

## NOTIFICATION

Labour and Employment Department,  
Sachivalaya, Gandhinagar.

Dated the 26<sup>th</sup> December, 2014.

Minimum  
Wages Act,  
1948.

**NO.KHR/2014/188/LVD/10/2013/575849/M(2):-** WHEREAS, a draft notification under Government Notification, Labour and Employment Department No.KHR/2014/52/LVD/10/2013/ 575849/M(2), dated the 25<sup>th</sup> February, 2014 was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 ( XI of 1948) (hereinafter referred to as " the said Act" ) , at pages 10/1 to 10/27 in the Gujarat Government Gazette, Extraordinary, Part I-L, dated the 25<sup>th</sup> February, 2014 inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in *Official Gazette*;

AND WHEREAS, the objections and suggestions have been received in respect of the said notification and have been considered by the Government;

NOW, THEREFORE, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (i) of sub-section (1) of section 4 of the Minimum Wages Act, 1948 (XI of 1948), and in supersession of the Government Notifications, Labour and Employment Department No.KHR-11-MWA-102008-302-M(2) to KHR-14-MWA-102008-302-M(2), KHR-16-MWA-102008-302-M(2) to KHR-28-MWA-102008-302-M(2), KHR-30-MWA-102008-302-M(2) to KHR-34-MWA-102008-302-M(2), KHR-36-MWA-102008-302-M(2) to KHR-49-MWA-102008-302-M(2), KHR-51-MWA-102008-302-M(2) to KHR-54-MWA-102008-302-M(2), KHR-56-MWA-102008-302-M(2) to KHR-59-MWA-102008-302-M(2) dated the 11<sup>th</sup> February, 2009, KHR/2012/70/ L.V.D./10/2010/ 658293/M(2), dated the 18<sup>th</sup> July, 2012 and KHR/2012/ 131/MWA /10/2011/ 353130/M(2), dated the 8<sup>th</sup> November, 2012 the Government of Gujarat, after consulting the Minimum Wages Advisory Board constituted under section 7 of the said Act, hereby revises the minimum wages with effect from date of publication of this notification in respect of the employees employed in the said scheduled employments in the whole of the State of Gujarat so as follows:-

- (a) The basic rates of wages as set out in column 3 of the Schedule appended here to in respect of zones specified in the said column for the employees employed in the said scheduled employments in the State of Gujarat as the basic rates payable by the day respectively in such zones to the classes of the employees mentioned against them in column 2 thereof ; 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 in such manner that:-
  - (i) for the rise of every five points over the cost of Living Index Number 5124 or over any such number which is greater than 5124 applicable to the employees in the said scheduled employments, special allowance payable in addition to the basic rate of wages shall be Rs.0.20 paise per day or Rs.05.20 per month;
  - (ii) for the fall of every five points below any cost of Living Index Number which is not less than 5124, the special allowance shall be reduced at the rate of Rs.0.20 paise per day or Rs.05.20 per month:

Provided that the rates of special allowance shall be first adjusted at the interval of the period of six months commencing from the date 1<sup>st</sup> October or as the case may be 1<sup>st</sup> April, the prospective month of that particular year.

#### SCHEDULE

Sr. No.	Classes of Employees.	Rates Payable per day(Rs.).	
		Zone-I	Zone-II
1	2	3	
I	Skilled	293.00	284.00
II	Semi- skilled	284.00	276.00
III	Un-skilled	276.00	268.00
Note: Please refer Annexure annexed herewith for details of employees belongs to particular class (i.e. Skilled, Semi-skilled and Un-skilled) of particular schedule employment.			

#### Explanation for the purpose of this notification :

- (1) (a) Zone-I shall comprise the area in the State of Gujarat within the limits of the Municipal Corporation as constituted under the Gujarat Provincial Municipal Corporation Act, 1949 and the areas within the limits of the Municipality as constituted under the Gujarat Municipalities Act, 1963 and the areas falling within the jurisdiction of concerned Urban Development Authority.
- (b) Zone-II shall comprise all the areas in the State of Gujarat other than those included in Zone-I.
- (2) In case of an employee employed on piece rate basis, the minimum rate of wages shall be so fixed that the minimum rates of wages plus special allowance payable to him, for the number 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.
- (3) The University Campus, the Agricultural University Campus and the Cantonment Area shall pay the minimum rates of wages of the scheduled employment of the nearest Zone.
- (4) An employee employed on part-time basis shall be paid 50% of the minimum rates of wages and 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.
- (5) An employee employed by contractor or other agencies shall not be paid less than the wages plus special allowance payable to the category of the employees to which they belongs.
- (6) The perquisites 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) Male and female employees should be given equal wages for equal work.
- (8) The minimum rates of wages payable to an apprentice employed on skilled or semi-skilled work shall be 75 per cent. 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.
- (9) The amendment made for computation of cash value vide Government Notification Labour and Employment Department No.KHR/217/2001/MWA/1097-833-M(2) dated 15<sup>th</sup> December, 2001 is

applicable to employment in any residential hotel, restaurant or eating house as defined in the Gujarat Shops and Establishments Act, 1948.

<b>ANNEXURE</b>	
<b>LIST OF SCHEDULES</b>	
<b>Employment in Automobiles Repairing, Workshops and Garages</b>	
Skilled	Manager, Supervisor, Cashier, Forman, Accountant, Mechanic, Electrician
Semi-skilled	Garage / Work shop In charge, Assistant Mechanic, Sales man, Fitter, Turner, Tin smith Welder, Black smith, Painter, Tool clerk, Colour man, Clerk, Clerk-typist, Typist, Driver,
Un-skilled	Helper, Cleaner, Watch man, Greaser, Attendant, Sweeper, Coolie, Mazdoor, Peon.
<b>Employment in Bakeries</b>	
Skilled	Mistry (Daught man), Bhartiwala, Truck Driver or Motor Driver, Delivery 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>Employment in Bobbin Industry</b>	
Skilled	(A) Mistry, Electrical Supervisor, Mechanical Supervisor, Manager, Accountant. (B) (1) Employees doing the work of joining and grinding band saw blades. (2) Employees doing the work of cutting wood on land saw machine according to the required size. (3) Asstt. Mistries and supervisor who look after the overall work of the Department and maintain the quality of good produced under the instruction of the department Mistry. (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, Machineman, or Machine Operator, Moulder.
Semi-skilled	(A) (1) Employees engaged in testing of all types of the finished bobins. (2) Employees engaged in cutting grooves on the cutter machine on all types of bobins or rings and wood. (3) Employees engaged in finishing of all types of bobins on the finishing machine. (4) Employees engaged in semi finishing of all types of bobins on turning machines and copying machines. (B) (1) Employees engaged in fitting pressing and punching all types of rings on all types of bobins. (2) Employees engaged in painting all types of bobins under the instructions of Mistry. (3) (3) Employees engaged in oiling and greasing. (4) Employees engaged in preparing all types of bobbins (5) Employees engaged in preparing grooves on rings and shields of all types of bobins on cutting machine. (6) Employees engaged in centering of all types of bobins. (7) Employees engaged in roughing of all types of bobins on roughing and turning machine.

	<p>(8) Employees engaged in reaming of all types of bobins.</p> <p>(9) Employees engaged in drilling of all types of bobins 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 o 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 bobins on the railing machine.</p>
Un-skilled	<p>(1) Weeper, Watchman, Office-boys, Hand cart 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>Employment in Bone crushing Industry</b>	
Skilled	Manager, Head Supervisor, Supervisor, Foreman Engine cum Motor-man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truc Driver, Machine Operator, Cook (Male / Female)
Semi-skilled	Bone Breaker, Bags Carrier, Bone Feeder Bags Sticher, Loader.
Un-skilled	Basket Carrier Bone Metal collector Mazdoor Peon.
<b>Employment in Cement Prestressed products Industry</b>	
Skilled	Pipe Moulder (Spun Pipe), Foreman, Vibrator runners, Wire stretcher, Pressman (Tiles), Engine Driver, Truck or Motor Drivers, Welder, Turner, Fitter, Blacksmith, Mason, Mechanic .
Semi-skilled	Concrete mixture maker, Cage maker, Wire cutter, Colour mixture, Grinding mill-man, leveling machine-man, polishing machine-man, persons employed in arrange 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) Gringing sand, cement etc. for preparing concrete mixture.</p> <p>(5) Tile washing, Stone or marble treaking, 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>Employment in the Maintainance of Buildings and Employment of Construction or Maintenance of Road in Building operations.</b>	
Skilled	<p>Skilled A Carpenter with his tools, Blacksmith with his tools, Mason with his tools, Plumber with his tools, Stone cutter 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</p>

	Driver, Foreman, Sarang or Tindal (Tindal) Painter (Decorator) Oil painting etc., Head Fitter, Mechanic, Mistry, Electrician, Clerk and Munim
Semi-skilled	Foreman, Cleaner, Asphlat 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, Chokidar, Mali, Sweeper, Below-U-Boy.
<b>Employment in any Cotton Ginning or Cotton Pressing Manufacturing</b>	
Skilled	Engine Driver, Fitter, Turner, Electrician, Blacksmith, Boiler Attendant, Carpenter, Cobbler, Manager, Supervisor
Semi-skilled	Fireman, Wireman, Valyeman or Half Pressman, Finisherman, Openerman, Accountant, Clerk, Roller Cutter, Number Marker, Press Mukadam, Gin Mukadam, Oilman, Coalman, Dubali, Labadi-Ghati, Tolwala, Bardan Sticher.
Un-skilled	Unskilled (Heavy) Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapasias), Cotton Filler. Unskilled (Light) Pavawala, Charakhawala, Cotton Cleaner or Pumdawala, Cotton Zudawawala, Chokidar, Peon, Sweeper, Bardan Cutter
<b>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), Stenotypist, Nurse / Nurse / Nurse Midwife Physiotherapy technician, Compounder, * Pharmacist (educational qualification B. Pharm or D. Pharm; registered; having experience of ten years or more
Un-skilled	Compounder (untrained) Dresser, Boy, Ayah, Peon.
<b>Employment in Drilling Operation and maintenance of Tube wells.</b>	
Skilled	Driller, Errection Forman, Auto Forman, Bhisti with his own Bags, Turner, Assistant Fitter, Assistant Errection Forman, Assistant Auto Forman, Auto Electrician, Auto Fitter, Electrical Forman, Mechanic Grade I and II. Electrician Grade I, Auto Fitter Grade I, Turner Grade II.
Semi-skilled	Air compressor Operator Grade I and II, development Unit Operator, Driver (Truck, Jeep and Tractor) Generator Operator, Solderman, Tool Attendant, Engine Pump Operator, Carpenter, Mason, Painter, Plumber Grade I, Auto fitter grade I, Electrician Grade-II, Fitter 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>Employment in Electronics and Allied or Incidental Industries.</b>	
Skilled	Head Wireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machineman, Forman, 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 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,
Un-skilled	Faras (Jhadoowala), Sweeper, Watchman, Helper, Peon, Waterman, Gardener / Mali, Cleaner.

<b>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. 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 In charge. Assistant Manager, Head Operator or chief Operator or First Operator, Head Air Conditioner Operator, Supervisor, Stenographer, Cooling Plant Incharge
Semi-skilled	Jhadoowala (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 In charge, 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, Forman, Tent Master, Boor Keeper, Watchman, Liftman. Painter or Artist, Winder or Rewinder, Cabin Boy or Fourth Operator, Store Keeper, Forman, Tent Master, Door Keeper, Watchman, Liftman.
Un-skilled	Oilman, Sweeper, mali (Gardner), Peon, Cycle Stand Boy Messenger, Announcer or Policewala, Cartman or Posterman or Rickshaw Driver, Hand Bill Boy.
<b>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>Employment in Forestry and Timer 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 timer.
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 bounderies, a digging of pits and the manufacturing of charcoal (Workers except Headman), Labour engaged on transport (Vahru karnar) (Wages to be paid at double rate because of the job is done with bullocks.) Mali and watchman.
<b>Employment in Hosiery Industry</b>	
Skilled	Accountant, Supervisor, Salesman, Knitting Master, Mahine Operator, Dyeing Master, Bleaching Master, Printing Master, Chief Boiler Attendant, Chief Wireman, Cutting Master, Mechanic Master, Stiching Master.
Semi-skilled	Wrapper, Wiver. Knitter, (Sarcular Machine) Asstt. Dyeing Master, Asstt. Bleaching Master, Asstt. Pinting Master, Asstt. Mechanic, Wireman, Shaper Cutter (Machine) Cutter, Overlock Machineman, Flat Machineman, Ironingman, Pressman,

Un-skilled	Peon, Watchman, Sweeper, Helper, Gadikarnar,(Gadiman) Taka Kamar/ Tankiman, Neck Cutter, Dhagha Cutter, Labller, Box Packer/ Packer.
<b>Employment in Hospitals and Nursing Home.</b>	
Skilled	Office Superintendent, Senior Accountant, Head Clerk, Cost Accountant, Store Officer, Senior Officer, Epidemiologist Cum Sanitary 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, Organiser 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, Obstratician (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, Stracher bearer, Mazdoor, Post Mortem Poen, Messman, Peon, Laboratory Peon, Cook, Liftman.
<b>Employment in Industrial Engineering Establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers.</b>	
<b>Employment in Industrial Engineering Establishments (Other than automobiles repairing workshops and garages) employing fifty or more workers engaged in the manufacture of shioning, reconditioning, assemblies or repair or goods or articles or iron, steel and non-fessous metals or alloys by the use of any machine, or tools, including foundries, forgoing plants and extrusion plants which produce for manufacturing, assembling and repairing establishments and workshops.</b>	
Skilled	
Semi-skilled	
Un-skilled	
<b>Employment in Khandsary Industry.</b>	
Skilled	Foreman, Mechanical Supervisor, Mistry, Mechanic, Chemist, Cane Crusher Driver, Mechanic Driver, Settingmen, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhatti repairer, Fitter, Pumpmen.
Semi-skilled	Fieldman, Sulpherman, Sulperation, Sulphero Dayaction Mat, Patti Karaguard 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	Manager. Accountant, Purchaser, Cashier, Time Keeper, Clerk, Clerk cum Typist
<b>Employment under any Local Authority Employment of any Municipal Corporation constituted under the Gujarat Provincial Municipal Corporations Act, 1949 (Bom. LIX of 1949).</b>	
<b>Employment under any Local Authority in any Municipality constituted under the Gujarat Municipalities Act, 1963 (Guj.XXXIV of 1964) and</b>	

<b>Employment under any local Authority in any Gram Panchayats constituted under the Gujarat Panchayats Act, 1993. (Guj. 18 of 1993).</b>	
Skilled	<p>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</p> <p>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 Grade 6, Bill Collector Grade I and II, Tabulator, Ticket Box Filler, Sorter, Shop Recorder B Class Traffic Regulator, District Starter, Ticket Examiner, Canteen Assistant. Class A : Junior Trained Teachers Class B : Voluntary Teachers</p>
Semi-skilled	<p>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 Elephent (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, Turn Cock (For Brigade Department), Ward Assistant, Yard for Elephant, Yard Mukadam, Zoo Assistant, Clearner Chowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greaser, Inspector, Meter, Jointer Improver, Lointer 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 Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook(canteen).</p>
Un-skilled	<p>Ambulance Bearer, Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendant for supplying water to the staff, Ayah, Bhhisti, Blegari, Blegari (Unloading), Boy, Buring Ground Attendant, Butler, Camp Attendant, Camp Remoshi, Care Taker, Constable, Custodian, Cycle Boy, Darwan, Dispensary Boy,</p>



	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 Mainns, Office Coolie, Poleman, Road Broom Maker, Sepoy Signalman, Watchman Permanent Way, Sweeper, Scavenger,
<b>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-I and II of the Schedule of the Act.</b>	
Skilled	Accountant, Clerk, Cashier, Bill Maker, Storekeeper, Time Keeper, Clerk cum Cashier
Semi-skilled	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, (one who helps to make Emery stone and prepares powder), Asstt. Sorter, Asst. Grinder, Peeler, Washing Machineman, Talvawala, Asstt. Flour Kneader, Kachori-Samoso Maker, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machineman. Mixing Machine Operator, Scent Spreyer (One who dips in liquid.)
Un-skilled	Majoor, (Labourer) Watchman, Oilman, Machine Labourer, Colour Carrier, Packer, Staker, Charnawala, (One who shifts), Attendant, Hand Mill or Mechanical Grinding Mill, Hamal, Miscellaneous Labourer, Packingwala, Bottle Cleaner, Labeller, Bottle Filler.
<b>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>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>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), Stripe 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 Processor, Extract Processor, Tablet preperer 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>Employment in Plastics Industries</b>	
Skilled	Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and Sealing Operator, Machine Operator
Semi-skilled	Assistant Operator, Moulder, Grinder, Machineman, Turner, Fitter, Finishing Machineman
Un-skilled	Packer, Mazdoor, Labourer, Helper, Sweeper, Cleaner, Watchman, Peon.
<b>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, Sanitaryware 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), Shappers, Planners, Welder, Moulder (Foundry), Engine Driver, Flate Maker, Gold Line Maker (Decorator), Sanitaryware Casters (Big Pieces), By Colour Lining on Cup-Saucer), Designer Stamer, Glazer (Cup-Saucer) 45 by dipping and Sparying), Stoneware Pipe Turner, Finishers (Fire Bricks), Fire man down Dsraft Kiln), Laboratory Attendant, Machineman (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 (8Lbs. 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, Sagggar Makers (On Chakada), Sagggar 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, Stonewares 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>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 Machineman, Thread Sizer, Back Sizer, Folder.
Un-skilled	Mazdoor, Labourer, Helper, Sweeper, Cleaner, Wraft distributor, Oiler, Waterman, Peon, Watchman.
<b>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 supplimental thereto</b>	
Skilled	Machine Operator, Jobber Colourman, Fitter, Electrician, Stamper, Folder, Wireman, Boiler Attendant, Carpenter, Printer, Kunjawala, Checker, Harish Stander, Machineman, Calendar Machineman, Soucharman, Polomising, Machineman, Finishingman, Steam Finishingman, Zero Zora Machineman, Rottery Machineman, Dyeing Range Machineman, Gigger Machineman, Store Keeper, Cashier, Head Jamadar, Fireman. ^
Semi-skilled	Sticherman, Packer, Belt Operator (Patta chalawanar), Bundler, Assistant Printer, Assistant Stamper, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machineman, Ugharani Karkun, Gate Keeper.
Un-skilled	Mazdoor, Coolies, Sweeper, Cleaner, Watchman, Pumpman, Fire Coolies
<b>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, Off-set 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, Forman, 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 Mounter, Line-Etcher, Half-tone Etcher, Transfer Printer (Blocks), Engraver, Router, Mounter, 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, Addrema 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 Knaves 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), Line roller, 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
Un-skilled	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>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, Oiller,Asstt.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>Employment in any Pulp and Paper or board Manufactory</b>	
Skilled	Boiler Attendant(Class-I), Electrician,Forman, Machine Operator, Chemist,Department Incharge Supervisor,Draftsman, Finishing House Mistry, Chargemen Instrument Section,Chargemen carpentry Shop, Workshop Chargeman, Chargemen Civil Construction, Chargemen Transport, Chargemen Mechanical, Chargemen 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 Machineman, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Roaster and Smelter Operator, Recaustasing Operator, Lime Reburning Operator, Clerical A: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 Burner 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 Labourer, Wood Grinding Labourer, Stock Preparation Labourer, Chemical Preparation and Fiber Recovery Labourer, Peter 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 Sticking 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 man's Labourer, Colour Waste Paper or Sraw 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 Maitainance Labourer, Canteen Boy, Office Boy, Guest House Labourer, Store Labourer.
<b>Employment in any Residential Hotel, Restaurant or Eating House as defined in the Gujarat Shops and Establishments Act, 1948.</b>	
Skilled	Samosawala, Faloodawala, Omletwala, 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.
Semi-skilled	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 lassiwala and Salesman, Vendor (Keeping Account), Orderwala (Shouting Bills or Writing Bills), Kababwala, Bhelpuriwala
Un-skilled	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, 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 (Ferias) or Babarwalas not working or commission basis and not entrusted with the responsibilities of accounts
<b>Employment in any Rice Mill, Flour Mill or Dal Mill.</b>	
Skilled	Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Mistris, Carpenters, Carpenters Mistris, Blacksmiths, Measons, Electricians, (with Diploma), Roll Grovers, Machine Operators, Painters Mukadams, Plantmen, Tailors.
Semi-skilled	Oilers, Silkmen, Rolleraman, Purifiers, Assistant Fitters, Electricians (without Diploma), Pumpman, Binmen, Motor Attendant, Sewers, Watchman / Jamadars (with training in Fire squads), Mochies, Hammermen, purifiers, Jiggars, Rope Splioers, Washer Machineman.
Un-skilled	Misturers, Packers, Shaftmen, Cleaners, Firemen, Coalmen, Truckmen, Fill Attendants, White Washers (Painter), Watchmen, Jamadars, Hamals, Stackers, Machine Cleaners, Sweepers, Mazdoors.
<b>Employment in Roofing Tiles Manufacturing</b>	
Skilled	Mistry, Mechanic.
Semi-skilled	Dieman, Fireman, Fitter, Driver, Bhathathi Gothavanar, Electrician, Mukadam
Un-skilled	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>Employment in Rubber and Rubber Products including Artificial Rubber Products Manufacturing Industry.</b>	
Skilled	Machine Operator, Calendar and Cutting Machine, Press Operator (Vulcanizing), Mixing Machineman, Fitter, Binder, Welder, Carpenter Clerical A:Supervisor, Accountant, Time Keeper, Store Keeper, Stenographer, Cashier, Clerical B:Clerk, Typist, Clerk cum Typist
Semi-skilled	Boiler Attendant, Calendar Helper, Mixing Mill Helper, Turner Helper
Un-skilled	Mazdoor, Watchman, Sweeper, Peon
<b>Employment in Soap Making Industry</b>	
Skilled	Qualified Chemist, Accountant (Book Keeper), Salesman, Driver
Semi-skilled	Furnace man
Un-skilled	All other Workers
<b>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>Employment in Sugar Industry.</b>	
Skilled	Highly Skilled Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draftsman II, Pattern Maker I, Instrument Mechanic (Certificate from I.T.I), Mechanic I. Skilled 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, Switch Board 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, ane Head Clerk, Cane Accountant, Center Incharge, Cane yard Supervisor, Yard Foreman, Wighment Supervisor, Assistant Cane Head Clerk, Share Accountant, Cashier, Sectional Incharge, Stenographer Grade I and II,Store Keeper Grade-I,Head Time Kewper Grade-II,Security Officer Grade I, 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 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, Juice 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, Sulphur Over Mazdoor, Palledar / Hamal, Marker, Sample Boy, Mazdoor, Winder man, Watchman, Sweeper, Points man, Trolleyman, Cleaner, Mali, Guest House Attendant, Cook, Pujasm.
<b>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 Machine or otherwise.
Semi-skilled	Shoes Makers, Dyers, Stickers, Polishers, Man Incharges of the Drums, Tableman, Persons employed in Sewing, Belt Finishing, Nailing, . Hydraulic Press, Harness and Sole Setting Department, Sticking
Un-skilled	Machine Helpers, Tab Yard Workers, Line Yard Workers, Cartmen, Milkatman, Lace Cutters, Workers Preparing Bolts, Workers doing Repairing Works, Workers is Belting and Buffers, Other Miscellaneous Workers.
<b>Employment in any Tobacco Processing Establishment .</b>	
Skilled	Supervisor, Wireman, Fitter, Accountant, Cashier, Clerk, Typist,
Semi-skilled	Press Operator, Mukadam, Marker, Fireman, Oilman, Machine Deliverymen.
Un-skilled	Mazdoor, Watchman, Miscellaneous Workers, Peon
<b>Employment in any Woolen Carpet Making or Shawl Weaving Establishment.</b>	
Skilled	
Semi-skilled	
Un-skilled	
<b>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 Supritendent, 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>Employment in Non teaching Staff in Private Non-Grant-in-Aid Educational Institution</b>	
Skilled	Gruhpati, Gruhmata, Manager, Secretary, Office Supritendent, Head Clark, 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 enteries, Junior Clerk, Typist, Munim, Cashior, 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 enteries.
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 enteries.
Un-skilled	Peon, Watchman, Mazdoor, Sfaï 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>Employment in Zardosi Work</b>	
Skilled	
Semi-skilled	
Un-skilled	
<b>Employment in Private Security Guard Services.</b>	
Skilled	Manager, Security Officers, Gunman (Licensee) 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, Security Guard. Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.

By order and in the name of the Governor of Gujarat,

(Raman Maheria)

Joint secretary to Government.

To,  
The Manager, (By Speed Post)  
Government Press, Vadodara.

With a request to publish this notification in the Extra Ordinary Part I-L dated the 26 /12 / 2014 and the copies of printed notification may please be distributed its prints as under :-

- |    |  |            |
|----|--|------------|
| 1. | The Laobur & Employment Department   | 500 copies |
| 2. | The Commissioner of Labour, Gandhinagar  | 250 copies |
| 3. | The Rural Labour Commissioner, Gandhinagar   | 250 copies |
| 4. | The Secretary, The Gujarat Minimum Wages Advisory Board.<br>C/o Commissioner of Labour, Gandhinagar. | 25 copies  |
| 5. | The Legislative & Parliamentary Affairs department, Sachivalaya, Gandhinagar.                        | 10 copies  |

**Copy to :**

- The Commissioner of Labour, Udhog Bhavan, Gandhinagar.
- The Rural Labour Commissioner, Dr. Jivraj Mehta Bhavan, Gandhinagar.



3. The Director of Information, Gandhinagar. With a request to issue the press Note immediately in the news papers.
4. The Legislative & Parliamentary Affairs Department, Sachivalaya, Gandhinagar.  
With a request to publish a Gujarati version of this notification in the Gujarat Government Gazette Part I-L and Instruct the press to distribute the copies as under:

- |    |  |            |
|----|--|------------|
| a. | The Laobur & Employment Department   | 100 copies |
| b. | The Commissioner of Labour, Gandhinagar  | 100 copies |
| c. | The Rural Labour Commissioner, Gandhinagar   | 100 copies |
| d. | The Secretary, The Gujarat Minimum Wages Advisory Board.<br>C/o Commissioner of Labour, Gandhinagar. | 25 copies  |

5. IT-Section, Labour and Employment Department, Block No.5<sup>th</sup>, 6<sup>th</sup> Floor, Sachivalaya, Gandhinagar.

6. Branch Select File

7. The Dy. S.O. Select File.