(3) Where the offence has been compromised under sub-rule (2) after the institution of the prosecution, then, the officer shall send a copy of such order made by him for intimation to the officer referred to in sub-section (1) of section 53 for needful action under sub-section (6) of section 56.

CHAPTER IX

MISCELLANEOUS

55. Timely Payment of Wages.- Where the employees are employed in an establishment through contractor, then, the company or firm or association or any other person who is the proprietor of the establishment shall pay to the contractor the amount payable to him or it, as the case may be, before the date of payment of wages so that payment of wages to the employees shall be made positively in accordance with the provisions of Section 17.

Explanation.- For the purpose of this rule, the expression “firm” shall have the meaning as assigned to it in the Indian Partnership Act, 1932 (9 of 1932).

56. Technical Committee for working Journalist.- The Central Government may, for the purpose of fixing minimum wages under the code for the working journalist as defined in clause (f) of section 2 of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955), appoint a technical advisory committee under clause (a) of sub-section (1) of section 8 to recommend the Central Government in respect of such fixation.

57. Responsibility for payment of minimum bonus.- Where in an establishment, the employees are employed through contractor and the contractor fails to pay minimum bonus to them under section 26, then, the company or firm or association or other person as referred to in the proviso to section 43 shall, on the written information of such failure, given by the employees or any registered trade union or unions of which the employees are members and on confirming such failure, pay such minimum bonus to the employees.

58. Inspection scheme.- (1) For the purposes of the Code and these rules, there shall be formulated an inspection scheme by the Chief Labour Commissioner (Central) with the approval of the Central Government.

(2) In the inspection scheme referred to in sub-rule (1), apart from other structural facts, a number shall be specified in the scheme for each Inspector-cum-Facilitator and establishment.

[F. No. S-32017/01/2019-WC]

VIBHA BHALLA, Jt. Secy.

FORM-I

[See rule-19 and rule-51(1), (2) and (3)]

Register of Wages, Overtime, Fine, Deduction for damage and Loss

<table>
<thead>
<tr>
<th>Sr. No. in Employee Register</th>
<th>Name of the employee</th>
<th>Designation / Department</th>
<th>Duration of Payment of Wages (Monthly/Fortnightly/Weekly/Daily/Piece rated)</th>
<th>Wage Period From-To</th>
<th>Total no. of days worked during the period</th>
<th>Total overtime (hours worked or production in case of piece workers)</th>
<th>Rates of wages</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>6</td>
<td>7</td>
<td>8  9  10</td>
</tr>
</tbody>
</table>
FORM-II

[See rule 49]

[SINGLE APPLICATION UNDER SUB-SECTION (5) OF SECTION 45]

BEFORE THE AUTHORITY APPOINTED UNDER SUB SECTION (1) OF SECTION 45 OF THE CODE ON WAGES, 2019 (29 OF 2019)

FOR …………… AREA ………

Application No……………………………………………… of 20……

Between ABC and (State the number)………… other……………………………………………. Applicant

(Through employees concerned or registered trade union or Inspector- cum- Facilitator

Address……………………………………………………………………………….

And

XYZ………………………………………………………………………………

 Address………………………………………………………………………………

The application states as follows:

(1) The applicant(s) whose name(s) appear in the attached schedule was/were/has/have been employed from ………………..to……….. as…………………..(category) in…………………..(establishment) Shri/M/s………… engaged in ……………………..(nature of work) which is/are covered by the Code on Wages, 2019.

(2) The opponent(s) is/are the employer(s) within the meaning of section 2(l) of the Code on Wages, 2019.

(3) (a) The applicant(s) has/ have been paid wages at less than the minimum rates of wages fixed for their category (categories) of employment(s) under the Code by Rs………………Per day for the period(s) from…………………..to…………………..

(b) The applicant(s) has/ have not been paid wages at Rs………………Per day for the weekly days of rest from…………………..to…………………..

(c) The applicant(s) has/ have not been paid wages at overtime rate(s) for the period from…………………..to…………………..

(d) The applicant(s) has/have not been paid wages for period from…………………..to…………………..

(e) Deductions have been made which are in contravention of the Code, from the wage(s) of the applicant(s) as per details specified in the annexure appended with this application.

(f) The applicant(s) has/have not been paid minimum bonus for the accounting year ………………..

(4) The applicant(s) estimate(s) the value of relief sought by him/ them on each amount as under:

(a) Rs…………

(b) Rs…………

(c) Rs…………

Total Rs…………

(5) The applicant(s), therefore, pray(s) that a direction may be issued under section 45(2) of the Code on Wages, 2019 for;

(a) payment of the difference between the wages payable under the Code and the wages actually paid,
(b) payment of remuneration for the days of rest
(c) payment of wages at the overtime rates,
(d) compensation amounting to Rs…………………

(6) The applicant(s) do hereby solemnly declare(s) that the facts stated in this application are true to the best of his/their knowledge, belief and information.

Dated…………

Signature or thumb-impression of the employed person(s), or official of a registered trade union duly authorized or Inspector- cum- Facilitator.

Note: The applicant(s), if required, may append annexures containing details, with this application.

FORM III
(See rule 50)
Appeal under Section 49(1) of the Code on Wages, 2019
Before The Appellate Authority under the Code on Wages, 2019
A.B.C
Address………………………………………………………………………………………………..APPELLANT

Vs.

C.D.E.
Address…………………………………………………………………………………………… RESPONDENT

DETAILS OF APPEAL:
1. Particulars of the order against which the appeal is made :
   Number and date :
   The authority who has passed the impugned order:
   Amount awarded:
   Compensation awarded , if any :

2. Facts of the case :
(Give here a concise statement of facts in a chronological order, each paragraph containing as nearly as possible a separate issue or fact).

3. Grounds for appeal :

4. Matters not previously filed or pending with any other Court or any Appellate Authority:
The appellant further declares that he had not previously filed any appeal, writ petition or suit regarding the matter in respect of which this appeal has been made, before any Court or any other Authority or Appellate Authority nor any such appeal, writ petition or suit is pending before any of them.

5. Reliefs sought :
In view of the facts mentioned above the appellant prays for the following relief(s) :
[Specify below the relief(s) sought]
6. List of enclosures:
1.
2.
3.
4.

... 

Date:
Place:

Signature of the appellant.

Authorized Signatory

**FORM IV**
[See rule 51(3)]

EMPLOYEE REGISTER

Name of the Establishment : 
Name of the Employer: 
Name of the Owner : 
PAN/TAN of the Employer: 

Labour Identification Number (LIN):

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Employee Code</th>
<th>Name</th>
<th>Surname</th>
<th>Gender</th>
<th>Father's/Spouse Name</th>
<th>Date of Birth</th>
<th>Nationality</th>
<th>Education Level</th>
<th>Date of Joining</th>
<th>Designation</th>
<th>Category (HS/S/SS/USS)*</th>
<th>Type of Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Mobile No. | UAN | PAN | ESIC IP No. | AADHAAR | Bank A/c Number | Bank Branch (IFSC) | Present Address | Permanent Address |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>15</td>
<td>16</td>
<td>17</td>
<td>18</td>
<td>19</td>
<td>20</td>
<td>21</td>
<td>22</td>
</tr>
</tbody>
</table>

Service Book No. | Date of Exit | Reason for Exit | Mark of Identification | Photo | Specimen Signature/Thumb Impression | Remarks |
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>24</td>
<td>25</td>
<td>26</td>
<td>27</td>
<td>28</td>
<td>29</td>
<td>30</td>
</tr>
</tbody>
</table>

*(Highly Skilled/Skilled/Semi skilled/Unskilled)*
FORM V

[See rule 52]

WAGE SLIP

Date of issue:

Name of the Establishment……………………… Address…………………………… Period………………

1. Name of employee:
2. Father’s /Spouse name:
3. Designation:
4. UAN:
5. Bank Account No.:
6. Wage period:
7. Rate of wages payable:  a.) Basic  b.)D.A.  c.) other allowances
8. Total attendance/unit of work done:
9. Overtime wages:
10. Gross wages payable :
12. Net wages paid:

Employer / Pay-in-charge signature

FORM VI

[See rule 54]

APPLICATION UNDER SUB-SECTION (4) OF SECTION 56 FOR COMPOSITION OF OFFENCE

1. Name of applicant :
2. Father’s / Spouse name :
3. Address of the applicant :
4. Particulars of the offence: …………………………………………………………………………………
    …………………………………………………………………………………
    …………………………………………………………………………………
5. Section of the Code under which the offence is committed :
6. Maximum fine provided for the offence under the Code :
7. Whether prosecution against the applicant is pending or not:
8. Whether the offence is first offence or the applicant had committed any other offence prior to the offence. If yes, then, full details of the prior offence.
9. Any other information which the applicant desires to provide


Dated:

Applicant

(Name and signature)

Schedule A

[See rules 21, 22, 26 and 27]

In this Schedule, the total amount of bonus equal to 8.33 per cent of the annual salary or wage payable to all the employees is assumed to be Rs. 1,04,167. Accordingly, the maximum bonus to which all the employees are entitled to be paid (twenty per cent of the annual salary or wage of all the employees) would be Rs. 2,50,000.

<table>
<thead>
<tr>
<th>Year</th>
<th>Amount equal to sixty per cent. or sixty-seven per cent., as the case may be, of available surplus allocable as bonus</th>
<th>Amount payable as bonus</th>
<th>Set on or Set off of the year carried forward</th>
<th>Total set on or set off carried forward</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Rs. 1,04,167</td>
<td>Rs. 1,04,167</td>
<td>Nil</td>
<td>Of (year)</td>
</tr>
<tr>
<td>2</td>
<td>6,35,000</td>
<td>2,50,000</td>
<td>Set on 2,50,000</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>2,20,000</td>
<td>2,50,000* (inclusive of 30,000 from year-2)</td>
<td>Nil</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>3,75,000</td>
<td>2,50,000*</td>
<td>Set on 1,25,000</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>1,40,000</td>
<td>2,50,000* (inclusive of 1,10,000 from year-2)</td>
<td>Nil</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>3,10,000</td>
<td>2,50,000*</td>
<td>Set on 60,000</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>1,00,000</td>
<td>2,50,000* (inclusive of 1,25,000 from year-4 and 25,000 from year-6)</td>
<td>Nil</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Nil</td>
<td>1,04,167**(inclusive of 35,000 from year-6)</td>
<td>Set off</td>
<td>Set off</td>
</tr>
</tbody>
</table>
### Notes:

* Maximum.
+ The balance of Rs. 1,10,000 set on from year-2 lapses.
** Minimum

#### Schedule B

**COMPUTATION OF GROSS PROFITS**

[See rule 23]

Accounting year ending ..........  

<table>
<thead>
<tr>
<th>Item No.</th>
<th>Particulars</th>
<th>Amount of sub-Items</th>
<th>Amount of main Items</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Net Profit as shown in the Profit and Loss Account after making usual and necessary provisions.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Add back provision for:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(a) Bonus to employees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(b) Depreciation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(c) Development Rebate Reserve</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(d) Any other reserves</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total of Item No.2...........</td>
<td>1,04,167**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Add back also:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(a) Bonus paid to employees in respect of previous accounting years.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(b) The amount debited in respect of gratuity paid or payable to employees in excess of the aggregate of –</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(i) the amount, if any, paid to, or provided for payment to, an approved gratuity fund; and</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(ii) the amount actually paid to employees on their retirement or on termination of their employment for any reason.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(c) Donations in excess of the</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

* Maximum.
+ The balance of Rs. 1,10,000 set on from year-2 lapses.
** Minimum
<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
<th>Amount</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.</td>
<td>Capital expenditure (other than capital expenditure on scientific research which is allowed as a deduction under any law for the time being in force relating to direct taxes) and capital losses (other than losses on sale of capital assets on which depreciation has been allowed for income tax). (e) Any amount certified by the Reserve Bank of India in terms of sub-section (2) of section 34A of the Banking Regulation Act, 1949 (10 of 1949). (f) Losses of, or expenditure relating to, any business situated outside India. Total of Item No.3</td>
<td>Rs……..</td>
<td>See foot-note (2)</td>
</tr>
<tr>
<td>4.</td>
<td>Add also income, profits or gains (if any ) credited directly to published or disclosed reserves, other than- (i) capital receipts and capital profits (including profits on the sale of capital assets on which depreciation has not been allowed for income-tax); (ii) profits of, and receipts relating to, any business situated outside India; (iii) income of foreign banking companies from investments outside India. Net total of Item No.4</td>
<td>Rs……..</td>
<td>See foot-note (2)</td>
</tr>
<tr>
<td>5.</td>
<td>Total of Item Nos.1, 2, 3 and 4</td>
<td>Rs……..</td>
<td>See foot-note (2)</td>
</tr>
<tr>
<td>6.</td>
<td>Deduct: (a) Capital receipts and capital profits (other than profits on the sale of assets on which depreciation has been allowed for income-tax). (b) Profits of, and receipts relating to any business situated outside India. (c) Income of foreign banking companies from investments outside India. (d) Expenditure or losses (if any ) debited directly to</td>
<td>See foot-note (2)</td>
<td>See foot-note (2)</td>
</tr>
<tr>
<td>Item</td>
<td>Description</td>
<td>Amount</td>
<td></td>
</tr>
<tr>
<td>------</td>
<td>-------------</td>
<td>--------</td>
<td></td>
</tr>
</tbody>
</table>
| 6.   | Published or disclosed reserves, other than:  
|      | (i) capital expenditure and capital losses (other than losses on sale of capital assets on which depreciation has not been allowed for income-tax);  
|      | (ii) losses of any business situated outside India.  
|      | (e) In the case of foreign banking companies proportionate administrative (overhead) expenses of head-office allocable to Indian business.  
|      | (f) Refund of any excess direct tax paid for previous accounting years and excess provision if any of previous accounting years, relating to bonus, depreciation or development rebate, if written back.  
|      | (g) Cash subsidy, if any, given by the government or by anybody corporate established by any law for the time being in force or by any other agency through budgetary grants, whether given directly or through any agency for specified purposes and the proceeds of which are reserved for such purposes.  
|      | Total of Item No. 6 | Rs.…………… |
| 7.   | Gross profits for purposes of bonus (Item No. 5 minus Item No. 6) | Rs.…………… |

**Explanation:** In sub-item (b) of Item 3, "approved gratuity fund" has the same meaning assigned to it in clause (5) of section 2 of the Income Tax Act, 1961.

*Where the profit subject to taxation is shown in the Profit and Loss account and the provision made for taxes on income is shown, the actual provision for taxes on income shall be deducted from the profit.

**Foot-notes:**

(1) If, and to the extent, charged to Profit and Loss Account.

(2) If, and to the extent, credited to Profit and Loss Account.

(3) In the proportion of Indian Gross Profit (Item No. 7) to Total World Gross Profit (as per consolidated profit and loss account adjusted as in Item No. 2 above only)]
### Schedule C

**COMPUTATION OF GROSS PROFITS**

[(See rule 24]

Accounting year ending………………

<table>
<thead>
<tr>
<th>Item No.</th>
<th>Particulars</th>
<th>Amount. Of sub-Items</th>
<th>Amount. Of main Items</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Net profit as per profit and loss account</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Add back provision for:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(a) Bonus to employees</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(b) Depreciation.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(c) Direct taxes, including the provision (if any), for previous accounting years</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(d) Development rebate / investment allowance / development allowance reserve.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(e) Any other reserves</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total of Item No.2…….</td>
<td></td>
<td>Rs...................</td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Add back also :</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(a) Bonus paid to employees in respect of previous accounting years.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(aa) The amount debited in respect of gratuity paid or payable to employees in excess of the aggregate of-</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(i) the amount, if any, paid to, or provided for payment to, an approved gratuity fund; and</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(ii) the amount actually paid to employees on their retirement or on termination of their employment for any reason.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(b) Donations in excess of the amount admissible for income-tax .</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(c) Any annuity due, or commuted value of any annuity paid, under the provisions of section 280D of the Income Tax Act during the accounting year.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(d) Capital expenditure (other than capital expenditure on scientific research which is allowed as a deduction under any law for the time being in force relating to direct taxes) and capital losses (other than losses on sale of capital assets on which depreciation has been allowed for income tax or agricultural income-</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

See foot-note (1)
| **4.** | Add also income, profits or gains (if any) credited directly to reserves, other than-
| | (i) capital receipts and capital profits (including profits on the sale of capital assets on which depreciation has not been allowed for income-tax or agricultural income-tax);
| | (ii) profits of, and receipts relating to, any business situated outside India;
| | (iii) income of foreign concerns from investments outside India.
| | Net total of Item No.4……… | **Rs.…………..** |

| **5.** | Total of Item Nos. 1, 2, 3 and 4… | **Rs.…………..** |

| **6.** | Deduct : |
| | (a) Capital receipts and capital profits (other than profits on the sale of assets on which depreciation has been allowed for income-tax or agricultural income-tax).
| | (b) Profits of, and receipts relating to, any business situated outside India.
| | (c) Income of foreign concerns from investments outside India.
| | (d) Expenditure or losses (if any) debited directly to reserves, other than-
| | (i) capital expenditure and capital losses (other than losses on sale of capital assets on which depreciation has not been allowed for income-tax; or agricultural income-tax;
| | (ii) losses of any business situated outside India.
| | (e) In the case of foreign concerns proportionate administrative (overhead) expenses of head office allocable to Indian business.
| | (f) Refund of any direct tax paid for previous accounting years and excess provision, if any, of previous accounting years relating to bonus, depreciation, taxation or development rebate or development allowance, if written back. | See foot-note (2) |
| | | See foot-note (2) |
| | | See foot-note (2) |
| | | See foot-note (3) |
| | | See-foot-note (2) |
(g) Cash subsidy, if any, given by the government or by any body corporate established by any law for the time being in force or by any other agency through budgetary grants, whether given directly or through any agency for specified purposes and the proceeds of which are reserved for such purposes.

<table>
<thead>
<tr>
<th>Item No.</th>
<th>Category of employer</th>
<th>Further sums to be deducted</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Company, other than a banking company.</td>
<td>(i) The dividends payable on its preference share capital for the accounting year calculated at the actual rate at which such dividends are payable; (ii) 8.5 percent of its paid up equity share capital as at the commencement of the accounting year; (iii) 6 percent of its reserves shown in its balance sheet as at the commencement of the accounting year, including any profits carried forward from the previous accounting year; Provided that where the employer is a foreign company within the meaning of section 2 (42) of the Companies Act, 2013 (18 of 2013), the total amount to be deducted under this item shall be 8.5 percent on the aggregate of the value of the net fixed assets and the current assets of the company in India after deducting the amount of its current liabilities (other than any amount shown as payable by the company to its Head Office whether towards any advance made by the Head Office or otherwise or any interest paid by the company to its Head Office) in India.</td>
</tr>
</tbody>
</table>
| 2.      | Banking company | (i) The dividends payable on its preference share capital for the accounting year calculated at the rate at which such dividends are payable; (ii) 7.5 per cent of its paid up equity share capital as at the commencement of the accounting year; (iii) 5 per cent of its reserves shown in its balance sheet as at the commencement of the accounting year, including any profits carried forward from the previous accounting year; (iv) any sum which, in respect of the accounting year, is transferred by it-

**Explanation:** In sub-item (aa) of Item 3, "approved gratuity fund" has the same meaning assigned to it in clause (5) of section 2 of the Income Tax Act, 1961.

**Foot-notes:-**

(1) If, and to the extent, charged to Profit and Loss Account.

(2) If, and to the extent, credited to Profit and Loss Account.

(3) In the proportion of Indian Gross Profit (Item No. 7) to Total World Gross Profit (as per consolidated Profit and Loss Account, adjusted as in Item No. 2 above only).
Regulation Act, 1949 (10 of 1949); or

(b) to any reserves in India in pursuance of any direction or advice given by the Reserve Bank of India,

whichever is higher:

Provided that where the banking company is a foreign company within the meaning of section 2 (42) of the Companies Act, 2013 (18 of 2013), the amount to be deducted under this item shall be the aggregate of-

(i) the dividends payable to its preference shareholders for the accounting year at the rate at which such dividends are payable on such amount as bears the same proportion to its total preference share capital as its total working funds in India bear to its total world working funds;

(ii) 7.5 per cent of such amount as bears the same proportion to its total paid up equity share capital as its total working funds in India bear to its total working funds.

(iii) 5 per cent of such amount as bears the same proportion to its total disclosed reserves as its total working funds in India bear to its total world working funds;

(iv) any sum which, in respect of the accounting year, is deposited by it with the Reserve Bank of India under sub-clause (ii) of clause (b) of sub-section (2) of section 11 of the Banking Regulation Act, 1949 (10 of 1949), not exceeding the amount required under the aforesaid provision to be so deposited.

3. Corporation

(i) 8.5 per cent of its paid up capital as at the commencement of the accounting year;

(ii) 6 per cent of its reserves, if any, shown in its balance sheet as at the commencement of the accounting year, including any profits carried forward from the previous accounting year.

4. Co-operative society

(i) 8.5 per cent of the capital invested by such society in its establishment as evidenced from its books of accounts at the commencement of the accounting year;

(ii) such sums as has been carried forward in respect of the accounting year to a reserve fund under any law relating to co-operative societies for the time being in force.

5. Any other employer not falling under any of the aforesaid categories

8.5 per cent of the capital invested by him in his establishment as evidenced from his books of accounts at the commencement of the accounting year:

Provided that where such employer is a person to whom Chapter XXII-A of the income Tax Act applies, the annuity deposit payable by him under the provisions of that Chapter during the accounting year shall also be deducted:

Provided further that where such employer is a firm, an amount equal to 25 per cent of the gross profits derived by it from the establishment in respect of the accounting year after deducting depreciation in accordance with the provisions of clause (a) of section 6 by way of remuneration to all the partners taking part in the conduct of business of the establishment shall also be deducted, but where the partnership agreement, whether oral or written, provides for the payment of remuneration to any such partner, and –

(i) the total remuneration payable to all such partners is less than the said 25 per cent the amount payable, subject to a maximum of forty-eight thousand rupees to each such partner; or

(ii) the total remuneration payable to all such partners is higher than the said 25 per cent, such percentage, or a sum calculated at the rate of forty – eight thousand rupees to each such partner, whichever is less, shall be deducted under this proviso:

Provided also that where such employer is an individual or a Hindu
Undivided Family -

(i) an amount equal to 25 per cent of the gross profits derived by such employer from the establishment in respect of the accounting year after deducting depreciation in accordance with the provisions of clause (a) of section 34; or

(ii) forty-eight thousand rupees,

whichever is less by way of remuneration to such employer, shall also be deducted.

Explanation: The expression "reserves" occurring in column (3) against Item Nos. 1(iii), 2(iii) and 3(ii) shall not include any amount set apart for the purpose of-

(i) payment of any direct tax which, according to the balance-sheet, would be payable;

(ii) meeting any depreciation admissible in accordance with the provisions of clause (a) of section 34;

(iii) payment of dividends which have been declared, but shall include,-

(a) any amount, over and above the amount referred to in clause-(i) of this Explanation, set apart as specific reserve for the purpose of payment of any direct tax; and

(b) any amount set apart for meeting any depreciation in excess of the amount admissible in accordance with the provisions of clause (a) of section 34.

Schedule E
(see rule 4 (3))

<table>
<thead>
<tr>
<th>S.No.</th>
<th>UNSKILLED</th>
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</thead>
<tbody>
<tr>
<td>1</td>
<td>Beldar</td>
</tr>
<tr>
<td>2</td>
<td>Calf boy</td>
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<tr>
<td>3</td>
<td>Cattleman</td>
</tr>
<tr>
<td>4</td>
<td>Cleaner (Motor shed, Tractor, Cattle, Yard, M.T)</td>
</tr>
<tr>
<td>5</td>
<td>Collecting loose fodder</td>
</tr>
<tr>
<td>6</td>
<td>Dairy coolie</td>
</tr>
<tr>
<td>7</td>
<td>Mazdoor (Arportculturist Compost, Dairy’s Haystaking, Irrigation, Manure, Stacking, Milk-room, Ration room Store, Anti-Malaria, M.R.)</td>
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<tr>
<td>8</td>
<td>Driver (Mule, Bullock, Camel, Donkey)</td>
</tr>
<tr>
<td>9</td>
<td>Dresser</td>
</tr>
<tr>
<td>10</td>
<td>Driver (Bullocks Mule)</td>
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<tr>
<td>11</td>
<td>Grazler</td>
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<tr>
<td>12</td>
<td>Dairyman</td>
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<td>13</td>
<td>(Store-Mazdoor)</td>
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<tr>
<td>14</td>
<td>Carrier (Stone),</td>
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<tr>
<td>15</td>
<td>Breaker (using manual appliances)</td>
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<tr>
<td>16</td>
<td>Helper</td>
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<td>17</td>
<td>Messenger (Office)</td>
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<td>18</td>
<td>Mali</td>
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<td>No.</td>
<td>Description</td>
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<td>Wooder Woman,</td>
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<td>34</td>
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<td>Muchher's Jamadars,</td>
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<td>Condenser Attendant,</td>
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<td>42</td>
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<td>43</td>
<td>Bell-Woman,</td>
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<td>44</td>
<td>Chain Man,</td>
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<td>45</td>
<td>Boat Man,</td>
</tr>
<tr>
<td>46</td>
<td>Bucket Man,</td>
</tr>
<tr>
<td>47</td>
<td>Labourer (Boiler, Cattle Yard, Cultivation, General Loading and Unloading, Bunding, Carting-Fertilizers, Harvesting, Miscellaneous Seeding, Sowing, Thatching, Transplanting, Weeding)</td>
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<tr>
<td>48</td>
<td>Cleaner (Crane, Truck, Cinder for ash Pit),</td>
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<td>49</td>
<td>Cartman,</td>
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<tr>
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<td>Caretaker (Bridge),</td>
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<tr>
<td>51</td>
<td>Carrier (Water),</td>
</tr>
<tr>
<td>52</td>
<td>Chowkidar,</td>
</tr>
<tr>
<td>53</td>
<td>Concrete (Hand Mixer),</td>
</tr>
<tr>
<td>54</td>
<td>Daffadar,</td>
</tr>
<tr>
<td>55</td>
<td>Driver (Bullock, Camel, Donkey, Mule),</td>
</tr>
<tr>
<td>56</td>
<td>Flag Man,</td>
</tr>
<tr>
<td>57</td>
<td>Flagman (Blast Train),</td>
</tr>
<tr>
<td>58</td>
<td>Khalasi not attending to machines</td>
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<td>59</td>
<td>Gangmen,</td>
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<td>Gatingman (Permanent Way),</td>
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<tr>
<td>61</td>
<td>Handle Man, Jumper Man,</td>
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<td>62</td>
<td>Kamin (Female Work),</td>
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<td>Khalas,</td>
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<td>Store,</td>
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<td>Steam Road,</td>
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<td>Labourer (Garden),</td>
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<td>73</td>
<td>Mazdoor,</td>
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<td>Strikers,</td>
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<td>Vaks Controller,</td>
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<tr>
<td>81</td>
<td>Cleaner</td>
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<tr>
<td>82</td>
<td>Dresser / Dressing Mazdoor</td>
</tr>
<tr>
<td>83</td>
<td>Loader</td>
</tr>
<tr>
<td>84</td>
<td>Mazdoor (Male/Female)</td>
</tr>
<tr>
<td>85</td>
<td>Messanger (Male / Female)</td>
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<tr>
<td>86</td>
<td>Trammer</td>
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<tr>
<td>87</td>
<td>Caretaker (except in Copper, Chromite and Graphite mines where it is semiskilled)</td>
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<td>88</td>
<td>Office Peon / Peon (except in Bauxite Mines)</td>
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<td>89</td>
<td>Sweeper (Male / Female)</td>
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<tr>
<td>90</td>
<td>Carrier</td>
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<td>Number Taker</td>
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<td>TrolleyTriper</td>
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<td>93</td>
<td>Water Carrier</td>
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<td>Earth Cutter</td>
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<td>Survey Khalasi</td>
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<tr>
<td>97</td>
<td>Concrete (Hand Mixer)</td>
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<tr>
<td>98</td>
<td>Dismantling stocks</td>
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भाग II—खण्ड 3(i)

संक्षिप्त व्यवस्था : असंख्यारण

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<td>Beldar/Beldar (Canteen)</td>
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<tr>
<td>101</td>
<td>Coolie</td>
</tr>
<tr>
<td>102</td>
<td>Peon</td>
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<tr>
<td>103</td>
<td>Cook-helper</td>
</tr>
<tr>
<td>104</td>
<td>Office Boy</td>
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<tr>
<td>105</td>
<td>Quarry Worker</td>
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<tr>
<td>106</td>
<td>Jelly Maker</td>
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<td>107</td>
<td>Over burden Remover</td>
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<td>108</td>
<td>Waste removing mazdoor</td>
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<tr>
<td>109</td>
<td>Unloader</td>
</tr>
<tr>
<td>110</td>
<td>Excavating Labour</td>
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<tr>
<td>111</td>
<td>Digger</td>
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<tr>
<td>112</td>
<td>Butcher</td>
</tr>
<tr>
<td>113</td>
<td>Attender</td>
</tr>
<tr>
<td>114</td>
<td>Lorry Helper</td>
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<tr>
<td>115</td>
<td>Surface loader</td>
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<td>116</td>
<td>Wood Cutter</td>
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<tr>
<td>117</td>
<td>Surface Mukar</td>
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<td>Under Ground Mukar</td>
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<td>121</td>
<td>Tile</td>
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<tr>
<td>122</td>
<td>Person employed in loading and unloading</td>
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<tr>
<td>123</td>
<td>Person employed in sweeping and cleaning and other categories by whatever name called which are of unskilled nature</td>
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<td>1</td>
<td>Assistant (Chowdhary)</td>
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<td>Attendant (Bull-calving lines, Chowkidar, Chaff cutter, Hostel, Dry Stock, Grain crusher, Pump, Siekline,</td>
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<td>Stable, Yard Stock)</td>
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<td>Attendant</td>
</tr>
<tr>
<td>6</td>
<td>Bhisti</td>
</tr>
<tr>
<td>7</td>
<td>Brander</td>
</tr>
<tr>
<td>8</td>
<td>Bullman</td>
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<td>Butterman</td>
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<td>Coachman</td>
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<td>Cobbler</td>
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<td>Helper (Blacksmith)</td>
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<td>Jamadar (stand)</td>
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<td>Jamadar</td>
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<td>Mali Senior</td>
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<td>Mate/Mistry</td>
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<td>Nalband</td>
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<td>Oilman</td>
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<td>34</td>
<td>Valveman</td>
</tr>
<tr>
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<td>Valveman (Senior)</td>
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<td>36</td>
<td>Wireman fixing tin cables</td>
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<td>37</td>
<td>Cook</td>
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<td>Dandee</td>
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<td>Frash</td>
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<td>Hacksaw man</td>
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<td>43</td>
<td>Belchawala</td>
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<td>44</td>
<td>Muccadam (without competency certificate under Metalliferous Bulldozer Driver Mines Regulations, 1961)</td>
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<td>Bhisti (with Mushk)</td>
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<tr>
<td>47</td>
<td>Breaker,</td>
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<td>48</td>
<td>Breaker (Stone, Rock, Rock Stone, Stone Metal)</td>
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<td>Charpoy-Stringer</td>
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<td>Checker</td>
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<td>Cracker</td>
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<td>Dollyman</td>
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<td>Assistant</td>
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<td>56</td>
<td>Driller</td>
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<td>57</td>
<td>Driver (Skin)</td>
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<td>Excavator</td>
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<td>59</td>
<td>Ferroman</td>
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<td>Fireman (Brick Kiln, Steam Road Roller)</td>
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<td>Gate Keeper</td>
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<td>62</td>
<td>Gharami</td>
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<td>Greaser-cum-Fireman</td>
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<td>Grinder</td>
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<td>Helper (Sawyer)</td>
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<td>70</td>
<td>Keyman</td>
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<td>71</td>
<td>Khalasi (Head Survey, Rivertters-Moplah Gang, Supervisory)</td>
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<td>Labourer (Rock-Cutting)</td>
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<td>73</td>
<td>Lascar</td>
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<td>Mali (Head)</td>
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<td>Stockers and Boilerman</td>
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<td>Thoombaman (Spade worker)</td>
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<td>Trollyman (Head Motor)</td>
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<td>79</td>
<td>Fitter (Assistant Semi-Skilled)</td>
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<td>80</td>
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<tr>
<td>81</td>
<td>Mate (Stone)</td>
</tr>
<tr>
<td>82</td>
<td>Kasab</td>
</tr>
<tr>
<td>83</td>
<td>Khalasi (Structural)</td>
</tr>
<tr>
<td>84</td>
<td>Masalchi P.M. Mates</td>
</tr>
<tr>
<td>85</td>
<td>Miner</td>
</tr>
<tr>
<td>86</td>
<td>Untrained Mate/ Mining Mate/ Mate without Competency certificate Under Metalliferous Mines Regulations, 1961</td>
</tr>
<tr>
<td>87</td>
<td>Butler/Cook</td>
</tr>
<tr>
<td>88</td>
<td>Breaker (using mechanical appliances)</td>
</tr>
<tr>
<td>89</td>
<td>Crech Ayah/Ayah/Untrained Crech Attendant</td>
</tr>
<tr>
<td>90</td>
<td>Assistant Driller</td>
</tr>
<tr>
<td>91</td>
<td>Oilman/Oiler</td>
</tr>
<tr>
<td>92</td>
<td>Chowkidar/Watchman</td>
</tr>
<tr>
<td>93</td>
<td>Helper (Mason, Carpenter, Blacksmith)</td>
</tr>
<tr>
<td>94</td>
<td>Tindals</td>
</tr>
<tr>
<td>95</td>
<td>Topas</td>
</tr>
<tr>
<td>96</td>
<td>Topkar (Big Stone Breaker)</td>
</tr>
<tr>
<td>97</td>
<td>Trolley Jamadar</td>
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<tr>
<td>98</td>
<td>Winchman</td>
</tr>
<tr>
<td>99</td>
<td>Attendance-keeper</td>
</tr>
<tr>
<td>100</td>
<td>Assistant Wireman</td>
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<tr>
<td>101</td>
<td>Mate</td>
</tr>
<tr>
<td>102</td>
<td>Mate (Blacksmith, Road, Carpenter)</td>
</tr>
<tr>
<td>103</td>
<td>Engine Driver and/or Feeder</td>
</tr>
<tr>
<td>104</td>
<td>Fitter</td>
</tr>
<tr>
<td>105</td>
<td>Gang</td>
</tr>
<tr>
<td>106</td>
<td>Mazdoor Mason</td>
</tr>
<tr>
<td>107</td>
<td>Permanent Way</td>
</tr>
<tr>
<td>108</td>
<td>Pump-Driver,Turner)</td>
</tr>
<tr>
<td>109</td>
<td>Mazdoor (Heavy-weight)</td>
</tr>
<tr>
<td>110</td>
<td>Charge-man</td>
</tr>
<tr>
<td>111</td>
<td>Mistri (Head</td>
</tr>
<tr>
<td>112</td>
<td>Muccadam</td>
</tr>
<tr>
<td>113</td>
<td>Night-guard</td>
</tr>
<tr>
<td>114</td>
<td>Runner (Post dak)</td>
</tr>
<tr>
<td>115</td>
<td>Oilman</td>
</tr>
<tr>
<td>116</td>
<td>Quarry man</td>
</tr>
<tr>
<td>117</td>
<td>Quarry Operator</td>
</tr>
<tr>
<td>118</td>
<td>Stoneman</td>
</tr>
<tr>
<td>119</td>
<td>Stocker</td>
</tr>
<tr>
<td>120</td>
<td>Thatcher</td>
</tr>
<tr>
<td>121</td>
<td>Pump Attendant</td>
</tr>
<tr>
<td>122</td>
<td>Bearer</td>
</tr>
<tr>
<td>123</td>
<td>Breakman</td>
</tr>
<tr>
<td>124</td>
<td>Crowlder Man</td>
</tr>
<tr>
<td>125</td>
<td>Laboratory Boy</td>
</tr>
<tr>
<td>126</td>
<td>PointsmanSencummy</td>
</tr>
<tr>
<td>127</td>
<td>Stone mines and other categories by whatever name called which are of semi-skilled nature</td>
</tr>
<tr>
<td>S.No</td>
<td>SKILLED</td>
</tr>
<tr>
<td>------</td>
<td>--------------------------------------------------</td>
</tr>
<tr>
<td>1</td>
<td>Artificer (Class-II, III, IV)</td>
</tr>
<tr>
<td>2</td>
<td>Blacksmith</td>
</tr>
<tr>
<td>3</td>
<td>Blacksmith (Class II)</td>
</tr>
<tr>
<td>4</td>
<td>Boilerman</td>
</tr>
<tr>
<td>5</td>
<td>Carpenter</td>
</tr>
<tr>
<td>6</td>
<td>Carpenter (Class II) Carpenter-cum- Blacksmith</td>
</tr>
<tr>
<td>7</td>
<td>Chowdhary</td>
</tr>
<tr>
<td>8</td>
<td>Driver</td>
</tr>
<tr>
<td>9</td>
<td>Driver (Engine Tractor, M.T.Motor)</td>
</tr>
<tr>
<td>10</td>
<td>Electrician</td>
</tr>
<tr>
<td>11</td>
<td>Fitter</td>
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<tr>
<td>12</td>
<td>Mason</td>
</tr>
<tr>
<td>13</td>
<td>Mason Class II</td>
</tr>
<tr>
<td>14</td>
<td>Machine hand (Class II, III, IV)</td>
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<td>15</td>
<td>Machineman</td>
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<tr>
<td>16</td>
<td>Mate Gr. I (Senior)</td>
</tr>
<tr>
<td>17</td>
<td>Mechanic</td>
</tr>
<tr>
<td>18</td>
<td>Milk Writer</td>
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<tr>
<td>19</td>
<td>Mistry (Head)</td>
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<tr>
<td>20</td>
<td>Moulder</td>
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<tr>
<td>21</td>
<td>Muster Writer</td>
</tr>
<tr>
<td>22</td>
<td>Operator (Tube-well)</td>
</tr>
<tr>
<td>23</td>
<td>Painter</td>
</tr>
<tr>
<td>24</td>
<td>Plumber</td>
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<tr>
<td>25</td>
<td>Welder</td>
</tr>
<tr>
<td>26</td>
<td>Upholsterer</td>
</tr>
<tr>
<td>27</td>
<td>Wireman,</td>
</tr>
<tr>
<td>28</td>
<td>Chipman</td>
</tr>
<tr>
<td>29</td>
<td>Chipper-Cum-Grinder</td>
</tr>
<tr>
<td>30</td>
<td>Cook (Head)</td>
</tr>
<tr>
<td>31</td>
<td>Driller</td>
</tr>
<tr>
<td>32</td>
<td>Driller (Well Boring)</td>
</tr>
<tr>
<td>33</td>
<td>Driver (Loco/Truck)</td>
</tr>
<tr>
<td>34</td>
<td>Electrician (Assistant)</td>
</tr>
<tr>
<td>35</td>
<td>Mechanic (Tube-Well)</td>
</tr>
<tr>
<td>36</td>
<td>Mistry (Stell, Tube-Well, Telephone)</td>
</tr>
<tr>
<td>37</td>
<td>Meter Reader</td>
</tr>
<tr>
<td>38</td>
<td>Meteorological Observer Navghani</td>
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<tr>
<td>No.</td>
<td>Occupation</td>
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<tr>
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</tr>
<tr>
<td>39</td>
<td>Operator (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorrick, Diesel Engine, Doser, Drilling Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Payment breaker Loader, Pump, Pile Driving, Scraper, Screening Plant, Shoval, Tractor, Vibrator, Weight Batcher, Railway Guards, Repairer (Battery))</td>
</tr>
<tr>
<td>40</td>
<td>Sharper/Slotter</td>
</tr>
<tr>
<td>41</td>
<td>Sprayer (Asphalt) Station Master</td>
</tr>
<tr>
<td>42</td>
<td>Surveyor (Silt)</td>
</tr>
<tr>
<td>43</td>
<td>Trades-Man</td>
</tr>
<tr>
<td>44</td>
<td>Train Examiner</td>
</tr>
<tr>
<td>45</td>
<td>Turner/Miller</td>
</tr>
<tr>
<td>46</td>
<td>Tyre Vulcaniser</td>
</tr>
<tr>
<td>47</td>
<td>Sawyer</td>
</tr>
<tr>
<td>48</td>
<td>Sawyer (Selection Grade Class II) Serang</td>
</tr>
<tr>
<td>49</td>
<td>Serangpile</td>
</tr>
<tr>
<td>50</td>
<td>Driving Pantoons with Boiler</td>
</tr>
<tr>
<td>51</td>
<td>Shapesman</td>
</tr>
<tr>
<td>52</td>
<td>Shift-incharge</td>
</tr>
<tr>
<td>53</td>
<td>Sprayman</td>
</tr>
<tr>
<td>54</td>
<td>Sprayman (Roads)</td>
</tr>
<tr>
<td>55</td>
<td>Stone Cutter</td>
</tr>
<tr>
<td>56</td>
<td>Stone Cutter (Selection Grade, Grade II, Class II)</td>
</tr>
<tr>
<td>57</td>
<td>Stone Chisler</td>
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<tr>
<td>58</td>
<td>Stone Chisler (Class II)</td>
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<tr>
<td>59</td>
<td>Stone Blasterer</td>
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<tr>
<td>60</td>
<td>Sub-Overseer (Unqualified)</td>
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<td>61</td>
<td>Surveyors</td>
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<tr>
<td>62</td>
<td>Pump Driver</td>
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<tr>
<td>63</td>
<td>Pump Driver (Selection Grade), Grade II and III, Class II)</td>
</tr>
<tr>
<td>64</td>
<td>Pump Driver (Selection Grade, P.E., Driver,</td>
</tr>
<tr>
<td>65</td>
<td>Pumpman</td>
</tr>
<tr>
<td>66</td>
<td>Pumpman (Assistant)</td>
</tr>
<tr>
<td>67</td>
<td>Plumber</td>
</tr>
<tr>
<td>68</td>
<td>Polisher (with spray) Grade II</td>
</tr>
<tr>
<td>69</td>
<td>Ratan Man</td>
</tr>
<tr>
<td>70</td>
<td>Rivet Cutter (Assistant)</td>
</tr>
<tr>
<td>71</td>
<td>Rivetter</td>
</tr>
<tr>
<td>72</td>
<td>Rivetter (Cutter)</td>
</tr>
<tr>
<td>73</td>
<td>Road Inspector Grade II, Railway Plate Layer</td>
</tr>
<tr>
<td>74</td>
<td>Rod Bender</td>
</tr>
<tr>
<td>75</td>
<td>Haulage Operator</td>
</tr>
<tr>
<td>76</td>
<td>Dispensary Attendant</td>
</tr>
<tr>
<td>नं.</td>
<td>कृति</td>
</tr>
<tr>
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<td>-------------------------------------------------------------</td>
</tr>
<tr>
<td>77</td>
<td>Work Sakar</td>
</tr>
<tr>
<td>78</td>
<td>Mica Cutter Grade -I</td>
</tr>
<tr>
<td>79</td>
<td>Dresser Grade -I Mica</td>
</tr>
<tr>
<td>80</td>
<td>Supervisory Fireman</td>
</tr>
<tr>
<td>81</td>
<td>Fireman only in Mines</td>
</tr>
<tr>
<td>82</td>
<td>Compressor Driver</td>
</tr>
<tr>
<td>83</td>
<td>Pump Man Driver 96. Grinder in Mica Mines</td>
</tr>
<tr>
<td>84</td>
<td>Surveyors (Assistant)</td>
</tr>
<tr>
<td>85</td>
<td>Tailor</td>
</tr>
<tr>
<td>86</td>
<td>Tailor(Upholstery)</td>
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<tr>
<td>87</td>
<td>Transsprayer</td>
</tr>
<tr>
<td>88</td>
<td>Tar man</td>
</tr>
<tr>
<td>89</td>
<td>Line Man</td>
</tr>
<tr>
<td>90</td>
<td>Tiler Class II</td>
</tr>
<tr>
<td>91</td>
<td>Wall(Floor, Roof)</td>
</tr>
<tr>
<td>92</td>
<td>Tiler (Selection Grade)</td>
</tr>
<tr>
<td>93</td>
<td>Tin-Smith</td>
</tr>
<tr>
<td>94</td>
<td>Tin Smith(Selection Grade, Grade II and III, Class II) Tinker</td>
</tr>
<tr>
<td>95</td>
<td>Well Sinker</td>
</tr>
<tr>
<td>96</td>
<td>Assistant Mistry</td>
</tr>
<tr>
<td>97</td>
<td>Armature Winder Grade-II and III</td>
</tr>
<tr>
<td>98</td>
<td>Bhandari</td>
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<tr>
<td>99</td>
<td>Blacksmith</td>
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<tr>
<td>100</td>
<td>Blacksmith (Selection Grade, Grade II, III, Class II and III)</td>
</tr>
<tr>
<td>101</td>
<td>Boilerman</td>
</tr>
<tr>
<td>102</td>
<td>Boilerman Grade II and III</td>
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<td>103</td>
<td>Boiler Foreman Grade II</td>
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<td>104</td>
<td>Work (Assistant)</td>
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<tr>
<td>105</td>
<td>Brick Layer</td>
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<tr>
<td>106</td>
<td>Bricklayer (Selection Grade, Class II)</td>
</tr>
<tr>
<td>107</td>
<td>Blaster</td>
</tr>
<tr>
<td>108</td>
<td>Chowkidar (Head)</td>
</tr>
<tr>
<td>109</td>
<td>Security Guard (without arms)</td>
</tr>
<tr>
<td>110</td>
<td>Carpenter</td>
</tr>
<tr>
<td>111</td>
<td>Carpenter (Selection Grade, Grade II and III, Class I and III Assistant)</td>
</tr>
<tr>
<td>112</td>
<td>B.I.M. Road</td>
</tr>
<tr>
<td>113</td>
<td>Cabinet Maker</td>
</tr>
<tr>
<td>114</td>
<td>Caneman</td>
</tr>
<tr>
<td>115</td>
<td>Celotex</td>
</tr>
<tr>
<td>116</td>
<td>Cutter Maker Chargeman, Class II and Class III, Carpenter Ordinary)</td>
</tr>
<tr>
<td>No.</td>
<td>Occupation</td>
</tr>
<tr>
<td>-----</td>
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</tr>
<tr>
<td>117</td>
<td>Checkder (Junior)</td>
</tr>
<tr>
<td>118</td>
<td>Chick Maker</td>
</tr>
<tr>
<td>119</td>
<td>Chickman (Junior) Concrete Mixture Mixer</td>
</tr>
<tr>
<td>120</td>
<td>Concrete Mixture Operator</td>
</tr>
<tr>
<td>121</td>
<td>Cobbler</td>
</tr>
<tr>
<td>122</td>
<td>Coremaker</td>
</tr>
<tr>
<td>123</td>
<td>Driver</td>
</tr>
<tr>
<td>124</td>
<td>Driver Motor Vehicle</td>
</tr>
<tr>
<td>125</td>
<td>Motor Vehicle Selection Grade</td>
</tr>
<tr>
<td>126</td>
<td>Motor Lorry</td>
</tr>
<tr>
<td>127</td>
<td>Motor-Lorry Grade II</td>
</tr>
<tr>
<td>128</td>
<td>Lorry Grade II</td>
</tr>
<tr>
<td>129</td>
<td>Diesel Engine</td>
</tr>
<tr>
<td>130</td>
<td>Diesel Engine Grade II</td>
</tr>
<tr>
<td>131</td>
<td>Mechanical Road Roller I.C. and Cement Mixer etc.</td>
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<tr>
<td>132</td>
<td>Road Roller</td>
</tr>
<tr>
<td>133</td>
<td>Road Roller Driver Grade II</td>
</tr>
<tr>
<td>134</td>
<td>Driver (Engine Static Stone Crusher, Tractor/Bull Dozer, Steam Road Roller, Water Pump, Mechanical Assistant, Road Roller, Mechanical, Steam Crane, Tractor with Bull Dozer Mechanical, Transport, Engine Static and Road Roller Boiler Attendant</td>
</tr>
<tr>
<td>135</td>
<td>Engine Operator (Stone Cursher Mechanical)</td>
</tr>
<tr>
<td>136</td>
<td>Distemper, Electrician, Electrician (Grade II, Class II and Class III)</td>
</tr>
<tr>
<td>137</td>
<td>Fitter</td>
</tr>
<tr>
<td>138</td>
<td>Fitter (Selection Grade, Grade II and III) class II and III Assistant, Pipe class II, Pipe Line ending Bars for reinforcement Cum-mechanic, Mechanic and Plumber)</td>
</tr>
<tr>
<td>139</td>
<td>Gharami (Head)</td>
</tr>
<tr>
<td>140</td>
<td>Glazier</td>
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<tr>
<td>141</td>
<td>Hole Driller for Blasting</td>
</tr>
<tr>
<td>142</td>
<td>Joiner</td>
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<tr>
<td>143</td>
<td>Joiner (Cable, Cable Grade II)</td>
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<tr>
<td>144</td>
<td>Lineman (Grade II, III, High Tension/Low Tension)</td>
</tr>
<tr>
<td>145</td>
<td>Mason</td>
</tr>
<tr>
<td>146</td>
<td>Mason (Selection Grade, Grade II, III and Class B Mistry)</td>
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<tr>
<td>147</td>
<td>Stone (Stone Class II, Brick Work, Stone work)</td>
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<tr>
<td>148</td>
<td>Brick-layer</td>
</tr>
<tr>
<td>149</td>
<td>Tile Flooring</td>
</tr>
<tr>
<td>150</td>
<td>B.I.M Muccadam (Head)</td>
</tr>
<tr>
<td>151</td>
<td>Stone cutting</td>
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<tr>
<td>152</td>
<td>Ordinary Machanis</td>
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<tr>
<td>153</td>
<td>Mechanic</td>
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<td>नं.</td>
<td>नाम</td>
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<tr>
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<td>----------------------------------------------------------------------</td>
</tr>
<tr>
<td>155</td>
<td>Mechanic (Class II, Air conditioning, Air conditioning Grade II</td>
</tr>
<tr>
<td>156</td>
<td>Diesel Grade II</td>
</tr>
<tr>
<td>157</td>
<td>Road Roller Grade II</td>
</tr>
<tr>
<td>158</td>
<td>Assistant, Radio</td>
</tr>
<tr>
<td>159</td>
<td>Manson (Gharami)</td>
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<tr>
<td>160</td>
<td>Mistry</td>
</tr>
<tr>
<td>161</td>
<td>Mistry Grade II, Air conditioning Grade II, P. Way, Survey, Santras Works</td>
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<tr>
<td>162</td>
<td>Mason Class A</td>
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<tr>
<td>163</td>
<td>Moulder</td>
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<tr>
<td>164</td>
<td>Moulder (Brick, Tile)</td>
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<tr>
<td>165</td>
<td>Painter</td>
</tr>
<tr>
<td>166</td>
<td>Painter (Selection Grade, Grade II and III, Class II, Assistant Lotter and Polisher, Polisher, Rough)</td>
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<tr>
<td>167</td>
<td>Plasterer</td>
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<tr>
<td>168</td>
<td>Plasterer (Mason Grade II)</td>
</tr>
<tr>
<td>169</td>
<td>Plumber</td>
</tr>
<tr>
<td>170</td>
<td>Plumber (Selection Grade, Class II, Assistant Lotter and Polisher, Rough)</td>
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<tr>
<td>171</td>
<td>Plasterer</td>
</tr>
<tr>
<td>172</td>
<td>Plasterer (Mason Grade II)</td>
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<tr>
<td>173</td>
<td>Plumber (Selection Grade, Class II, Assistant Senior, Junior, Mistry Grade II)</td>
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<tr>
<td>174</td>
<td>Plumbing Mistry</td>
</tr>
<tr>
<td>175</td>
<td>Plumber-cum-Fitter</td>
</tr>
<tr>
<td>176</td>
<td>Polisher</td>
</tr>
<tr>
<td>177</td>
<td>Polisher (Floor)</td>
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<tr>
<td>178</td>
<td>Sirdhar Lathe Man</td>
</tr>
<tr>
<td>179</td>
<td>Geologist</td>
</tr>
<tr>
<td>180</td>
<td>Trailors</td>
</tr>
<tr>
<td>181</td>
<td>Turner</td>
</tr>
<tr>
<td>182</td>
<td>Upholsterer</td>
</tr>
<tr>
<td>183</td>
<td>Upholsterer (Grade II and III)</td>
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<tr>
<td>184</td>
<td>Painter Spray (Class II)</td>
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<tr>
<td>185</td>
<td>Wood Cutter</td>
</tr>
<tr>
<td>186</td>
<td>Wood Cutter Section Grade</td>
</tr>
<tr>
<td>187</td>
<td>Wood Cutter Class II</td>
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<tr>
<td>188</td>
<td>Work Sircar</td>
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<tr>
<td>189</td>
<td>Welder</td>
</tr>
<tr>
<td>190</td>
<td>Airwineh Haulage Operator</td>
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<tr>
<td>191</td>
<td>Auto-electrician</td>
</tr>
<tr>
<td>192</td>
<td>Painter</td>
</tr>
<tr>
<td>193</td>
<td>Blacksmith</td>
</tr>
<tr>
<td>194</td>
<td>Tailor</td>
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<tr>
<td>No.</td>
<td>Occupation</td>
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<tr>
<td>195</td>
<td>Compressor Operator</td>
</tr>
<tr>
<td>196</td>
<td>Blaster/Shot-firer</td>
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<tr>
<td>197</td>
<td>Driver</td>
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<tr>
<td>198</td>
<td>Head cook</td>
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<td>199</td>
<td>Chargeman</td>
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<tr>
<td>200</td>
<td>Carpenter</td>
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<tr>
<td>201</td>
<td>Concrete Mixer Operator</td>
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<td>202</td>
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<td>203</td>
<td>Air Compressor Attendant</td>
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<tr>
<td>204</td>
<td>Tractor Driver</td>
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<tr>
<td>205</td>
<td>Vehicle Driver</td>
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<tr>
<td>206</td>
<td>Chemist and Assistant/ Chemist</td>
</tr>
<tr>
<td>207</td>
<td>Sub- overseer (unqualified)</td>
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<tr>
<td>208</td>
<td>Driller</td>
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<td>209</td>
<td>Handhole Driller</td>
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<td>210</td>
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<tr>
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<td>213</td>
<td>Wireless Operator Asstt. Foreman</td>
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<td>214</td>
<td>Foreman</td>
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<tr>
<td>215</td>
<td>Fitter</td>
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<td>216</td>
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<tr>
<td>217</td>
<td>Issuer Loco</td>
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<tr>
<td>218</td>
<td>Super Foreman</td>
</tr>
<tr>
<td>219</td>
<td>Hoist Operator</td>
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<td>220</td>
<td>IMCE Driver</td>
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<td>221</td>
<td>Driver</td>
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<tr>
<td>222</td>
<td>Loco Driver</td>
</tr>
<tr>
<td>223</td>
<td>Loader Operator</td>
</tr>
<tr>
<td>224</td>
<td>Linesman</td>
</tr>
<tr>
<td>225</td>
<td>Mechanic/ Machinist</td>
</tr>
<tr>
<td>226</td>
<td>Mason</td>
</tr>
<tr>
<td>227</td>
<td>Mid Wife</td>
</tr>
<tr>
<td>228</td>
<td>Tinsmith</td>
</tr>
<tr>
<td>229</td>
<td>Supervisory Mechanic</td>
</tr>
<tr>
<td>230</td>
<td>Pump Attendant only in Gypsum, Barytes and Rock Phosphates</td>
</tr>
<tr>
<td>231</td>
<td>Pump Operator/Driver</td>
</tr>
<tr>
<td>232</td>
<td>Mining Mate with competency certificate under Metalliferous Mines\ Regulations, 1961.</td>
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<tr>
<td>233</td>
<td>Mistry</td>
</tr>
<tr>
<td>234</td>
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<td>Position</td>
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<tr>
<td>235</td>
<td>Turner</td>
</tr>
<tr>
<td>236</td>
<td>Senior Mechanic</td>
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<td>237</td>
<td>Pipe Fitter</td>
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<td>238</td>
<td>Supervisor</td>
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<tr>
<td>239</td>
<td>Drafts Man</td>
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<tr>
<td>240</td>
<td>Wireman</td>
</tr>
<tr>
<td>241</td>
<td>Timber Man/Timber Mistry Elect.</td>
</tr>
<tr>
<td>242</td>
<td>Stone Crusher Operator</td>
</tr>
<tr>
<td>243</td>
<td>Crusher Operator</td>
</tr>
<tr>
<td>244</td>
<td>Moulder</td>
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<tr>
<td>245</td>
<td>Welder</td>
</tr>
<tr>
<td>246</td>
<td>Operator</td>
</tr>
<tr>
<td>247</td>
<td>Work Mistry</td>
</tr>
<tr>
<td>248</td>
<td>Engine Driver</td>
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<tr>
<td>249</td>
<td>Mining Engine Driver Grade -II</td>
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<tr>
<td>250</td>
<td>Engineman</td>
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<tr>
<td>251</td>
<td>Valveman</td>
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<td>252</td>
<td>Cutter</td>
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<tr>
<td>253</td>
<td>Winding Engine Driver Grade - II</td>
</tr>
<tr>
<td>254</td>
<td>Security Guard (Unarmed) /Head Chowkidar</td>
</tr>
<tr>
<td>255</td>
<td>Shovel Operator</td>
</tr>
<tr>
<td>256</td>
<td>Limco Loader Operator</td>
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<tr>
<td>257</td>
<td>Surface Supervisor</td>
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<tr>
<td>258</td>
<td>Dozer Operator</td>
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<tr>
<td>259</td>
<td>Compressor Driller</td>
</tr>
<tr>
<td>260</td>
<td>Dumper Tractor Operator</td>
</tr>
<tr>
<td>261</td>
<td>Boiler Man (with Certificate)</td>
</tr>
<tr>
<td>262</td>
<td>Machinery Attendant</td>
</tr>
<tr>
<td>263</td>
<td>Air-conditions Mechanic</td>
</tr>
<tr>
<td>264</td>
<td>Crech Attendant only in Magnesite, Manganese and Mica Mines</td>
</tr>
<tr>
<td>265</td>
<td>Power Shovel Operator</td>
</tr>
<tr>
<td>266</td>
<td>Power and Pump House Operator</td>
</tr>
<tr>
<td>267</td>
<td>Miner Grade - I</td>
</tr>
<tr>
<td>268</td>
<td>Tractor Operator 80. Tub Repairer 81. Lathe Mistry</td>
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<tr>
<td>269</td>
<td>Stationery Engine Attendant 83. Generator Operator 84. Loading Foreman</td>
</tr>
<tr>
<td>270</td>
<td>Diesel Mechanic</td>
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<tr>
<td>271</td>
<td>Ferro Printer cum-chairman</td>
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<tr>
<td>272</td>
<td>White Washing and Colour Washing Man</td>
</tr>
<tr>
<td>273</td>
<td>Operator Pneumatic Tools, Operator (Fitter)</td>
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<tr>
<td>274</td>
<td>Boreman</td>
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<tr>
<td>275</td>
<td>Borer</td>
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<tr>
<td>276</td>
<td>Wireman (Grade II and III, Mechanic, Electrical)</td>
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<tr>
<td>277</td>
<td>White Washer</td>
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<tr>
<td>278</td>
<td>White Washer (Selection Grade, Class II)</td>
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<tr>
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<td>Wireman</td>
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<tr>
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<td>Welder (Class II, Bridge work)</td>
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<tr>
<td>281</td>
<td>Welder gas</td>
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<tr>
<td>283</td>
<td>Security Guard (without arms) and other categories by whatever name called which are of skilled nature</td>
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<tr>
<td>284</td>
<td>Assistant (Farm)</td>
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<tr>
<td>285</td>
<td>Assistant (Cashier)</td>
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<tr>
<td>286</td>
<td>Librarian</td>
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<tr>
<td>287</td>
<td>Telex or Telephone Operator</td>
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<tr>
<td>288</td>
<td>Hindi Translator</td>
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<tr>
<td>289</td>
<td>Telex or Telephone Operator</td>
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<tr>
<td>290</td>
<td>Hindi Translator</td>
</tr>
<tr>
<td>291</td>
<td>Accounts Clerk</td>
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<td>292</td>
<td>Clerks</td>
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<tr>
<td>293</td>
<td>Computer/Data Entry Operator</td>
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<tr>
<td>294</td>
<td>Telephone Operator, Typist</td>
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<tr>
<td>295</td>
<td>Store Attendant</td>
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<tr>
<td>296</td>
<td>M. C. Clerk</td>
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<tr>
<td>297</td>
<td>Munshi (Matriculate, Non-matriculate)</td>
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<tr>
<td>298</td>
<td>Store Clerk (Matriculate Non-matriculate)</td>
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<tr>
<td>299</td>
<td>Store Keeper</td>
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<tr>
<td>300</td>
<td>Store Keeper Grade I, Grade II, (Matriculate)</td>
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<tr>
<td>301</td>
<td>Time Keeper</td>
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<tr>
<td>302</td>
<td>Time Keeper (Matriculate Non-Matriculate)</td>
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<tr>
<td>303</td>
<td>Book Keeper</td>
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<tr>
<td>304</td>
<td>Work Munshi</td>
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<td>305</td>
<td>Work Munshi (Subordinate)</td>
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<tr>
<td>306</td>
<td>Magazine Clerk</td>
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<td>307</td>
<td>Teller Clerk</td>
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<td>308</td>
<td>Store clerk</td>
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<td>309</td>
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<td>310</td>
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<tr>
<td>311</td>
<td>Tool Keeper</td>
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<td>312</td>
<td>Computer/Date Entry Operator</td>
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<td>Record Keeper</td>
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<tr>
<td>S.NO</td>
<td>HIGHLY SKILLED</td>
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<tr>
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<td>Artificier Class I</td>
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<td>2</td>
<td>Blacksmith Class I</td>
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<td>3</td>
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<td>4</td>
<td>Machine</td>
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<td>5</td>
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<td>6</td>
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<tr>
<td>7</td>
<td>Mechanic (Senior)</td>
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<td>8</td>
<td>Painter (Grade I, Class I, Spray) Plasterer (Mason) Class I</td>
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<td>Plumber (Head, class I)</td>
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<td>10</td>
<td>Mistry Grade I</td>
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<tr>
<td>11</td>
<td>Polisher (with spray Grade I)</td>
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<td>12</td>
<td>Road Inspector Grade I</td>
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<tr>
<td>13</td>
<td>Sawyer Class I</td>
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<td>14</td>
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<td>Stone Chisler Class I</td>
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<td>17</td>
<td>Stone Mason Class I</td>
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<td>Sub-Overseer (Qualified)</td>
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<tr>
<td>19</td>
<td>Tiler Class I</td>
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<td>20</td>
<td>Tinsmith Grade I and Class I</td>
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<td>Upholsterer Grade I</td>
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<td>22</td>
<td>Varnisher Class I</td>
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<td>23</td>
<td>Welder-Cum-Fitter and Air Conditioning Mechanic</td>
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<td>Welder (Gas) Class I</td>
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<tr>
<td>25</td>
<td>White Washer Class I</td>
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<tr>
<td>26</td>
<td>Wireman Grade I, Class I</td>
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<td>27</td>
<td>Wood Cutter Class I</td>
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<td>28</td>
<td>Grinder (Tool) Grade I</td>
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<td>29</td>
<td>Operator (Batching Plant Grade I)</td>
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<td>30</td>
<td>Leader Grade I</td>
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<tr>
<td>31</td>
<td>Pile Driving Grade I</td>
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<td>Position</td>
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<tr>
<td>32</td>
<td>Pump Grade</td>
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<tr>
<td>33</td>
<td>Scrapper Grade I</td>
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<tr>
<td>34</td>
<td>Screening Plant Grade I</td>
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<td>35</td>
<td>Pump Grade I</td>
</tr>
<tr>
<td>36</td>
<td>Scrapper Grade I</td>
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<tr>
<td>37</td>
<td>Security Guards (with arms)</td>
</tr>
<tr>
<td>38</td>
<td>Armature Winder Grade I</td>
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<tr>
<td>39</td>
<td>Blacksmith Grade I and Class I</td>
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<tr>
<td>40</td>
<td>Boilerman Grade I</td>
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<td>Boilerman Foreman Grade I</td>
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<td>Brick Layer class I</td>
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<td>Cable Joiner Grade I</td>
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<td>44</td>
<td>Carpenter grade I and Class I</td>
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<td>45</td>
<td>Celo Cutter and Decorator</td>
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<td>46</td>
<td>Chargeman Class I</td>
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<td>47</td>
<td>Checker (Sr) Driver Lorry Grade I</td>
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<td>48</td>
<td>Motor Lorry Grade I</td>
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<tr>
<td>49</td>
<td>Motor Vehicle Class I and Diesel Engine Grade I</td>
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<tr>
<td>50</td>
<td>Road Roller Grade I</td>
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<td>51</td>
<td>Pump Class Electrician Grade I and Class I/ Grade I</td>
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<tr>
<td>52</td>
<td>Fitter (Grade I, Class I)</td>
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<td>Pipe Class I (Head)</td>
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<td>54</td>
<td>Foreman(Assistant) Line Man Grade I Mason (Skilled Grade I, Class I)</td>
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<tr>
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<td>Mast Rig</td>
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<td>56</td>
<td>Mechanic Class I and Class II</td>
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<td>Mechanic (Diesel Grade I and Road Roller Grade I</td>
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<td>Airconditioning Grade I/Class I, Mistry Grade I</td>
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<td>Overseer</td>
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<td>Overseer (Senior and Junior)</td>
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<td>62</td>
<td>Dragline Grade I</td>
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<td>63</td>
<td>Drill Grade I</td>
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<td>Dumper Grade I</td>
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<td>Excavator Grade I</td>
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<td>66</td>
<td>Fork Lift Grade I</td>
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<td>67</td>
<td>Generator Grade I</td>
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<td>Rigger Grade I</td>
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<td>Rigger Grade II</td>
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<tr>
<td>70</td>
<td>Charper/Sletter Grade I</td>
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<td>71</td>
<td>Shovel and Dragline Tractor Grade I</td>
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<td>भारत का राजपत्र : असाधारण</td>
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<td>Tradesman Class I</td>
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<tr>
<td>73</td>
<td>Turner/Miller Grade I</td>
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<td>Work (Assistant) Grade I</td>
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<td>75</td>
<td>Compounder</td>
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<tr>
<td>76</td>
<td>Surveyor</td>
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<tr>
<td>77</td>
<td>Winding Engine Driver</td>
</tr>
<tr>
<td>78</td>
<td>Operator (Heavy Earth Moving Shovel and Bulldozer)</td>
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<tr>
<td>79</td>
<td>Head Misry</td>
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<tr>
<td>80</td>
<td>Staff Nurse with Diploma</td>
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<tr>
<td>81</td>
<td>Drill Operator other than Jack Hammer</td>
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<tr>
<td>82</td>
<td>Electrical Supervisor with Competency Certificate</td>
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<tr>
<td>83</td>
<td>Underground Shift Boss</td>
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<tr>
<td>84</td>
<td>Head Mechanic</td>
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<tr>
<td>85</td>
<td>Qualified and Experienced Welder</td>
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<tr>
<td>86</td>
<td>Machine Tool Mechanic</td>
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<td>87</td>
<td>Mechanical/Plant Foreman</td>
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<td>88</td>
<td>Mining Supervisor</td>
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<tr>
<td>89</td>
<td>Vocational Training Instructor/Teacher</td>
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<tr>
<td>90</td>
<td>Head Electrician</td>
</tr>
<tr>
<td>91</td>
<td>Accountant</td>
</tr>
<tr>
<td>92</td>
<td>Steno with 7 years of service</td>
</tr>
<tr>
<td>93</td>
<td>Store Incharge</td>
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<tr>
<td>94</td>
<td>Shift Incharge</td>
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<tr>
<td>95</td>
<td>Supervisor</td>
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<tr>
<td>96</td>
<td>Incharge of Watch and Ward</td>
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<tr>
<td>97</td>
<td>Security Guard (Armed)</td>
</tr>
<tr>
<td>99</td>
<td>Crane Grade I</td>
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<tr>
<td>100</td>
<td>Diesel Engine Grade I</td>
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<td>101</td>
<td>Dozer Grade I</td>
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<tr>
<td>102</td>
<td>Clamp Shell Grade I</td>
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<td>103</td>
<td>Compressor Grade I</td>
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<tr>
<td>104</td>
<td>Grader Grade I</td>
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<td>105</td>
<td>Tractor Grade I</td>
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<tr>
<td>106</td>
<td>Vibrator Grade I</td>
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<td>107</td>
<td>Screening Plant Grade I</td>
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<td>Shovel Grade I</td>
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<td>109</td>
<td>Shovel and Dragline</td>
</tr>
<tr>
<td>110</td>
<td>Tyre vulcaniser Grade I</td>
</tr>
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<td>111</td>
<td>Security Guard (with Arms)and other categories by whatever name called which are of Highly-skilled nature</td>
</tr>
</tbody>
</table>