NOTIFICATION

Labour, Skill Development and Employment Department,
Sachivalaya, Gandhinagar.
Date the 27th March,2023.

Minimum Wages Act, 1948.

NO.KHR/2023/28/LVD/10/2022/18/M2: WHEREAS, a draft notification under Government Notification, Labour, Skill Development and Employment Department NO.KHR/2022/55/LVD/10/2022/18/M(2), dated 5th May, 2022 was published as required 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 (Act No. XI of 1948) (herein after reffered to as "said Act"), at pages 04/1 to 04/21 in the Gujarat Government Gazette, Extraordinary, Part I-L, dated 5th May, 2022 inviting objections and suggestions from all persons likely to be affected thereby, within two months from the date of its publication in the *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 (Act No. XI of 1948), and in supersession of the Government Notification, Labour And Employment Department No. KHR/2014/188/LVD/10/2013/575849/M(2) dated the 26th December, 2014, the Government of Gujarat, hereby revises the minimum wages with effect from the date of 1st April, 2023 in respect of the employees employed in the appended Scheduled employment in the whole of the State of Gujarat as follows :-

(a) The basic rates of wages payable to the employed in the said employment by the day 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;

(b) A special allowance and directs that so long as this notification is in force, the rates of such special allowance shall be adjusted by the competent authority, at the interval of every six months commencing from the 1st October and the 1st April on the basis of the average cost of Living Index Number for the preceding period for six months ending on the 30th June and 31st December, respectively in such manner that:-

(i) for the rise of every five points over the cost of Living Index Number 7270 or over any such number which is greater than 7270 applicable to the employees in the said Scheduled Employment, 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 7270, 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 1st October or as the case may be, the 1st April, the prospective month of that particular year.

SCHEDULE

Sr.No.	Classes of Employees	Rates payable per day (Rs).	
1	2	3	
		Zone–I	Zone- II
I	Skilled	474.00	462.00
II	Semi-Skilled	462.00	452.00
III	Un-skilled	452.00	441.00
Note: Please refer Annexure 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 Corporations 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 and Nagar Palika.

(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) 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.

(5) The employees 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 belong.

(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, Female and Transgender 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 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.

(9) The Labour and Employment Department Notification No. KHR/30-MWA-1097-833-M(2) dated 23rd January, 2001 is applicable to employment in any residential hotel, restaurant or eating house covered under the Gujarat Shops and Establishments Act, 2019 for computation of cash value.

ANNEXURE	
LIST OF SCHEDULES EMPLOYMENTS	
1. Employment in Automobiles Repairing, Workshops and Garages	
Skilled	Manager, Supervisor, Cashier, Forman, Accountant, Mechanic, Electrician
Semi-skilled	Garage / WorkshopIn charge, Assistant Mechanic, Sales man, Fitter, Turner, Tinsmith 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.
2. Employment in Bakeries	
Skilled	Mistry (Daught man), Bhartiwala, TruckDriverorMotor Driver, Delivery Van, Manager, Clerk cum typist, Cashier, Steno-typist
Semiskilled	Gullawala, Totat (Tolat), Cut Piecer (Bread Cutter), Deliverian (Delivery man) Rickshaw Driver
Unskilled	Patrawala, Helper, Peon, Office- Boy, Sweeper, Packer, Watchman.
3. Employment in Bobbin Industry	
Skilled	(A) Mistry, Electrical Supervisor, Mechanical Supervisor, Manager, Accountant. (B) (1) Employees doing the workof 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, Machinemanor 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 bobinsunder the instructions of Mistry. (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. (8) Employees engaged in reaming of all types of bobins. (9) Employees engaged in drilling of all types of bobins on drilling machineset by the mistry. (10) Employees engaged in seasoning of wood. (11) Employees engaged in cuttingpiecesfrom wooden stripes asperinstructions themistry. (12) Employees engaged in pulling the wooden log opposite the wood cutter on the hand-saw machine. (13) Employees engaged in railing and pressing of all types of bobins on the railing machine.
Un-skilled	(1) weeper, Watchman, Office-boys, Handcart worker, Water man, (2) Employees engaged in loading and unloadinggoods in trucks. (3) Employees engaged in the movement of raw material and finished products in the factory. (4) Employees engaged in feeding and removing wood on the hand saw machine.
4. Employment in Bone crushing Industry	
Skilled	Manager, Head Supervisor, Supervisor, ForemanEnginecum Motor-man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truck Driver, Machine Operator, Cook (Male / Female)
Semi-skilled	Bone Breaker, Bags Carrier, Bone Feeder Bags Sticher, Loader.
Un-skilled	Basket CarrierBoneMetalcollector Mazdoor Peon.
5. Employment in Cement Prestressed products Industry	
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	Concretemixture 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	(1) Persons employed in odd jobs like lifting of pipes or poles of cranes from runners to curing tanks. (2) Removal of pipes or poles fromtankto the storage place.

	(3) Loadingorunloading the materialson trucks. (4) Gringing sand, cementetc.for preparing concrete mixture. (5) Tile washing, Stone or marble treaking, peons, Malis and sweepers. (6) Putting tiles into curing tank and removing them thereafter and stocking them on sites . (7) Persons doing pre-cast workconcerningjalis, slabs, benches, flower pots, pillars and such other items. (8) Persons doing miscellaneouscoolie works.
6. Employment in the Maintainance of Buildings and Employment of Construction or Maintenanceor Road of in Building operations.	
Skilled	Skilled A Carpenter with his tools, Blacksmith with his tools, Mason with his tools, Plumber with his tools, Stone cutter with his tools. 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
Semi-skilled	Foreman, Cleaner, Asphalt Sprayer, Mukadam, Miner or Blaster, Navghani, ColourWasher, 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.
7. Employment in any Cotton Ginning or Cotton Pressing Manufactory	
Skilled	Engine Driver, Fitter, Turner, Electrician, Blacksmith, Boiler Attendant, Carpenter, Cobbler, Manager, Supervisor
Semi-skilled	Fireman, Wireman, Valyemanor Half Pressman, Finisherman, Openerman, Accountant, Clerk, Roller Cutter, Number Marker, Press Mukadam, Gin Mukadam, Oilman, Coalman, Dubali, Labadi-Ghati, Tolwala, BardanSticher.
Un-skilled	Unskilled (Heavy) Cotton Fetcher, Cotton Carrier, Cotton Seeds (Kapasia), Cotton Filler. Unskilled (Light) Pavawala, Charakhawala, CottonCleanerorPumdawala, Cotton Zudawawala, Chokidar, Peon, Sweeper, Bardan Cutter
8. Employment in any dispensary of a medical practitioneror in any establishment of medical consultant or in any clinical or pathological laboratory other than those clinical or pathological laboratories included in the employment in the Hospitals and Nursing Home.	

Skilled	Laboratory technician (Educational qualifications Graduate and trained), X-Ray technician (Educational qualification Graduate and trained)
Semi-skilled	Clerk-typist, laboratorytechnician (unqualified) X-Ray technician (unqualified), Steno-typist, 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..
9. Employment in Drilling Operation and maintenance of Tube wells.	
Skilled	Driller, Errection Forman, Auto Forman, Bhisti with his own Bags, Turner, AssistantFitter, Assistant Errection Forman, Assistant Auto Forman, Auto Electrician, Auto Fitter, Electrical Forman, MechanicGrade I and II. Electrician Grade I, Auto Fitter Grade I, Turner Grade II.
Semi-skilled	Air compressor OperatorGrade I and II, developmentUnit Operator, Driver (Truck, Jeep and Tractor) Generator Operator, Solderman, Tool Attendant, EnginePump Operator, Carpenter, Mason,Painter, PlumberGrade I, Auto fitter grade I, Electrician Grade-II, Fitter Grade II
Un-skilled	HelperGrade 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
10. Employment in Electronics and Allied or Incidental Industries.	
Skilled	HeadWireman, 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, ControlPenal Attendant, Can Fitter, WiremanPanelBoard 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.
11. Employment in Film Industry including employment in Production, Distribution and Exhibition of Films	
Skilled	Manager, Accountant, Stenographer, sound Attendant, Cameramanor Camera Incharge, Setting Master or Setting Supervisor, Studioincharge, Carpenter, Wireman, in Studio, Painter, Lightman, of Light Attendant. Manager, PublicOfficeror Publicity Manager Manger, PublicOfficeror Publicity Manager.Assistant Manager, Assistant Accountant, Assistant

	sound Attendant, Assistant cameramanor Camera Incharge, Assistant Setting master or setting supervisor, Assistant StudioIncharge, Assistant Carpenter, Assistant Painter, Assistant Wireman in Studio, Assistant Lightman or Light Attendant, Store Keeper, Driver, Clerk-Typist, Head Watchman.Assistant Manager, HeadOperator or Chief Operator or First Operator, Head Air conditioner Operator, Supervisor, Stenographer, Cooling PlantIncharge.Assistant Manager, HeadOperator or chief Operator or First Operator, Head Air Conditioner Operator, Supervisor, Stenographer, Cooling PlantIncharge
Semi-skilled	Jhadoowala (Sweeper), Gardner, Assistant Watchman, Peon Helper, Labourer AssistantOperator 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 Planincharge, Assistant Cooling Plan In charge. AssistantOperator 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 PlantIncharge, Assistant Cooling Plan InchargePainter or Artist, Winder or Rewinder, Cabin Boy or Forth Operator, Store Keeper, Forman, Tent Master, Boor Keeper, Watchman, Liftman. Painteror 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, Announceror Policewala, Cartman or Posterman or Rickshaw Driver, HandBill Boy. Oilman, Sweeper, Mali (Gardner), Peon, Cycle Stand Boy Messenger, Announceror Policewala, Cartman or Posterman or Rickshaw Driver, Handbill boy.
12. **Employment in Fisheries Industries**	
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.
13. Employment in Forestry and Timer Operation other than those carried on by a Farmer or on a Farm as includental to or in conjunction with Farm Operations	
Skilled	Labour engaged in the Measuring of timber and the Numbering of timer.
Semi-skilled	Semi-skilledLabour engaged in the Falling of trees, Fashioning and charcoalmanufacture (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 (Vahrukarnar) (Wages to be paid at double rate because of the job is done with bullocks.) Mali and watchman.
14. Employment in Hosiery Industry	
Skilled	Accountant, Supervisor, Salesman, Knitting Master, Machine 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.
15. Employment in Hospitals and Nursing Home.	
Skilled	Office Superintendent, Senior Accountant, Head Clerk, Cost Accountant, StoreOfficer, Senior Officer, Epidemiologist CumSanitary Supervisor, JuniorScientificAssistant, Research Assistant, Stenographer, Senior Electrician, Matron, WardSister or Ward Incharge (R.N. and R. M.), Assistant Matron (R.N. and R.M.) Dietician (Post GraduateQualification), Sister Tutor,Public health nurse(P.H.N.Diploma Holder), Laboratory Technicians (Educational Qualification Graduate and Trained) AssistantStore keeper, SeniorTechnical Assistant, Electrician Mechanic, Chemical Assistant , Bacteriological Assistant, MedicalSocial Worker, PublicHealthNurse, Clerk-typist, Steward, Laboratory Technician, Steno-typist, Store Inspector, Dietician, Treatment, Organizer Nurse/ Nurse Mid Wife / Staff Nurse, OperationTheatre Nurse, Physiotherapy Technician, Pharmacist, Health Visitor, Compounder, Radiogram Operator, Ward Sister or Ward Incharge, Store keeper.
Semi-Skilled	AuxiliaryNurse / 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.
16. Employment in Industrial Engineering Establishments (other than automobiles repairing Workshops and Garages) Employing less than 50 workers.	

17. **Employment in IndustrialEngineering 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.**	
Skilled	Manager, Head Supervisor, Supervisor, ForemanEnginecum Motor-man, Motorman, Engine Driver, Clerk, Cashier, Boiler, Attendant Truck Driver, Machine Operator,HeadWireman, Turner, engineer, Fitter, Designer, Cabinet Fitter, Moulder Machineman, Forman, 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.
Semi-skilled	Coil winder, Transformer winder,Decorator, Draftsman, Solderman, ControlPenal Attendant, Can Fitter, WiremanPanelBoard 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 Opertator, Asstt. Fitter, Asstt. Wireman, Helper, Asstt. Sorter, Asst. Grinder, Peeler, Washing Machineman, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machieman.Mixing Machine Operator, Scent Spreyer (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.
Un-skilled	Helper, Cleaner, Watch man, Greaser, Attendant, Sweeper, Coolie,Mazdoor, Peon. 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.Telephone Operator, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
18. **Employment in Khandsary Industry.**	
Skilled	Foreman, Mechanical Supervisor, Mistry, Mechanic, Chemist, CaneCrusher Driver, Mechanic Driver, Settingmen, Welder, Electrician, Carpenter, Blacksmith, Turner, Bhatti repairer, Fitter, Pumpmen.
Semi-skilled	Fieldman, Sulpherman, Sulperation, SulpheoDayaction 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 cumTypist

19. Employment under any Local Authority Employment of any Municipal Corporation constituted under the Bombay Provincial Municipal Corporations Act, 1949 (Act No. LIX of 1949).

20. Employment under any Local Authority in Municipality or Nagar Panchayat constituted under the Gujarat Municipalities Act, 1963 (Gujarat Act No. XXXIV of 1964) and the Gujarat Panchayat Act, 1993 (Gujarat Act No. 18 of 1993)

21. Employmentunder any local Authority Gram Panchayat constituted under the Gujarat Panchayat Act, 1993. (Gujarat 18 of 1993).

Skilled	AmbulanceDriver, 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, HeadMechanical Foreman, Inspector (Electrical), LaboratoryAssistant, Logo Driver, Machine Operator, Mistry, Mascon, Mechanic, Mechanical Foreman, Mechanic and Electrician, Midwife, Motor Inspector, Motor Driver, Motor Trolly Driver, Nurse. Operator, Pattern Maker, Radiogram Operator, Rent Collector, SanitaryInspector, Staff Nurse, SteemBoilerDriver, Supervisor (Road Roller), Tailor, Telephone Operator, Theatre Attendant, Turner, Trained Dai, Vaccinator, Ward Inspector and / or Motor Inspector, Welder, Wireman, Assistant Starter, Candidate, TicketExaminer and Inspector, ControllerHand, Controller Hand Assistant, Driver Crane, Electrical Motor MechanicGrade 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 Non-Matriculate AssistantClerk,Clerk,DespatchAssistant,Draftsman,Stenographer,Record Assistant, Record keeper, Tracer, Typist, Secretary, Cashier and Accountant, Octroi inspector, OctroiNakadar, Octroi Clerk, General Inspector, Sanitary Inspector, Assistant Sanitary Inspector, Clerk or R.D.C. Shop Clerk, Assistant Clerk, MarketRecovery 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 : JuniorTrained Teachers Class B : Voluntary Teachers

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 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, NawghaniMukadam, 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, ClearnerChowkey, Conductor, (Tram), Driver (Tram) Driver (Wagon), Electrical Motor Mechanic Grade I, Flagman, Furnaceman, Fuseman, Greser, Inspector, Meter, Jointer Improver, Lointer male, Lighter and Cleaner, MashallPointman, Meter Inspector Grade II, Car Washer Mukadam, (Mukadam Cleaner), Mukadam Road, MukadamPoleman, Tester Meter, Tram "C" Class District Starter, Tram Traffic "C" class Regulator, Wireman Assistant, Head Cook (Canteen), Assistant Cook(canteen).
Un-skilled	Ambulance Bearer,Ambulance Labourer, Ambulance Man, Animal Keeper, Armed Guard, Assistant Iceman, Attendantfor 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, Havaldar, 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, OctroiPagi, Pantry Boy, Peon, Petrol Labourer, Plunger Man, Pointsman and watchman, Porter, Post Morterm Attendant, Ramoshi, Rat Bigari, Registration Attendant, Report Bearer, Road Repairer, Sanitary Peon, Servant, StableBigari (Man), Stable Bigari (Women), Staff Havaldar, Store Attendant, Store Boy, Store Chowkidar, Store Labourer, Street Boy, Stretcher Bearer, Student Nurses, Table Boy, Tank Keeper, Telephone Boy, Ward Attendant, Trolyman, Watch and Ward Peon, Watchman, Water Carrier, Water men, Water Women, Ward Boy, Canteen Boy, Ghatty, Hammerman, Head Hamal, Head Sepoy, Mukadam Freight Wagon,

	MukadamMainns, Office Coolie, Poleman, Road Boroom Maker, Sepoy Signalman, Watchman Permanent Way, Sweeper, Scavenger,
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-I and II of the Schedule	
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 MachineOpertator, 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-SamosoMaker, Tin Packer, Micro-pulveriser Operator, Blender Operator, Filling Machieman.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.
23. **Employment in any Oil Mill.**	
Skilled	Engineer, Boiler attendant, Engine Driver, Fitter, Blacksmith, Turner, Electrician, Welder, Carpenter, Chemist, Machine Operator, Accountant, Time Keeper, Store Keeper, Stenographer, OfficeSuperintendentHead Clerk, Cashier, Karkun, Typist
Semi-skilled	Oilman, Fireman, Canboy (Ketaliwala) Expellorman, Filterman, Mukadam
Un-skilled	Thappiwala, Gunnybag Filter, GunnybagSticher, Kadiwala, Mazdoor, Hamal, MachineCleaner, Cleaner of Factory, Machine Feeder (Orulla), Baharawala, Peon, Employees employed on cleaning, spreading, drying and of slaving oil seeds.
24. Employment in Petrol and Diesel Pumps.	
Skilled	Manager, Head Cashier,
Semi-skilled	PumpAttendant, Accountant, Clerk, Bill Clerk, Cashier, Typist
Un-skilled	Helper, Watchman, Peon
25. **Employment in any Pharmaceuticals Industry.**	
Skilled	Chemist, Stenographer, Manager, ChiefAccountant, 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.
Semiskilled	Bottle Filler (Syrup), Bottle Checker (Syrup), LabelStamper (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, TabletpreprerfromRas, Goods Sorter as per Order, Goods Checker as per order, Packing Memo Clerk, CoupyPakva and Ras Preparer, Asav Boiler, Extract Drawer, Tablets Weighter, Weighter Attendant, Bottle FillingMachine Operator
Un-skilled	Bottle Bag Opener, Bottle Drying Attendant, Syrup Attendant, Filtering Attendant, Bottle Capping Attendant, LabelPaster, Bottle Sealer,Bottle Packer in Cartons and also Dozens and Cases, Bottle Carrier (For Ware Housing, Granule ProcessAttendant, Granule Drying Attendant, Table Stripe and Bulk Packer, Ointment Tubes Sealing Attendant, Helper, Peon, Cleaner, Weighting Helper, Box Packing Helper, Store Coolie, HandLoriwala, Paharewala / Watchman, Vanspati Cleaner, VanspatiSiever, 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.
26. **Employment in Plastics Industries**	
Skilled	Supervisor, Accountant, Boiler Attendant, Chemist, Cutting and SealingOperator, Machine Operator
Semi-skilled	Assistant Operator, Moulder, Grinder, Machineman, Turner, Fitter, Finishing Machineman
Un-skilled	Packer, Mazdoor, Labourer, Helper, Sweeper, Cleaner, Watchman, Peon.
27. **Employment in Potteries Industry**.	
Skilled	Mistry-Mechanic, Mistry-Carpenter, Pattern and Frame Maker, Potters (Makers of jars, Batteries and Butlar, (30 Ltr.. And above), Die Makers, HeadMoulder (Foundry), Mistry-Turner, Mistry-Blacksmith, Supervisory and Clerical Staff
Semi-skilled	Wireman, Turner,Fitter, Blacksmith, Mason for new TrolleyBuilding and Klin repairs, SanitarywareCaseMoulder(Plaster of Paris), Name Writer, View Decoration, Luster and ColourDecoration,TunnelAttendants,Potters(8 Lbs and above but below 30 Lbs, BarniBattery and lotaMakers), Shappers, Planners, Welder, Moulder (Foundry), Engine Driver, Flate Maker, Gold LineMaker (Decorator), SanitarywareCasters (Big Pieces), By ColourLining on Cup-Saucer), DesignerStamer, Glazer (Cup-Saucer) 45 by dipping and Sparying), Stoneware Pipe Turner, Finishers (Fire Bricks), Fire man down DsraftKiln), Laboratory Attendant, Machineman (Plaster Mixing), Compressor Pumpman, Sanitaryware,

	Crockery, Loaders in Turner Kiln and Down Draft Kiln, Fitters Press Main Person, TileSemi-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, Saggar Makers (On Chakada), Saggar 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 ScrewPress and Automatic Press, Stonewares and Porcelin Pipe Makers and Glasers, Crookers Biscuit Loaders and un-loaders. Tiles Glazing Machine Workers, Glazed Tiles AutomaticPress Workers, Cup-Saucers and Similarpiecesmould makers, Glazed tiles loading in crates and wire Packing, Stamping on Glazed Tiles, Bricks and Jar Packers, Handle Casters and Finishers
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 orsimilar processes are carried on.**	
Skilled	Clerk, Jobber, Fitter, Weaver, Wrapper, Front Sizer, Drawer Wireman, Boiler Attendant
Semi-skilled	Winder, Rreacher, Thrower, Finishing Machineman, Thread Sizer, Back Sizer, Folder.
Un-skilled	Mazdoor, Labourer, Helper, Sweeper, Cleaner, Wraft distributor, Oiler, Waterman, Peon, Watchman.
29. **Employment in Pre-weaving and TextileProcessingIndustry in which any the processes of winding, wraping, beaming, sizing, drawing, reaching, weaving, dyeing, bleaching, calendaring folding, finishing, merricising, printing or glazing of yarncloth or articles made of cloth or any process incidental or supplimental thereto**	
Skilled	Machine Operator, JobberColourman, Fitter, Electrician, Stamper, Folder, Wireman, Boiler Attendant, Carpenter, Printer, Kunjawala, Checker, Harish Stander, Machineman, CalendarMachineman, Soucharman, Polomising, Machineman, Finishingman, SteamFinishingman, ZeroZoraMachineman, RotteryMachineman, DyeingRangeMachineman, GiggerMachineman, Store Keeper, Cashier, HeadJamadar, Fireman.
Semi-skilled	Sticherman, Packer, BeltOperator (Pattachalawanar), Bundler, Assistant Printer, Assistant Stamper, Cutterman, Helper (Assistant of skilled workers), Telephone Operator, Time Keeper, Godown Keeper, Assistant Machineman, UgharaniKarkun, Gate Keeper.
Un-skilled	Mazdoor, Coolies, Sweeper, Cleaner, Watchman, Pumpman, Fire Coolies

30. **Employment in any Industry in which any process of printing by Letter press Lithography, photo graver or other similar work or work incidental to such process or Book Binding is carried on.**	
Skilled A	Lino-Type Operator, Camera Operator, Tri-colour-Etcher or Multi Chome Etcher, Rotary Pressman, CommercialArtist or Designer, Litho-Artist or Calligrapher, Negative-positive Retouched, Off-set Printer, Stenographer, Tele-printer Operator, Qualified Accountant, Cashier, Lod-low Operator, Mono-Type KeyBoard Operator, Proof Reader, Multi-Colour Proof Printer, LithoOff-setTransfer Printer, Off-set Plate Maker, Litho-Off-set CopyPaster, Re toucher or Toucher, Photo-graver Etcher, Photo-graver lay-outman, Litho Plate Bed Printer, Punch Maker,Envelop Machine Man,Die Maker, EmbossingMachine 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-typeCaster, Type Caster, Stereo-Type or Stereo Caster, Stereo Bencher cumMounter, Line-Estcher, Half-tone Etcher, TransferPrinter (Blocks), Engraver, Router, Mounter, Cylinder Pressman (Hand fed), dieStamper or Die Plate Printer, Gilder, Inter-Lay-Cutter, Cutter or Giloti man, Carpenter, Driver, Store or godown Keeper, Clerk, Time-Keeper, Typist, Telephone Operator, AddremaMachine 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, LetterPressCylinder Feeder, Counter, Letter Press Plate Feeder, Checker, Number or Paging man, Packer, Assistant EmbossingMachine man, Assistant Toucher, Assistant CopyPaster, Off-set feeder, FlatBed 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, RullingFeeder, 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.
31. Employment in Public Motor Transport.	
Skilled	Employees by whatever name called doing skilledwork 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.
Semiskilled	Employee's by whatever name called doing same Skilledwork of the nature doing by Asst, Juniorskilledworkers, Conductor , Machine metes, Fitter metes, Greaser, Oiller,Asstt.Artisane, Juniortraffic Controller, Hawaldar, Mukadam, Hammer man, Hamal and Employed doing the clerical work
Unskilled	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
32. Employment in any Pulp & Paper or board Manufactory	
Skilled	Boiler Attendant(Class-I),Electrician,Forman, Machine Operator, Chemist,Department Incharge Supervisor,Draftsman, Finishing House Mistry, ChargemenInstrument Section,Chargemen carpentry Shop, WorkshopChargeman, ChargemenCivil Construction, Chargemen Transport, Chargemen Mechanical, Chargemen Electrical Section,BoilerAttendant (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, PulperMachine man, Winder (Litter Rewinder machine man), Sorter, CutterMachineman, Tinsmith, Driller, Shaper, Planner, Evaporator Operator, Recovery Boiler Operator, Roaster and Smelter Operator, Recaustasing Operator, Lime Reburnering Operator, Clerical A:Accountant, Time Keeper, Store Keeper, Stenographer, OfficeSuperintendent / Head Clerk, Cashier, Clerical B:Clerk, Typist, Clerk-cum-Typist
Semi-skilled	Willow man, PumpAttendant, Steam Controller, Gardener, Cooks, Wireman (Second Class), HeadWatchman/ Watch and WardJamadar, Pulp and Paper Tester, Fireman, Paper and BoardSectionMachine Attendant, Finishing Plant Attendant, Pump Attendant, ChemicalTreatment 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 DutyLabourer, Cross Cutter, Sealer (Kantawala), Chipping Labourer, Digester Labourer, Washing and Cleaning Labourer, Straining Labourer, Knitter, Screening and Cleaning Labourer, Bleaching and Cleaning Labourer, Hydra pulper and PulperLabourer, Wood Grinding Labourer, StockPreparationLabourer, Chemical Preparation and Fiber RecoveryLabourer, 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, recausticizingLabourer, Lime ReburningLabourer, Cartman, Chemical Treatment and Classification Labourer, Turbine Distribution Board, Switchgear or Panel Labourer, Maker, Oilman, MouldStichingLabourer, 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 MaintenanceLabourer, Canteen Boy, Office Boy, Guest House Labourer, Store Labourer.
33. Employment in any Residential Hotel, Restaurant or Eating Houseas defined in Gujarat Shops and Establishments Act, 2019.	
Skilled	Samosawala, Faloodawala, Omletwala, Chef-Tea-Maker, Dhosawala, TandurRotiwala, Bhajiwala, Ice-cream Maker, Sweet, Meat orFarsan Maker (Malwala), Wimuman, Head Cook or Cook, Maharaj, Aachari, Ustad, Babarchi, Khanasama, Manager, Accountant, Clerk, StoreKeeper (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 workof planting.
Semi-skilled	AssistantManager, Assistant Malwala, Rotiwala, Chapatiwala, Puriwala, Pantry man who prepares Sandwitches, 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 workof 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
34. Employment in any Rice Mill, Flour Mill or Dal Mill.	
Skilled	Engineer, Miller, Supervisor, Turners, Mechanics, Fitters, Engine Driver, Boiler Attendants, Mistries, Carpenters, Carpenters Mistries, Blacksmiths, Measons, Electricians, (with Diploma), RollGrovers, 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 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.
35. **Employment in Roofing Tiles Manufacturing**	
Skilled	Mistry, Mechanic.
Semiskilled	Dieman, Fireman, Fitter, Driver, BhathathiGothavanar, Electrician, Mukadam
Unskilled	Peon, Watchman, Sweeper, Labeller, Helper, Press Operator, Pag Mill Operator, Blunger Operator, Thelpawala, Finher, Sarvawala (Tiles), Sorter (KachchaPakka Tiles), Sarvawala, (Tiles in Bhatti).
36. Employment in Rubber and Rubber Products including Artificial Rubber Products Manufacturing Industry.	
Skilled	MachineOperator, 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
Semiskilled	Boiler Attendant, Calendar Helper, Mixing Mill Helper, Turner Helper
Unskilled	Mazdoor, Watchman, Sweeper, Peon
37. Employment in Soap Making Industry	
Skilled	Qualified Chemist, Accountant (Book Keeper), Salesman, Driver
Semi-skilled	Furnace man
Un-skilled	All other Workers
38. Employment in Stone Breaking or Stone Crushing Industry	
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
39. Employment in Sugar Industry.	

Skilled	Highly Skilled Laboratory Bench Chemist, Boiler Attendant, Head Fitter, Draftsman II, PatternMaker I, InstrumentMechanic (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, PatternMaker II, Molder, LineOverseer, Wireman, Machinist, Blacksmith, Head Khalashi, SwitchBoard Attendant, EngineDriver I, Tinsmith, Coppersmith, Carpenter, Can Unloader Operator, PermanentWay Inspector, Mechanic II, SteamLoco Driver, Driver, Tractor Driver, Trolley LineMistry, Diesel Loco Driver, Mason, aneHead Clerk, Cane Accountant, Center Incharge, Cane yard Supervisor, Yard Foreman, Wighment Supervisor, Assistant Cane Head Clerk, Share Accountant, Cashier, Sectional Incharge, StenographerGrade I and II,StoreKeeper Grade-I,Head TimeKewper Grade-II,SecurityOfficer Grade I, Sugar GodownKeeper 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, ChallanIncharge, 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, HeadPanman, Pan Incharge, AssistantEngineer (Mechanical), Assistant Engineer (Electrical), WorkshopEngineer, Foreman (Mechanical), Draftsman I, Foreman (Electrical), Overseer, CaneDevelopmentOfficer, Assistant Cane Development Officer, Cane Superintendent, Labour Officer, Welfare Officer, FactoryRailway Superintendent, Motor / Tractor Foreman, Civil Engineer A-I & A-II, Office Superintendent, Accountant, Loco Foreman, Medical Officer, Personal Secretary, Sales Manager, Assistant Sales Manager, StorePurchase 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, Jouice 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,Trollyman, Cleaner, Mali, Guest House Attendant, Cook, Pujasm.
40. Employment in Tanneries and Leather Manufactory.	
Skilled	Mechanics (Sanchawalas), Assistant Mechanics,, Ring Makers Mistry (Cutter), Person Employed in Staking, Spliting, Glazing, Shaving, Rolling, Fleshing with Machineor otherwise.
Semi-skilled	Shoes Makers, Dyers, Stichers, Polishers, Man Incharges of the Drums, Tableman, Persons employed in Sewing, Belt Finishing, Nailing, . Hydraulic Press, Harness and Sole Setting Department, Stiching
Un-skilled	Machine Helpers, TabYard Workers, LineYard Workers, Cartmen, Milkatman, Lace Cutters, Workers Preparing Bolts, Workers doing Repairing Works, Workers is Belting and Buffers, Other Miscellaneous Workers.
41. Employment in any Tobacco Processing Establishment .	
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
42. Employment in any Woolen Carpet Making or Shawl Weaving Establishment.	
Skilled	Manager, Production incharge, carding by Hand with bow and arrow; Dye House Maistry, Designer, Dyer, Spining by Hand (No.3, No.4, No.6), Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	Computer Operator, Driver, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Un-skilled	Sales man, Supervisor, unskilled labour, Watchman, wool purchaser, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
43. Employments in any Shop or Commercial Establishment other than that covered under any of the other entries in the schedule of Part I of the said Act.	
Skilled	Manager, HeadMunim, Secretary, Head Cashier, Stenographer, Head Clerk, OfficeSuperintendent, Head Salesman,Employee whoworks efficiently by exercising considerable independentjudgement discharges his duties with responsibility and possesses thorough and comprehensiveknowledge 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, ShopAsstt., 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, Employeewho performs duties of simple nature and physical exertion. Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
44. Employment in Non-teaching Staff in Private Non-Grant-in-Aid Educational Institution	
Skilled	Gruhpati, Gruhmata, Manager, Secretary, OfficeSuperintendent, Head Clark, Senior Clerk, Head Accountant, Head Munim, Head Cahier, Stenographer, Employees by whatever name called doing workof the nature done by persons falling under any of the foregoingenteries, Junior Clerk, Typist, Munim, Cashior, Accountant, Compounder, Electrician, Telephone Operator, Driver, Employees by whatever name called doing workof the nature done by persons falling under any of the foregoingenteries.
Semi-skilled	Cook, Carpenter, Mason, Blacksmith, Plumber, Fitter, Pumpman, Wireman, Conductor, Employees by whatever name called doing workof the nature done by persons falling under any of the foregoingenteries.
Un-skilled	Peon, Watchman, Mazdoor, SfaiKamdar, Watchman Cum Peon, Cleaner, Aaya, Gardner(Mali), Hamal, Helper, Groundman, Office boy, Hostel boy, Cooking Asstt., Employees by whatever name called doing workof the nature done by the persons falling under any of the foregoing entries
45.Employment in Zardosi Work	
Skilled	Karigar, Employees by whatever name called doing work of the nature done by persons falling under any of the fore-going entries.
Semi-skilled	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.
46 Employment in Private Security Guard Services.	
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.

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

(Vijay Sangadiya)
Under Secretary to Government.

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

With a request to publish this notification in the Extra-Ordinary Govt. e-Gazette Part I-L, dated the 27th March,2023.

Copy forwarded to:

1. The Commissioner of Labour, Udhyog Bhavan, Gandhinagar.
2. The Director of Information, Gandhinagar. - with a request to issue a suitable Press Note immediately in the newspapers.
3. The Legislative and Parliamentary Affairs Department, Sachivalaya, Gandhinagar

...With a request to publish a Gujarati version of this notification in the Gujarat Government Gazette part I-L.

4. I. T. Section, Labour, Skill Development & Employment Department, Block No. 5, 6th floor, Sachivalaya, Gandhinagar- with a request to upload it on department website.
5. Dy. S.O. Select file.
6. Branch select file.