



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

No. LE/LI/DMN/MWA-3(II)/2023/349

Dated :18-08-2023

**NOTIFICATION**

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

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

**SCHEDULE**

Sr. No.	Classes of Employees	Basic	Special Allowance	Total
1	2	3	4	5
I	Skilled	462.00	0	462.00
II	Semiskilled	452.00	0	452.00
III	Unskilled	441.00	0	441.00

Note :-

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

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

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

#### ANNEXURE

LIST OF SCHEDULES EMPLOYMENTS	
<b>1. Employment in Automobiles Repairing, Workshops and Garages</b>	
Skilled	Manager, Supervisor, Cashier, Foreman, Accountant, Mechanic, Electrician
Semi-Skilled	Garage/Workshop In charge, Assistant Mechanic, Salesman, Fitter, Turner, Tinsmith, Welder, Blacksmith, Painter, Tool Clerk, Colour Man, Clerk, Clerk-typist, Typist, Driver
Un-Skilled	Helper, Cleaner, Watch man, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon
<b>2. Employment in Bakeries</b>	
Skilled	Mistry (Draughtsman), Bhartiwala, Truck Driver or Motor Driver, Van, Manager, Clerk cum typist, Cashier, Steno-typist
Semi-Skilled	Gullawala, Totat (Tolat), Cut Piecer (Bread Cutter), Deliverian (Delivery man), Rickshaw Driver
Un-Skilled	Patrawala, Helper, Peon, Office-Boy, Sweeper, Packer, Watchman.

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

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

	<p>(6) Putting tiles into curing tank and removing them thereafter and stocking them on sites.</p> <p>(7) Persons doing pre-cast work concerning jalis, slabs, benches, flower pots, pillars and such other items,</p> <p>(8) Persons doing miscellaneous coolie works</p>
<b>6. Employment in the Maintenance of Buildings and Employment of Construction or Maintenance or Road of in Building operations.</b>	
Skilled	<p>Skilled A Carpenter with his tools, Blacksmith with his tools, Mason with his tools, Plumber with his tools.</p> <p>Skilled B Assistant Carpenter, Assistant Blacksmith, Assistant Mason, Assistant Plumber, Tapkar with his tools, Glazer with his tools, Tinsmith with his tools, Road Roller Driver, Truck Driver, Foreman, Sarang or Tindal (Tindal) Painter (Decorator) Oil painting etc.. Head Fitter, Mechanic, Mistry, Electrician, Clerk and Munim</p>
Semi-skilled	Foreman, Cleaner, Asphalt Sprayer, Mukadam, Miner or Blaster, Navghani, Colour Washer, White Washer, Tin Tenner, Bar Bender, Oilman, Engine Driver, Pump Operator, Pumpman, Fitter, Swayer, Wireman, Mixture Driver, Glass Fitter, Welder Telephone Attendant, Assistant Electrician
Un-skilled	Mazdoor, Chowkidar, Mali, Sweeper, Below-U-Boy.
<b>7. Employment in any Cotton Ginning or Cotton Pressing Manufactory</b>	
Skilled	Engine Driver, Fitter, Turner, Electrician, Blacksmith, Boiler Attendant, Carpenter, Cobbler, Manager, Supervisor
Semi-skilled	Fireman, Wireman, Valyemanor Half Pressman, Finisher man, Opener man, Accountant, Clerk, Roller Cutter, Number Marker, Press Mukadam Gin Mukadam, Oilman, Coalman, Dubali, Labadi-Ghati, Tolwala, Bardan Stitcher.
Un-skilled	<p>Un-skilled Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapasias), Cotton Filler.</p> <p>Unskilled Pavawala, Charakhawala, Cotton Cleaner or Pumdawala, Cotton Zudawawala, Chokidar, Peon, Sweeper, Bardan Cutter</p>
<b>8. Employment in any dispensary of a medical practitioner or in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Home.</b>	
Skilled	Laboratory technician (Educational qualifications Graduate and trained) X-Ray technician (Educational qualification Graduate and trained)

Semi-skilled	Clerk-typist, laboratory technician (unqualified) X-Ray technician (unqualified). Steno-typist, Nurse / Nurse Midwife Physiotherapy technician, Compounder,
Un-skilled	Compounder (untrained) Dresser, Boy, Ayah, Peon..
<b>9. Employment in Drilling Operation and maintenance of Tube wells.</b>	
Skilled	Driller, Errection Foreman, Auto Foreman, Bhisti with his own Bags, Turner, Assistant Fitter, Assistant Errection Foreman. Assistant Auto Foreman. Auto Electrician, Auto Fitter, Electrical Foreman, Mechanic Grade I and II. Electrician Grade 1, Auto Fitter Grade I, Turner Grade II.
Semi-skilled	Air compressor Operator Grade I and II, development Unit Operator, Driver (Truck, Jeep and Tractor) Generator Operator, Solderman, Tool Attendant, Engine Pump Operator, Carpenter, Mason Painter, Plumber Grade I, Auto fitter grade I Electrician Grade-II, Fitter Helper Grade I and II, Oil man Grade I and II, Plumber Grade II.
Un-skilled	Helper Grade I and II, Oil man Grade I and II, Plumber Grade II. Carpenter Grade II, Turner Grade II, Generator Operator Grade III. Mechanic Grade III, Painter Grade II, Store Attendant, Labour Cleaner
<b>10. Employment in Electronics and Allied or Incidental Industries.</b>	
Skilled	Head Wireman, Turner, engineer, Fitter. Designer, Cabinet Fitter, Moulder Machine man Foreman, Driver. Tester, Telephone Operator, Mechanic, Electrician, Winder, Assembler. Carpenter, Supervisor (Quality Control) Accountant, Head Cashier, Head Clerk, Store Keeper.
Semi-skilled	Coil winder, Transformer winder Decorator, Draftsman, Solderman, Control Panel Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff Assistant Die-fitter, Assistant Turner, Assistant Fitter. Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter
Un-skilled	Faras(Jhadoo-wala), Sweeper, Watchman, Helper, Peon, Waterman, Gardener/Mali, Cleaner
<b>11. Employment in Film Industry including employment in Production, Distribution and Exhibition of Films</b>	
Skilled	Manager, Accountant, Stenographer, sound Attendant, Cameraman or Camera Incharge, Setting Master or Setting Supervisor, Studio incharge, Carpenter, Wireman, in Studio, Painter, Lightman, of Light Attendant. Manager, Public Officer or Publicity Manager Manger, Public Officer or Publicity Manager Assistant Manager, Assistant Accountant, Assistant sound Attendant, Assistant cameraman or Camera Incharge, Assistant Setting master or setting supervisor,

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

	Headman), Labour engaged on transport (Vahrukamar) (Wages to be paid at double rate because the job is done with bullocks.) Mali and watchman.
<b>14. Employment in Hosiery Industry</b>	
Skilled	Accountant, Supervisor, Salesman, Knitting Master, Machine Operator, Dyeing Master, Bleaching Master, Printing Master, Chief Boiler Attendant, Chief Wireman, Cutting Master, Mechanic Master, Sticking Master
Semi-skilled	Wrapper, Weaver, Knitter,(Circular Machine) Asstt. Dyeing Master, Asstt. Bleaching Master, Asstt. Printing Master, Asstt. Mechanic, Wireman, Shaper Cutter (Machine) Cutter, Overlock Machine man, Flat Machine man, Ironing man, Pressman
Un-skilled	Peon, Watchman, Sweeper, Helper, Gadikamar, (Gadiman) Taka Packer, Kamar / Tankiman, Neck Cutter, Dhagha Cutter, Labeller, Box Packer,/Packer.
<b>15. Employment in Hospitals and Nursing Home.</b>	
Skilled	Office Superintendent, Senior Accountant, Head Clerk, Cost Store Officer, Senior Cum Sanitary Officer, Epidemiologist Supervisor, Junior Scientific Assistant, Research Assistant, Stenographer, Senior Electrician, Matron, Ward Sister or Ward Incharge (R.N. and R. M.), Assistant Matron (R.N. and R.M.) Dietician (Post Graduate Qualification), Sister Tutor, Public health nurse(P.H.N.Diploma Holder), Laboratory Technicians (Educational Qualification Graduate and Trained) Assistant Store keeper, Senior Technical Assistant, Electrician Mechanic, Chemical Assistant, Bacteriological Assistant, Medical Social Worker, Public Health Nurse, Clerk-typist, Steward, Laboratory Technician, Steno-typist, Store Inspector, Dietician, Treatment, Organizer Nurse/ Nurse Mid Wife / Staff Nurse, Operation Theatre Nurse, Physiotherapy Technician, Pharmacist, Health Visitor, Compounder, Radiogram Operator, Ward Sister or Ward Incharge, Store keeper.
Semi-Skilled	Auxiliary Nurse / Mid Wife, Laboratory Assistant, Tailor, Washerman (Dhobi), Barber, Driver, Obstruction (Trained), Telephone Operator, Dresser, Theatre Assistant, X Ray Assistant.
Un-skilled	Nayak, Cleaner, Ward Boy, Record Keeper, (Daftari), Gardner, Laboratory Assistant, Ayah, Scavenger, Metrani, Kitchen Assistant, Chowkidar, Theatre Attendant, Telephone Attendant, X Ray Peon, Stretcher bearer, Mazdoor, Post Mortem Peon, Messman, Peon, Laboratory Peon, Cook, Liftman.



<p>16. Employment in Industrial Engineering Establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers.</p> <p>17. Employment in Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shinning, reconditioning, assemblies or repair or goods or articles or iron, steel and non-ferrous metals or alloys by the use of any machine, or tools, including foundries, forging plants and extrusion plants which will produce for manufacturing, assembling and repairing establishments and workshops.</p>	
Skilled	<p>Manager, Head Supervisor, Supervisor, Foreman, Engine cum Motor- man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truck Driver, Machine Operator, Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machine man, Foreman, Driver, Tester, Mechanic, Electrician, Winder, Assembler, Carpenter, Supervisor (Quality Control) Accountant, Head Cashier, Head Clerk, Store Keeper. Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>
Semi-skilled	<p>Coil winder, Transformer winder, Decorator, Draftsman, Solder man, Control Penal Attendant, Can Fitter, Wireman Panel Board Wireman, Clerical Staff, Assistant Die-fitter, Assistant Turner, Assistant Fitter, Assistant Designer, Assistant Technician, Assistant Painter, Assistant Carpenter, Asstt. Operator, Sorter, Asstt. Wireman Grade-B, Turner Grade-B, Fitter Grade-B, Kantawala, (One who weighs mixing benches) Mukadam, (Mixing Department) Assistant Machine Operator, Asstt. Fitter, Asstt. Wireman, Helper, Asstt. Sorter, Asst. Grinder, Peeler, Washing Machine man, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machine man, Mixing Machine Operator, Scent Sprayer (One who dips in liquid.), Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>
Un-skilled	<p>Helper, Cleaner, Watch man, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon, Mazdoor, (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier, Packer, Staker, Charnawala, (One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Packing Wala, Bottle Cleaner, Labeller, Bottle Filler, Telephone Operator, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.</p>

<b>18. Employment in Khandsary Industry.</b>	
Skilled	Foreman, Mechanical Supervisor, Mistry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Setting men, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhatti repairer, Fitter, Pumpmen
Semi-skilled	Fieldman, Sulpherman, Sulpheration, Sulphero Dayaction Mat, Patti Karegaur and Cutting, Oilman, Assistant, Mechanic, Karegaer, Bag Filler, Pump Attendant, Sentrifuming, Fireman.
Un-skilled	Helper, Mazdoor, Cane Carriers, Removing Bagges, Firewood Grinder, Canefider, Bag Filler.
Office Staff (Skilled)	Manager, Accountant, Purchaser, Cashier, Time Keeper, Clerk, Clerk cum Typist
<b>19. Employment under any Local Authority in any Municipal Corporation / Councils.</b>	
<b>20. Employment under any Local Authority in District Panchayat</b>	
<b>21. Employment under any local Authority in Gram Panchayat</b>	
Skilled	Ambulance Driver, Armature Winder, Blacksmith, Boiler Attendant, Boiler Maker and Rivetter, Carpenter, Bus Driver, Compounder, Driller, Driver, Electrician, Engine Driver, Farrier, Fitter, Foreman, Gas and Electric Welder, Gauge Repairer, Head Mechanical Foreman, Inspector (Electrical), Laboratory Assistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolley Driver, Nurse, Operator, Pattern Maker, Radiogram Operator, Rent Collector, Sanitary Inspector, Staff Nurse, Steam Boiler Driver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, Ticket Examiner and Inspector, Controller Hand, Controller Hand Assistant, Driver Crane, Electrical Motor Mechanic Grade I, Mechanical Electrical Meter Grade III, Inspector, Mechanical Cycle, Moulder Assistant, Polisher, Regulator 'A' Class, Sawyer Machines, Supervisor Driving, Kinsmen Grade I and II, Tinsman Assistant, Turner Machinist, Wagon Hand Assistant, Winder Armature Assistant. Matriculate and Non-Matriculate Assistant Clerk, Clerk, Despatch Assistant, Draftsman, Stenographer, Record Assistant, Record keeper, Tracer, Typist, Secretary, Cashier and Accountant, Octroi inspector, Octroi Nakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, Market Recovery Clerk, Market Vasulat Clerk,

	General Clerk, Collection Clerk, Typist Clerk, Cattle Pound Keeper, Head Clerk, Naka Clerk, Naka Inspector, Library Clerk, and Assistant and Inspector( Market), Mustering Karkun, Profession Tax Clerk, Profession Tax Inspector (Non-Qualified), Road Karkun, Clerk, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Teachers Starter, Ticket Examiner, Canteen Assistant.
Semi-skilled	Barber, Basket Maker. Bouquet Maker, Camel Keeper, Camp Master. Cart Driver, Chavivala. Cleaner, Cook, Cook's Mate. Death Registration Peon, Depot Mukadam, Dhobi, Disinfecting Labourer. Dog Catcher, Drainage Assistant, Fireman Assistant, Fireman. Fireman (Fire Brigade Department), Head Butler, Head Chavivala. Headman, Head man, Head Mali, Head Servant (Operation Theatre), Keeper for Elephant (Mahavat). Label Writer, Lamp Lighter Liftman. Light Burner, Lighting Servant, Lighting Supervisor, Lineman, Male Nurse, Messenger, (with cycle), Messman Meter Reader, Money tester. Mochis, Mortuary attendant or morgue attendant, Motor attendant, Nawghani. Nawghani Mukadam, Nuisance Jamadar, number taking motor inspector, Oiler and Greaser, Oilman, Painter, Painting Foreman. Park Keeper, Pate, Plumber, Propagator, Pump Attendant, Pumpman, Sarang, Scarirs (Mukadam) Sluiceman, Stable Mukadam, Store Mukadam, Tapkar, Telephone Attendant, Time Keeper, Tundals or Tandels. Tum Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Cleaner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuse man, Greaser, Inspector, Meter, Jointer Improver, Jointer male, Lighter and Cleaner, Mashall Pointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, Mukadam Poleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic, "C" class Cook(canteen).
Un-skilled	Ambulance Bearer. Ambulance Labourer. Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhisti, Blegari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy, Dresser, Dust-bin Stand Cleaner, Female Ward Attendant, Gangman, Gate Watchman, Grave Digger, Hamal, Havaladar, Head Mukadam, Iceman (Mortuary Attendant), Inspection Bungalow Keeper, Kamgar, Kamgar for Ground and for Road, Kitchen Attendant, Laboratory

	Attendant, Laboratory Labourer, Labourer Servant, Laboratory Boy, Marking Hamal, Mali, Mess Attendant, Mess Servant, Male Coolie, Museum Attendant, Naik, Naka Sepoy, Motor Loader, Night Maid, Night Watchman, Octroi Pagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Mortem Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, Stable Bigari (Man), Stable Bigari (Women), Staff Havaladar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolleyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Hamal, Head Sepoy, Mukadam Freight Wagon, Mukadam Mains Office, Coolie, Poleman, Road Broom Maker, Sepoy Signalman, Watchman, Permanent Way, Sweeper, Scavenger.
<b>22. Employment in any manufacturing Process wherein "Manufacturing Process" as defined under Section 2 (K) of the Factories Act-1948 is carried out and which is not covered under any entry in part-1 and II of the Schedule</b>	
Skilled	Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier
Semi-skilled	Asstt. Opeerator, Sorter, Asstt. Wireman Grade-B, Turner Grade-B, Fitter Grade-B, Kantawala. (One who weighs mixing benches) Mukadam. (Mixing Department) Assistant Machine Operator, Asstt. Fitter, Asstt. Wireman, Helper. (one who helps to make Emery stone and prepares powder), Asstt. Sorter, Asst. Grinder, Peeler, Washing Machine man Talvawala, Asstt. Flour Kneader, Kachori- Samosa Maker, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machine man Mixing Machine Operator, Scent Sprayer (One who dips in liquid.)
Un-skilled	Mazdoor, (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier, Packer, Staker, Charnawala, (One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Packing Wala, Bottle Cleaner, Labeller, Bottle Filler.
<b>23. Employment in any Oil Mill.</b>	
Skilled	Engineer, Boiler attendant, Engine Driver, Fitter, Blacksmith, Turner, Electrician, Welder, Carpenter, Chemist, Machine Operator, Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent, Head Clerk, Cashier, Karkun, Typist
Semi-skilled	Oilman, Fireman, Canboy (Ketaliwala) Expellorman, Filterman, Mukadam

Un-skilled	Thappiwala, Gunnybag Filter, Gunnybag Sticher, Kadiwala, Mazdoor, Hamal, Machine Cleaner, Cleaner of Factory, Machine Feeder (Orulla), Baharawala, Peon, Employees employed on cleaning, spreading, drying and of slaving oil seeds.
<b>24. Employment in Petrol and Diesel Pumps.</b>	
Skilled	Manager, Head Cashier.
Semi-skilled	Pump Attendant, Accountant, Clerk, Bill Clerk, Cashier, Typist
Un-skilled	Helper, Watchman, Peon
<b>25. Employment in any Pharmaceuticals Industry</b>	
Skilled	Chemist, Stenographer, Manager, Chief Accountant, Machine Maintainer, Sales Supervisor, Sales Representative, Packing Supervisor, Time Keeper, Bazar Clerk, Accountant Clerk, Cashier, Ughrani Clerk, Bill Clerk, Bill Preparer, Typist, Store Keeper, Driver, General Clerk, Machine Supervisor.
Semi-skilled	Bottle Filler (Syrup), Bottle Checker (Syrup), Label Stamper (Syrup), Tablet Compressing Attendant, Coater (Tablet), Polisher (Tablets), Stripe Packing Supervisor, Capsule Filler, Capsule Sealer, Ointment Filler, Mixing Attendant (Injection, Sterilising Attendant (Injection), Checker of Injection Bottles, Mixing Attendant (Syrup), Mixing Attendant (Tablets), Strip Packer, Mixing Attendant (Capsules), Packer (Capsules), Mixing Attendant (Ointment), Bottle Washer (Injection), Bottle Filter (Injection), Raw Material Processor, Vanaspati Grinder, Avleh Preparer Syrup Processor, Oil Tablepreper from Ras, Goods Sorter as per Order, Goods Checker as per order, Packing Memo Clerk, Coupy Pakva and Ras Preparer, Asav Boiler, Extract Drawer, Tablets, Weighter, Weighter Attendant, Bottle Filling Machine Operator
Un-skilled	Bottle Bag Opener, Bottle Drying Attendant, Syrup Attendant, Filtering Attendant, Bottle Capping Attendant, Label Paster, Bottle Sealer Bottle Packer in Cartons and also Dozens and Cases, Bottle Carrier (For Ware Housing, Granule Process Attendant, Granule Drying Attendant, Table Stripe and Bulk Packer, Ointment Tubes Sealing Attendant, Helper, Peon, Cleaner, Weighting Helper, Box Packing Helper, Store Coolie, Hand Loriwala, Paharewala / Watchman, Vanspati Cleaner, Vanspati Siever, Vanspati Mixing Attendant, Manufacturer Process Attendant as per Formula, Asav Filtering Attendant, Pills Manufacturing and cutting Attendant, Pills Separator (Khalchuntnar), Bhashma Manufacturing Attendant, Cleaner, Crusher, Furnace Attendant, Pills Mixture, Ointment Attendant, Bottle Cleaner for filling Liquid.

<b>26. Employment in Plastics Industries</b>	
Skilled	Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and Sealing Operator, Machine Operator
Semi-skilled	Assistant Operator, Moulder, Grinder, Machine man, Turner, Fitter, Finishing Machine man
Un-skilled	Packer, Mazdoor, Labourer, Helper, Sweeper, Cleaner, Watchman, Peon.
<b>27. Employment in Potteries Industry.</b>	
Skilled	Mistry-Mechanic, Mistry-Carpenter, Pattern and Frame Maker, Potters (Makers of jars, Batteries and Butlar, (30 Ltr. And above), Die Makers, Head Moulder (Foundry), Mistry-Turner, Mistry-Blacksmith, Supervisory and Clerical Staff
Semi-skilled	Wireman, Turner, Fitter, Blacksmith, Mason for new Trolley Building and Klin repairs, Sanitary ware Case Moulder(Plaster of Paris), Name Writer, View Decoration, Luster and Colour Decoration, Tunnel Attendants, Potters (8 Lbs. and above but below 30 Lbs., Barni Battery and Iota Makers). Shapers, Planners, Welder, Moulder (Foundry), Engine Driver, Flate Maker, Gold Line Maker (Decorator), Sanitary ware Casters (Big Pieces), By Colour Lining on Cup-Saucer), Designer Stamer, Glazer (Cup-Saucer) 45 by dipping and Spraying), Stoneware Pipe Turner, Finishers (Fire Bricks), Fire man down Dsraft Kiln), Laboratory Attendant Machine man (Plaster Mixing), Compressor Pumpman, Sanitaryware Crockery, Loaders in Turner Kiln and Down Draft Kiln, Fitters Press Main Person. Tile Semi-automatic Press Operator. Tiles Painters (Painting by hand, Brush and Screen Painting and Emboss Painting. Oil Pump Attendant, Glazer (Jar), Checker (Sanitaryware Jar), Finishers (Cup-Saucer, Fire Bricks), Porter (Sanitarware, Tiles. Refractories. Crookery), Packer, (Sanitaryware, Crockery). Pug-mill Attendant Main Person, Caster of Trap, Soap Dish. Ash-tray. Tea-set and small articles, Chakadia (8 lbs. And Below Jar and Batla Maker). Lid Maker. Maker (Chakada), Lid Maker (Screw Press), Vatkas and Daba Maker, Transfer Stickers on Crockery and Glazed tiles, Saggur Makers (On Chakada). Saggur Maker (On Hand Press), Handle Stickers to Cups, Handle Stickers to Jars.
Un-skilled	Pottery Mazdoor (Helpers and Carriers Blunger and Cylinder Loaders. Lata Polisher, Brick Makers on Screw Press and Automatic Press, Stone wares and Porcelin Pipe Makers and Glasers, Crookers Biscuit Loaders and un-loaders. Tiles Glazing Machine Workers, Glazed Tiles Automatic Press Workers, Cup-Saucers and Similar pieces mould makers, Glazed tiles

	loading in crates and wire Packing, Stamping on Glazed Tiles, Bricks and Jar Packers, Handle Casters and Finishers
<b>28. Employment in any Power loom Industry in which any of the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing or similar processes are carried on.</b>	
Skilled	Clerk, Jobber, Fitter, Weaver, Wrapper, Front Sizer, Drawer Wireman, Boiler Attendant
Semi-skilled	Winder, Reacher, Thrower, Finishing Machine man, Thread Sizer, Back Sizer, Folder,
Un-skilled	Mazdoor, Labourer, Helper, Sweeper, Cleaner, Wraft distributor, Oiler, Waterman, Peon, Watchman.
<b>29. Employment in Pre-weaving and Textile Processing Industry in which any the processes of winding, wrapping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing, merricising, printing or glazing of yarn, cloth or articles made of cloth or any process incidental or supplemental thereto</b>	
Skilled	Machine Operator, Jobber Colourman, Fitter, Electrician, Stamper, Folder, Wireman, Boiler Attendant, Carpenter, Printer, Kunjawala, Checker, Harish Stander, Machine man, Calendar Machine man, Soucharman, Polomising, Machine man, finishing man, Steam Finishing man, Zero Zora Machine man, Rotary Machine man, Dyeing Range Machine man, Gigger Machine man, Store Keeper, Cashier, Head Jamadar, Fireman.
Semi-skilled	Smitherman, Packer, Belt Operator (Pattachalawanar), Bundler, Assistant Printer, Assistant Stamper, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machine man, Ugharani Karkun, Gate Keeper.
Un-skilled	Mazdoor, Coolies, Sweeper, Cleaner, Watchman, Pumpman, Fire Coolies
<b>30. Employment in any Industry in which any process of printing by Letter press Lithography, photo graver or other similar work or work incidental to such process or Book Binding is carried on.</b>	
Skilled A	Lino-Type Operator, Camera Operator, Tri-colour-Etcher or Multi Chome Etcher, Rotary Pressman, Commercial Artist or Designer, Litho-Artist or Calligrapher, Negative-positive Retouched, Off-set Printer, Stenographer, Tele-printer Operator, Qualified Accountant, Cashier, Lod-low Operator, Mono- Type Key Board Operator, Proof Reader, Multi-Colour Proof Printer, Litho Off-set Transfer Printer, Offset Plate Maker, Litho-Off-set Copy Paster, Re-toucher or Toucher, Photo-graver Etcher, Photo-graver lay-outman, Litho Plate Bed Printer, Punch Maker, Envelop Machine Man, Die Maker, Embossing Machine man, Mechanic, Electrician, Steno-Typist, Binder (Volume and Vedger), Block Maker,

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



	Body-smith, Assistant Body Smith, Upholsterer, Machinist, Wireman, Welder, Painter.
Semi-skilled	Employee's by whatever name called doing same Skilled work of the nature doing by Asst, Junior skilled workers, Conductor, Machine metes, Fitter metes, Greaser, Oiler, Asst. Artisane, Junior traffic Controller, Hawaldar, Mukadam, Hammer man, Hamal and Employed doing the clerical work
Un-skilled	Employees by whatever name doing Un-skilled work ,Helper, Washer, Cleaner, Watch man, Mazdoor, sweeper, peons, Khalasi, Tapali, chokidar, Waterman, porter, Gardner, Battery boy, pump operator or other miscellaneous workers
<b>32. Employment in any Pulp &amp; Paper or board Manufactory</b>	
Skilled	Boiler Attendant(Class-I), Electrician, Foreman, Machine Operator, Chemist, Department Incharge Supervisor, Draftsman, Finishing House Mistry, Chargemen Instrument Section, Chargemen carpentry Shop, Workshop Chargeman, Chargeman Civil Construction, Chargemen Transport, Chargeman Mechanical, Chargeman Electrical Section. Boiler Attendant (Class II), Digester Attendant, Carpenter, Fitter, Pressman, Wireman (First Class), Mechanic, Welder, Crane Operator, Driver, Plumber, Nurse, Laboratory Tester, Turner, Blacksmith, Painter, Leather man, Finisher, Beater man, Calendar man, Pulper Machine man, Winder (Litter Rewinder machine man), Sorter, Cutter Machine man, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Roaster and Smelter Operator, Recaustasing Operator, Lime Reburnering Operator, Clerical, Accountant, Time Keeper, Store Keeper, Stenographer, Office Superintendent / Head Clerk, Cashier, Clerical B:Clerk, Typist, Clerk-cum-Typist
Semi-skilled	Willow man, Pump Attendant, Steam Controller, Gardener, Cooks, Wireman (Second Class), Head Watchman/ Watch and Ward Jamadar, Pulp and Paper Tester, Fireman, Paper and Board Section Machine Attendant, Finishing Plant Attendant, Pump Attendant, Chemical Treatment and Classification Attendant Electrician / Electrical Assistant, Coal Crushing and Oil Bumer Attendant, Assistant Turner, Assistant Welder, Assistant Driller, Assistant Planner, Assistant Shaper, Compressor Attendant, Armour man, Wood Grinder Attendant, Hoist Operator, Sample man, Board Finisher, Band Saw Cutter Attendant, Roll man
Un-skilled	Heavy Duty Labourer, Cross Cutter, Scaler (Kantawala). Chipping Labourer, Digester Labourer, Washing and Cleaning Labourer, Straining Labourer, Knitter, Screening and Cleaning Labourer, Bleaching and Cleaning Labourer, Hydra pulper and Pulper

	<p>Labourer, Wood Grinding Labourer, Stock Preparation Labourer, Chemical Preparation and Fiber Recovery Labourer, Paper Labourer, Paper and Board Machine Section, Labourer, Kneader Labourer, Finishing Plant Labourer, Sheet and Package Weight Labourer, Label man, Finishing and Packaging House Labourer, Warehouse and Dispatch Labourer, Recovery Boiler Raiser and Smelter Labourer, recausticizing Labourer, Lime Reburning Labourer, Cartman, Chemical Treatment and Classification Labourer, Turbine Distribution Board, Switchgear or Panel Labourer, Maker, Oilman, Mould Stitching Labourer, Saw Grinding Labourer, Laboratory Labourer, Watchman, Mukadam, Fitter Turners Welders Blacksmith, Carpenter and other Labourer, helping such other skilled Employees. Machine Operator and Machine men, Labourer, Colour Waste Paper or Straw Sorter, Garden Labourer, Band Saw Labourer, Labourer, Peon, Sweeper, Fibre and Dusting Labourer Waste Paper Labourer, Raw Material Labourer, Bamboo Carrier Labourer, Evaporator Labourer, Material Handling Labourer, Water Supply and Treatment Labourer, Coal Labourer, Repair Shop and Maintenance Labourer, Canteen Boy, Office Boy, Guest House Labourer, Store Labourer.</p>
<b>33. Employment in any Residential Hotel, Restaurant or Eating Houses</b>	
Skilled	<p>Samosawala, Faloodawala, Omeletwala, Chef-Tea-Maker, Dhosawala, Tandur Rotiwala, Bhajiwala, Ice-cream Maker, Sweet, Meat or Farsan Maker (Malwala), Wimuman, Head Cook or Cook, Maharaj, Aachari, Ustad, Babarchi, Khanasama, Manager, Accountant, Clerk, Store Keeper (Who keeps the account of the Store), Mistry, Cashier, Supervisor, Receptionist, House Keeper, Head Waiter, Butler, Steward, Head Pantry man, Telephone Operator, Electrician, Carpenter, Tailor, Gardener, who is doing tree work of planting.</p>
Semi-skilled	<p>Assistant Manager, Assistant Malwala, Rotiwala, Chapatiwala, Puriwala, Pantry man who prepares Sandwiches, Toast etc. Tea and Coffee Maker (Ordinary), Assistant Cook, Market man, Pumpman, Gas Filler, Syrup and lassi-wala and Salesman, Vendor (Keeping Account), Orderwala (Shouting Bills or Writing Bills), Kababwala, Bhelpuriwala</p>
Un-skilled	<p>Gate Boy, Game Boy, Bell Boy, Room Boy, Tea Boy, Glass Boy, Dish Boy, Water Boy, Order Boy, Pantry Boy, Kitchen Boy, Office Boy, Message Boy, Soda Fountain Boy, Billiard Boy, Cleaner, Sweeper, Hamal, Jamadar, Coolie, Mazdoor Chhokara, Platewala, Pani-Kachumerwala, Paniwala, Cupwala, Chowkiwala, Room Boy not doing the work of waiter, Dishwala, Moriwala,</p>

	Kholiwala, Vasanwala, Dish Filler, Grain Cleaner Man or Female Miscellaneous Workers e.g. Doing all or some of the jobs of an unskilled nature, Vendors (Fertas) or Babarwalas not working on commission basis and not entrusted with the responsibilities of accounts
<b>34. Employment in any Rice Mill, Flour Mill or Dal Mill.</b>	
Skilled	Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Mistries, Carpenters, Carpenters Mistries Blacksmiths, Measons, Electricians, (with Diploma), Roll Grovers, Machine Operators, Painters Mukadams, Plantmen, Tailors.
Semi-skilled	Oilers, Silkmen, Rollerman, Purifiers, Assistant Fitters, Electricians (without Diploma), Pumpman, Binmen, Motor Attendant, Sewers, Watchman / Jamadars (with training in Fire squads), Mochies, Hammermen, purifiers, Jiggars, Rope Spoilers, Washer Machine man.
Un-skilled	Misturers, Packers, Shaftmen, Cleaners, Firemen, Coalmen, Truckmen, Fill Attendants, White Washers (Painter), Watchmen, Jamadars, Hamals, Stackers, Machine Cleaners, Sweepers, Mazdoors.
<b>35. Employment in Roofing Tiles Manufacturing</b>	
Skilled	Mistry, Mechanic.
Semiskilled	Dieman, Fireman, Fitter, Driver, Bhathathi Gothavananar, Electrician, Mukadam
Unskilled	Peon, Watchman, Sweeper, Labeller, Helper, Press Operator, Pag Mill Operator, Blunger Operator, Thelpawala, Finher, Sarvawala (Tiles), Sorter (Kachcha Pakka Tiles), Sarvawala, (Tiles in Bhatti).
<b>36. Employment in Rubber and Rubber Products including Artificial Rubber Products Manufacturing Industry.</b>	
Skilled	Machine Operator, Calendar and Cutting Machine, Press Operator (Vulcanizing), Mixing Machine man, Fitter, Binder, Welder, Carpenter. Clerical A:Supervisor, Accountant, Time Keeper, Store Keeper, Stenographer, Cashier, Clerical B:Clerk, Typist, Clerk cum Typist
Semiskilled	Boiler Attendant, Calendar Helper, Mixing Mill Helper, Turner Helper
Unskilled	Mazdoor, Watchman, Sweeper, Peon
<b>37. Employment in Soap Making Industry</b>	
Skilled	Qualified Chemist, Accountant (Book Keeper), Salesman, Driver
Semi-skilled	Furnace man
Unskilled	All other Workers

<b>38. Employment in Stone Breaking or Stone Crushing Industry</b>	
Skilled	Engine Driver, Fitter, Turner, Molder, Blacksmith, Qualified Wireman, Compressor Driver, Tractor Driver, Clerk, Blasters, Stone Cutter
Semi-skilled	Tapghar (Stone Breaker) Head Lineman (Truck), Mukadam Driver
Un-skilled	Lodders, Falkman, Cleaner, Oilman, Coolies, Pump Attendants, Sweepers, Peons, Office Boy
<b>39. Employment in Sugar Industry.</b>	
Skilled	<p>Skilled</p> <p>Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draftsman II, Pattern Maker I, Instrument Mechanic (Certificate from I.T.I),</p> <p>Mechanic I, Pan man, Manufacturing Assistant, Assistant Pan man, Evaporator Operator, Laboratory Assistant, Overseer (Unqualified), Electrician, Armature Winder, Fitter, Turner, Welder, Pattern Maker II, Molder, Line Overseer, Wireman, Machinist, Blacksmith, Head Khalashi, SwitchBoard Attendant, Engine Driver I, Tinsmith, Coppersmith, Carpenter, Can Unloader Operator, Permanent Way Inspector, Mechanic II, Steam Loco Driver, Driver, Tractor Driver, Trolley Line Mistry, Diesel Loco Driver, Mason, and Head Clerk, Cane Accountant, Centre Incharge, Cane yard Supervisor, Yard Foreman, Weighment Supervisor, Assistant Cane Head Clerk, Share Accountant, Cashier, Sectional Incharge, Stenographer Grade I and II, Store Keeper Grade-1, Head Time Keeper Grade-II, Security Officer Grade 1, Sugar Godown Keeper Grade II, Assistant Store Keeper Grade III, Assistant Godown Keeper III, Security Inspector Grade III, Sanitary Inspector Grade III, Typist, Time Keeper, Tracer, Daftary, Compounder Nurse, Midwife, Accounts Clerk, Time Office Clerk, Building Labour, Time Keeper, Sales Incharge, Cane Inspector, Assistant Cashier, Supervisor Grade III, Challan incharge, Store Purchaser Grade III, Railway Clerk, Sugar Godown Clerk, Store Clerk, Sales Clerk, Payment Clerk, Record Keeper, Telephone Operator, Job Clerk, Manufacturing Engineering Clerk, Building Clerk, General Clerk, Weigh man Clerk, Sheet Writing Clerk, Tool Room Clerk, Receipt and Dispatch Clerk, Stationery Clerk, Sugar House Clerk, Canteen Clerk, Gate Clerk, Tally Clerk, Token Clerk, Purja Clerk, Checker Fuel Clerk, Manufacture Chemist, Laboratory Incharge, Laboratory Bench Chemist, Head Panman, Pan Incharge, Assistant Engineer (Mechanical), Assistant Engineer (Electrical), Workshop Engineer, Foreman (Mechanical), Draftsman I, Foreman (Electrical), Overseer, Cane Development Officer, Assistant Cane Development Officer, Cane</p>

	Superintendent, Labour Officer, Welfare Officer, Factory Railway Superintendent, Motor / Tractor Foreman, Civil Engineer A-I & A-II, Office Superintendent, Accountant, Loco Foreman, Medical Officer, Personal Secretary, Sales Manager, Assistant Sales Manager, Store Purchase Officer, Assistant Works Manager, Transport Superintendent, Assistant Transport Superintendent
Semi-skilled	Mescartion Attendant, Molasses Recorder, Juice Recorder, P. H. Recorder (Phydrosen Ion Concentration), Male Tailor, Joice Heater Attendant, Clarifier Attendant, Rotary Vacuum filter Attendant, Centrifugal Operator, Laboratory Boy, Bag Printing Machine Operator, Bag Sewing Machine Operator, ION Exchange Water Treatment Operator, Filter Cloth Washing Machine Operator, Electrical Helper, Engine Drive II, Belt man, Khalashi, Fireman, Pumpman, Motor Attendant, Oilman, Hammer man, Painter, Fitter, Helper, Water Attendant, Tipper man, Cane Development Kamar, Loco Foreman, Trolley Line Mukadam, Building Mukadam, Guard, Sweeper, Jamadar, Jamadar, Store Boy.
Un-skilled	Juice Helper Mazdoor, Sulpher Over Mazdoor, Palledar / Hamal, Marker, Sample Boy, Mazdoor, Winder man, Watchman, Sweeper, Points man, Trolleyman, Cleaner, Mali, Guest House Attendant, Cook, Pujasm.
<b>40. Employment in Tanneries and Leather Manufactory.</b>	
Skilled	Mechanics (Sanchawalas), Assistant Mechanics, Ring Makers Mistry (Cutter), Person Employed in Staking, Splitting, Glazing, Shaving, Rolling, Fleshing with Machincor otherwise.
Semi-skilled	Shoes Makers, Dyers, Stitchers, Polishers, Man Incharges of the Drums, Tableman, Persons employed in Sewing, Belt Finishing, Nailing, Hydraulic Press, Harness and Sole Setting Department, Stitching.
Un-skilled	Machine Helpers, TabYard Workers, Line Yard Workers, Cartmen Milkatman, Lace Cutters, Workers Preparing Bolts, Workers doing Repairing Works, Workers is Belting and Buffers, Other Miscellaneous Workers.
<b>41. Employment in any Tobacco Processing Establishment.</b>	
Skilled	Supervisor, Wireman, Fitter, Accountant, Cashier, Clerk, Typist.
Semi-skilled	Press Operator, Mukadam, Marker, Fireman, Oilman, Machine Delivery men.
Un-skilled	Mazdoor, Watchman, Miscellaneous Workers, Peon

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

Semi-skilled	Cook, Carpenter, Mason, Blacksmith, Plumber, Fitter, Pumpman, Wireman, Conductor, Employees by whatever name called doing work of the nature done by persons falling under any of the foregoing entries.
Un-skilled	Peon, Watchman, Mazdoor, Safai Kamdar, Watchman Cum Peon, Cleaner, Aaya, Gardner(Mali), Hamal, Helper, Groundman, Office boy, Hostel boy, Cooking Asstt., Employees by whatever name called doing work of the nature done by the persons falling under any of the foregoing entries
<b>45. Employment in Zardosi Work</b>	
Skilled	Karigar, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Fagirat, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Helper, Chela, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
<b>46 Employment in Private Security Guard Services.</b>	
Skilled	Manager, Security Officers, Gunman (Licensee), Security Guard (trained), Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Office Assistant, Clerk, Accountant, Head Watchman. Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Watchman, Office Boy, Peon, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.

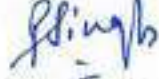
Explanation for the purpose of this notification.

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

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



- b. 6.60 percent of total wages (basic rates of wages plus special allowance) when one meal is served daily;
- c. 3.3 percent of special total wages (basic rates of wages plus special allowance) when one nasta and one tea is served daily.
11. Any other Employments not included in the Annexure or Schedules (Part I and Part II) under the Minimum Wages Act, 1948 will be paid wages as per the clarifications as regard to Skilled, Semi Skilled and Unskilled mentioned above.
12. If the wages already paid are higher, the same should be continued. The Industrial Establishments / Employers shall invariably ensure that they pay arrears to their Employees / Workers w.e.f. 01-04-2023.
13. In case of any clarification or disputes, the matter may be clarified from the Labour Department.

By Order and in the name of the  
Administrator of Dadra & Nagar Haveli  
and Daman & Diu  
  
( Priyanshu Singh )  
Director-cum-Deputy Secretary (Labour)  
DNH & DD

To,

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

Copy for kind information :-

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

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

No. LE/LI/DMN/MWA-3(II)/2024/507

Dated:28-10-2024

**Declaration of Special Allowance under the Minimum Wages Act, 1948.**

The Basic Pay was fixed in the Union Territory of Dadra & Nagar Haveli and Daman & Diu in respect of all the scheduled employments under the Minimum Wages Act, 1948 vide Notification No. LE/LI/DMN/MWA-3(II)/2023/349 dated 18-08-2023.

2. In addition to the Basic Pay, the daily rate of Special Allowance payable on the basis of cost of living index number is hereby increased at the rate of ₹ 35.00 per day in respect of all the employments in the Union Territory of Dadra & Nagar Haveli and Daman & Diu under the Minimum Wages Act, 1948.

3. Thus, the minimum rates of wages payable in respect of all the employments in the schedule to the Minimum Wages Act, 1948 in the Union Territory of Dadra & Nagar Haveli and Daman and Diu shall be as under:-

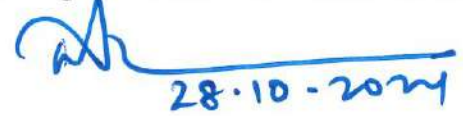
Minimum rates of wages payable per day

Class of Employment	Basic per day	Special Allowance per day	Total Minimum Wages per day
Unskilled	441.00	35.00	476.00
Semi-Skilled	452.00	35.00	487.00
Skilled	462.00	35.00	497.00

- Note :
1. For monthly wages, multiply with 26 days.
  2. The effective date of this order is 01.04.2024.
  3. The Industrial Establishments / Employers shall invariably ensure that they pay arrears to their Employees / Workers w.e.f. 01.04.2024

Instructions : "If the wages already paid are higher, the same should be continued."

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



28.10.2024

( S Asker Ali, IAS )  
Commissioner-cum-Secretary (Labour)  
DNH & DD

To,

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