667
V.	STORE DEPARTMENT		
1.	Store Officer / Incharge	Wages left for mutual bargaining between the employers & employees	
2.	Store Keeper	19836	763
3.	Assistant Store Keeper	18589	715
4.	Store Clerk	17345	667

40. ICE & COLD STORAGE INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	ADMINISTRATION DEPARTMENT		
1. 2.	Manager accountant	Wages left for mutual bargaining between the employers & employees	
3. 4. 5.	Supervisor Export Incharge Incharge	19836	763
6. 7.	Export Assistant Purchaser	21083	811
8.	Store Keeper	19836	763
9. 10.	Assistant Supervisor Computer Operator	18589	715
11. 12.	Clerk Munshi	17345	667
II.	ELECTRICAL & MAINTENANCE DEPARTMENT		
1.	Foreman	21083	811
2. 3. 4.	Electrician Mechanic Operator	18589	715
5.	Assistant Machine Operator	17345	667
III	MISCELLANEOUS		
1.	Gardner	16848	648

41. DAIRY PRODUCT INDUSTRY

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
I.	ADMINISTRATION DEPARTMENT		
1.	Manager	Wages left for mutual bargaining between the employers & employees	
2. 3.	Computer Operator Office Assistant	18589	715
4. 5. 6. 7. 8.	Telephone Operator Clerk Driver Time keeper Security Guard	17345	667
II.	ACCOUNTS DEPARTMENT		
1. 2.	Accountant Accounts Officer	Wages left for mutual bargaining between the employers & employees	
3.	Assistant Accountant	19836	763
4.	Cashier	18589	715
III.	PRODUCTION DEPARTMENT		
1. 2. 3. 4. 5. 6. 7. 8. 9.	Production Engineer Chemical Engineer Production Manager Biologist Chemist Tetra Pack foreman Milk Development Officer Foreman Supervisor	Wages left for mutual bargaining between the employers & employees	

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
10. 11. 12. 13. 14.	Assistant Foreman Assistant Supervisor Mills Hygienic Coordinator Senior Ultra Heat Treatment Operator Senior Tetra Pack Operator	22569	868
15. 16. 17. 18. 19. 20. 21.	Boiler Operator Ultra Pack Technician Ultra Head Treatment Operator Dryer Operator Pasterurizing Operator Blender Evaporator Operator	17269	665
22. 23. 24. 25. 26. 27. 28. 29.	Electrician Fitter Welder Mason Mechanic Boiler Operator / Boiler Attendant Mixing Operator/ Mixing ma Milk tester	18589	715
30. 31. 32.	Butter Man/ Butter Worker Plant Worker Stitcher Assistant Electrician	17269	665
IV	LABORATORY		
1. 2. 3.	Chemical Biologist Chemist	Wages left for mutual bargaining between the employers & employees	
4. 5.	Assistant Chemist Laboratory Assistant	18589	715
6.	Lab. Attendant	17269	665

S.NO	OCCUPATION / TRADE	PROPOSED MINIMUM RATES OF WAGES INCLUSIVE OF STATUTORY / NON STATUTORY ALLOWANCES / PAYMENTS	
		PER MONTH FOR 26 WORKING DAYS	PER DAY 8 HOURS WORKING.
V.	REFRIGERATION DEPARTMENT		
1.	Engineer	Wages left for mutual bargaining between the employers & employees	
2.	Plant Room Operator	22569	868
3.	Cold Room Operator	22569	868
4.	Cold Room Shipper	17269	665
VI.	PACKING & DELIVERY DEPARTMENT		
1.	Packing Incharge / Supervisor	Wages left for mutual bargaining between the employers & employees	
2.	Delivery Incharge / Supervisor		
3.	Box / Carton Maker	19144	736
VII.	STORE DEPARTMENT		
1.	Store Officer / Incharge	Wages left for mutual bargaining between the employers & employees	
2.	Store Keeper / Godown Keeper	17269	665
3.	Assistant Store Keeper	19305	742

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 41 industries in the Province of Sindh.

