



ABSTRACT

Labour Welfare – Code on Wages 2019 – Enacted by Government of India – Formulation of State Rules under the said Code – Code on Wages (Tamil Nadu) Rules, 2022 – Preliminary Notification - Issued.

LABOUR WELFARE AND SKILL DEVELOPMENT (H2) DEPARTMENT

G.O. (Ms.) No.36

Dated: 11.04.2022

பிலவ வருடம், பங்குனி - 28

திருவள்ளூர் ஆண்டு 2053

Read:-

1. The Gazette of India – Extraordinary No.48, dated 08.08.2019 issued by Ministry of Law and Justice, Government of India, New Delhi.
2. From the Commissioner of Labour Letter No.L2/34221/ 2020, dated 24.11.2020 and 22.10.2021.

ORDER:

The Ministry of Law and Justice, Government of India, New Delhi has notified the Code on Wages, 2019 (Central Act No.29 of 2019), an Act to amend and consolidate the laws relating to wages and bonus and matters connected therewith or incidental thereto, vide the Gazette of India notification first read above.

2. In the letters 2nd read above, the Commissioner of Labour has sent a proposal for formulation of State Rule namely, Code on wages (Tamil Nadu) rules, 2022 under Code on Wages, 2019 (Central Act No.29 of 2019).

3. After careful examination, the Government have decided to accept the above said proposal of the Commissioner of Labour.

4. Accordingly, the appended Preliminary Notification shall be published in the Tamil Nadu Government Gazette Extraordinary dated 11.04.2022.

5. The Works Manager, Government Central Press, Chennai - 600 001 is requested to publish the Preliminary Notification and send 75 copies of the Gazette Notification to the Government and 75 copies to the Commissioner of Labour, Chennai directly.

(BY ORDER OF THE GOVERNOR)

**R.KIRLOSH KUMAR,
SECRETARY TO GOVERNMENT.**

To

The Works Manager, Government Central Press,
Chennai - 600 001.
(for publication in the Tamil Nadu Government Gazette
Extraordinary)

The Principal Secretary / Commissioner of Labour,
Chennai - 600 006.

The Director of Industrial Safety and Health,
Chennai - 600 032.

Copy to

The Hon'ble Chief Minister Office,
Chennai - 600 009.

The Special Personal Assistant to the Hon'ble Minister (LW&SD), Chennai - 600 009.

The Law Department, Chennai - 600 009.

The Senior Private Secretary to the Secretary to Government, Labour Welfare and Skill
Development Department, Chennai - 600 009.

All Sections,

Labour Welfare and Skill Development Department,
Chennai - 600 009.

Stock File/Spare copy/Clean Copy to file (C.No.15806/H2/2020)

//FORWARDED BY ORDER//

E. Praveen Kumar
SECTION OFFICER. 11/04/2022
11/4/22



TAMIL NADU GOVERNMENT GAZETTE

EXTRAORDINARY PUBLISHED BY AUTHORITY

No. 214]

CHENNAI, MONDAY, APRIL 11, 2022
Panguni 28, Pilava, Thiruvalluvar Aandu-2053

Part III—Section 1(a)

**General Statutory Rules, Notifications, Orders, Regulations, etc.,
issued by Secretariat Departments.**

NOTIFICATIONS BY GOVERNMENT

LABOUR WELFARE AND SKILL DEVELOPMENT DEPARTMENT

CODE ON WAGES (TAMIL NADU) RULES, 2022.

[G.O. Ms. No. 36, Labour Welfare and Skill Development (H2), 11 April 2022,
பங்குனி 28, பிலவ, திருவள்ளூர் ஆண்டு-2053.]

No. SRO A-8(a)/2022.

The following draft rules, which the Government of Tamil Nadu proposes to make in exercise of the powers conferred by section 67 of the Code on Wages, 2019 (Central Act 29 of 2019) read with section 24 of the General Clauses Act, 1897 (Central Act X of 1897) and in supersession of the – (i) The Tamil Nadu Payment of Wages Rules, 1937, (ii) The Tamil Nadu Payment of Wages (Unclaimed Amounts) Rules, 1949 and (iii) The Minimum Wages (Tamil Nadu) Rules, 1953, made by the Governor of Tamil Nadu in exercise of the powers conferred by the Payment of Wages Act 1936 (Central Act IV of 1936) and the Minimum Wages Act, 1948 (Central Act XI of 1948), as the case may be, which are repealed by section 69 of the said Code on Wages, 2019, except as respects things done or omitted to be done before such supersession, are hereby notified, as required by sub-section (1) of said section 67, for information of all persons likely to be affected thereby and the notice is hereby given that the said draft rules will be taken into consideration after the expiry of a period of forty-five days from the date on which the copies of the Official Gazette in which this Notification is published are made available to the public.

Objections and suggestions, if any, may be addressed to the Secretary to the Government, Labour Welfare and Skill Development Department, Fort St. George, Chennai – 600009 through the Commissioner of Labour, DMS Campus, Chennai – 600 006 or by e-mail - com.tnlabour@nic.in. The objection or suggestion should be sent in a proforma containing columns, (i) specifying the name and address of the persons and organisations (ii) specifying the rule or sub-rule which is proposed to be modified and (iii) specifying the revised rule or sub-rule proposed to be substituted and the reasons therefor;

The Objections and Suggestions, which may be received from any persons with respect to the said draft rules before expiry of the period specified above will be considered by the Government of Tamil Nadu.

CODE ON WAGES (TAMIL NADU) RULES, 2022.**CHAPTER - I.****PRELIMINARY.**

1. Short title, extent and commencement.- (1) These rules may be called the Code on Wages (Tamil Nadu) Rules, 2022.

(2) They extend to the whole of the State of Tamil Nadu.

(3) They shall come into force after the date of their final publication in the Official Gazette, on the date of the commencement of the Code on Wages, 2019 (Central Act 29 of 2019).

2. Definitions.- In these rules, unless the subject or context otherwise requires,—

- (a) “authority” means the authority appointed by the State Government under sub-section (1) of section 45;
- (b) “appellate authority” means the appellate authority appointed by the Government under sub-section (1) of section 49;
- (c) “appeal” means an appeal preferred under sub-section (1) of section 49;
- (d) “Board” means the State Advisory Board constituted by the Government under sub-section (4) of section 42;
- (e) “Chairperson” means the Chairperson of the Board or a chairperson appointed by the Board to a committee or sub-committee;
- (f) “Code” means the Code on Wages, 2019 (Central Act 29 of 2019);
- (g) “Committee” means a committee constituted by the Board under sub-section (5) of section 42;
- (h) “day” means a period of 24 hours beginning at mid-night;
- (i) “Form” means a form appended to these rules;
- (j) “Government” means the Government of Tamil Nadu;
- (k) “highly skilled occupation” means an occupation which calls in its performance a specific level of perfection and required competence acquired through intensive technical or professional training or practical occupational experience for a considerable period and also requires of an employee to assume full responsibility for his judgement or decision involved in the execution of such occupation;
- (l) “Inspector-cum-Facilitator” means a person appointed by the Government, by notification under sub-section (1) of section 51;
- (m) “member” means a member of the Board and includes its Chairperson;
- (n) “metropolitan area” means an area which is constituted under the Tamil Nadu District Municipalities Act, 1920 (Tamil Nadu Act V of 1920) or the respective City Municipal Corporation Acts and having a population of above 10 lakhs;
- (o) “non-metropolitan area” means an area which is constituted under the Tamil Nadu District Municipalities Act, 1920 (Tamil Nadu Act V of 1920) or the respective City Municipal Corporation Acts and having a population of less than 10 lakhs;
- (p) “population” means the population as ascertained at the last preceding census of which the relevant figures have been published;
- (q) “registered trade union” means a trade union registered under the Trade Unions Act, 1926 (Central Act XVI of 1926) or under the Industrial Relations Code, 2020 (Central Act 35 of 2020);
- (r) “rural area” means an area which is not a metropolitan area or non-metropolitan area;
- (s) “Schedule” means the Schedule to these rules;
- (t) “section” means a section of the Code;
- (u) “semi-skilled occupation” means an occupation which in its performance requires the application of skill gained by the experience on job which is capable of being applied under the supervision or guidance of a skilled employee and includes supervision over the unskilled occupation;

(v) "skilled occupation" means an occupation which involves skill and competence in its performance through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiating and judgement;

(w) "sub-committee" means a sub-committee constituted by the Board under sub-section (5) of section 42;

(x) "technical committee" means a committee constituted by the Government for the purpose of advising the Government in respect of skill categorization;

(y) "unskilled occupation" means an occupation which in its performance requires the application of simply the operating experience and involves no further skills;

(z) all other words and expressions used herein in these rules and not defined shall have the meanings respectively assigned to them under the Code.

CHAPTER II.

Minimum Wages.

3. Manner of calculating the minimum rate of wages.— (1) For the purposes of sub-section (5) of section 6, the minimum rate of wages shall be fixed on 'day' basis keeping in view the following criteria, namely:-

(i) The standard working class family which includes a spouse and two children apart from the earning worker; an equivalent of three adult consumption units;

(ii) A net intake of 2700 calories per day per consumption unit;

(iii) 66 metres cloth per year per standard working class family;

(iv) Housing rent expenditure to constitute 10 per cent of food and clothing expenditure;

(v) Fuel, electricity and other miscellaneous items of expenditure to constitute 20 percent of the minimum wages; and

(vi) Expenditure for children's education, medical requirement, recreation and expenditure on contingencies to constitute 25 percent of the minimum wages;

(2) When the rate of wages for a day is fixed, then, such amount shall be divided by eight for fixing the rate of wages for an hour and multiplied by twenty-six for fixing the rate of wages for a month and in such division and multiplication, the factors of one-half and more than one-half shall be rounded as the next figure and the factors less than one-half shall be ignored.

4. Norms for fixation of minimum rate of wages.— (1) While fixing the minimum rate of wages under section 6, the Government shall divide the concerned geographical area into three categories, namely, metropolitan area, non-metropolitan area and the rural area.

(2) The Government shall constitute a technical committee for the purpose of advising the Government in respect of skill categorisation, which shall consist of the following members, namely:-

(i) Commissioner of Labour - Chairperson;

(ii) Additional Commissioner of Labour (Conciliation) - Member;

(iii) Director of Industrial Safety and Health – Member;

(iv) Project Director, Tamil Nadu Skill Development Corporation – Member;

(v) Joint Director, Department of Economics and Statistics - Member; and

(vi) Joint Commissioner of Labour (Minimum Wages) - Member Secretary.

(3) The Government shall, on the advice of the technical committee referred to in sub-rule (2), categorise the occupations of the employees into four categories, namely unskilled, semi-skilled, skilled and highly skilled by modifying, deleting or adding any entry in the categorisation of such occupations specified in Schedule - A.

(4) The Technical committee referred in sub rule (2) shall, while advising the Government under sub-rule (3), take into account, to the possible extent, the national classification of occupation or national skills qualification frame work or other similar frame work for the time being formulated to identify occupations.

(5) The technical committee while advising the Government shall also take into account the arduousness of work like temperature or humidity normally difficult to bear, hazardous occupations or processes or underground work.

5. Time Interval for revision of cost of living allowance.- Endeavour shall be made so that the cost of living allowance and the cash value of the concession in respect of essential commodities at concession rate shall be computed once before 1st April and then before 1st October, every year to revise the dearness allowance payable to the employees on the minimum wages:

Provided that where immediately before the issue of notification under section 8 fixing or revising the minimum rates of wages, cost of living allowance at the rate higher than the rate so fixed or revised where payable under this Code, or under any law or award or agreement for the time being in force, then notwithstanding anything contained in these rules, cost of living allowance at such higher rate, shall be payable to the employees.

6. Number of hours of work which shall constitute a normal working day.- (1) The normal working day under clause (a) of sub-section (1) of section 13 shall be comprised of eight hours of work and one or more intervals of rest which in total shall not exceed one hour.

(2) The working day of an employee shall be so arranged that inclusive of the intervals of rest, if any, it shall not spread over more than twelve hours on any day.

(3) The provisions of sub-rules (1) and (2) shall, in the case of an employee employed in agricultural employment, be subject to such modifications as may, from time to time, be determined by the Government.

(4) Nothing in this rule shall be deemed to affect the provisions of the Occupational Safety, Health and Working Conditions Code, 2020 (Central Act 37 of 2020) or the rules framed under that Code.

7. Weekly day of rest.- (1) Subject to the provisions of this rule, an employee shall be allowed a day of rest every week (hereinafter referred to as "the rest day") which shall ordinarily be Sunday, but the employer may fix any other day of the week as the rest day for any employee or class of employees:

Provided that an employee shall be entitled for the rest day under this sub-rule if he has worked under the same employer for a continuous period of not less than six days:

Provided further that the employee shall be informed of the day fixed as the rest day and of any subsequent change in the rest day before the change is effected, by display of a notice to that effect in the place of employment at the place specified by the Inspector-cum-Facilitator in this behalf or by publishing in the website of the establishment.

Explanation.- For the purpose of computation of the continuous period of not less than six days specified in the first proviso to this sub-rule, any day on which an employee is required to attend for work but is given only an allowance for attendance and is not provided with work, a day on which an employee is laid off on payment of compensation under the Industrial Relations Code, 2020 (Central Act 35 of 2020) and any leave or holiday, with or without pay, granted by the employer to an employee in the period of six days immediately preceding the rest day, shall be deemed to be days on which the employee has worked.

(2) Any such employee shall not be required or allowed to work on the rest day unless he has or will have a substituted rest day for a whole day on one of the five days immediately before or after the rest day:

Provided that no substitution shall be made which will result in the employee working for more than ten days consecutively without a rest day for a whole day.

(3) Where in accordance with the foregoing provisions of this rule, any employee works on a rest day and has been given a substituted rest day on any one of the five days before or after the rest day, the rest day shall, for the purpose of calculating the weekly hours of work, be included in the week in which the substituted rest day occurs.

(4) An employee shall be granted-

- (a) for rest day wages calculated at the rate applicable to the next preceding day; and
- (b) where he works on the rest day and has been given a substituted rest day,

then, he shall be paid wages for the rest day on which he worked, at the overtime rate and wages for the substituted rest day at the rate applicable to the next preceding day:

Provided that where-

(i) the minimum rate of wages of the employee as notified under the Code has been worked out by dividing the minimum monthly rate of wages by twenty-six; or

(ii) the actual daily rate of wages of the employee has been worked out by dividing the monthly rate of wages by

twenty-six and such actual daily rate of wages is not less than the notified minimum daily rate of wages of the employee then, no wages for the rest day shall be payable; and

(iii) the employee works on the rest day and has been given a substituted rest day, then, he shall be paid, only for the rest day on which he worked, an amount equal to the wages payable to him at the overtime rate; and

(iv) if any dispute arises whether the daily rate of wages has been worked out in accordance with the provisions of this proviso, the Commissioner of Labour or the Joint Commissioner of Labour having territorial jurisdiction may, on application made to him in this behalf, decide the same, after giving an opportunity to the parties concerned to make written representations:

Provided further that in the case of an employee governed by a piece-rate system, the wages for the rest day, or the substituted rest day, as the case may be, shall be such as the Government may, from time to time determine having regard to the minimum rate of wages fixed under the Code, in respect of the employment.

Explanation.- In this sub-rule 'next preceding day' means the last day on which the employee has worked, which precedes the rest day or the substituted rest day, as the case may be; and where the substituted rest day falls on a day immediately after the rest day, the next preceding day means the last day on which the employee has worked, which precedes the rest day.

(5) The provisions of this rule shall not operate to the prejudice of more favourable terms, if any, to which an employee may be, entitled under any other law or under the terms of any award, agreement or contract of service, and in such a case, the employee shall be entitled only to more favourable terms aforesaid.

Explanation - For the purposes of this rule, 'week' shall mean a period of seven days beginning at midnight on Saturday night.

8. Night shifts.- Where an employee in an employment works on a shift which extends beyond midnight, then, -

(a) a rest day for the whole day for the purposes of rule 7 shall, in this case means a period of twenty-four consecutive hours beginning from the time when his shift ends; and

(b) the following day in such a case shall be deemed to be the period of twenty-four hours beginning from the time when such shift ends, and the hours after midnight during which such employee was engaged in work shall be counted towards the previous day.

9. The extent and conditions for the purposes of sub-section (2) of section 13.- In case of employees-

(a) engaged in any emergency which could not have been foreseen or prevented;

(b) engaged in work of the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned;

(c) whose employment is essentially intermittent;

(d) engaged in any work which for technical reasons has to be completed before the duty is over; and

(e) engaged in a work which could not be carried on except at times dependent on the irregular action of natural forces;

The provisions of rules 6, 7 and 8 shall apply subject to the conditions that –

(i) the spread over of the hours of work of the employee shall not exceed 14 hours in any day; and

(ii) the actual hours of work excluding the intervals of rest and the periods of inaction during which the employee may be on duty but is not called upon to display either physical activity or sustained attendance shall not exceed 9 hours in any day.

10. Longer wage period.- The longer wage-period for the purposes of minimum rate of wages under section 14 shall be by the month.

11. Wages of Employee who works for less than normal working day.- An employee shall not be entitled to receive wages for a full normal working day under section 10, if he is not entitled to receive such wage under any other law for the time being in force.

CHAPTER III.

Payment of Wages.

12. Deduction under sub clause (ii) of clause (f) of sub-section (2) of section 18.- A Loan made from any fund constituted for the welfare of labour, as may be prescribed by the Government, and the interest due in respect of such loan shall be recovered in installments by deduction from wages spread over not more than twenty-four months.

13. Recovery under sub-section (4) of section 18.- Where the total deductions authorised under sub-section (2) of section 18 exceed fifty per cent of the wages of an employee, the excess shall be carried forward and recovered from the wages of succeeding wage period or wage periods, as the case may be, in such installments so that the recovery in any month shall not exceed fifty per cent of the wages of the employee in that month.

14. The authority under sub-section (1) of section 19.- The Joint Commissioner of Labour having jurisdiction over the place of work of the employee shall be the authority for the purpose of sub-section (1) of section 19.

15. The manner of exhibiting the notice under sub-section (2) of section 19.- A notice referred to in sub-section (2) of section 19 shall be displayed in vernacular and English language at conspicuous places in the premises of the work place in which the employment is carried on, so that every concerned employee would be able to easily read the contents of the notice and a copy of the notice shall be sent to the Inspector-cum-Facilitator having jurisdiction. The notice shall also be published in the website of the establishment.

16. The procedure under sub-section (3) of section 19.- The employer shall give an intimation in writing / electronically specifying therein the detailed particulars for obtaining the approval of the imposition of fine to authority referred to in rule 14 who shall, before granting or refusing the approval, give opportunity of being heard to the employee and the employer concerned.

17. Form of register to record fine and realisation under sub-section (8) of section 19.-(1) In any case, when the employer has obtained approval under sub-section (1) of section 19 to a list of acts and omissions in respect of which fines may be imposed, the employer shall maintain in a Register of fines in Form I, electronically or otherwise.

18. Intimation of deduction.- (1) Where an employer makes any deduction in pursuance of the proviso to sub-section (2) of section 20, he shall make intimation electronically or otherwise of such deduction to the Inspector-cum-Facilitator having jurisdiction within 10 days from the date of such deduction explaining therein the reason of such deduction.

(2) The Inspector-cum-Facilitator shall, after receiving intimation under sub-rule (1), examine such intimation and if he finds that the explanation given therein is in contravention of any provision of the Code or the rules made thereunder, he shall initiate appropriate action under the Code against the employer.

19. Procedure for deduction under sub-section (2) of section 21.- Any employer desiring to make deduction for damages or loss under sub-section (1) of section 21 from the wages of an employee shall,-

(i) explain to the employee personally and also in writing the damage or loss of goods expressly entrusted to the employee for custody or for loss of money for which he is required to account and how such damages or loss is directly attributable to the neglect or default of the employee; and

(ii) thereafter, give the employee an opportunity to offer any explanation and deduction for any damages or loss, if made, shall be intimated to the employee within fifteen days from the date of such deduction.

20. Form of register to record all deductions or realisation for damage or loss under sub-section (3) of section 21.- Any employer desiring to make deduction for damage or loss under sub-section (1) of section 21 from the wages of an employee shall, maintain a Register in **Form I**.

21. Conditions regarding recovery of advance under section 23.- The recovery, as the case may be of,-

(i) advances of money given to an employee after the employment begins under clause (b) of section 23; or

(ii) advances of wages to an employee not already earned under clause (c) of section 23, shall be made by the employer from the wages of the employee concerned in installments determined by the employer, so as any or all installments in a wage period shall not exceed fifty per cent of the wages of the employee in that wage period and the particulars of such recovery shall be recorded in the Register maintained in **Form-I**.

22. Deduction under section 24.- Deductions for recovery of loans granted for house building or other purposes approved by the Government, and the interest due in respect thereof shall be, subject to any direction made or circular issued by the Government from time to time regulating the extent to which such loans may be granted and the rate of interest shall be payable thereon.

CHAPTER IV.**The State Advisory Board.**

23. Constitution of the Board.- (1) The Board, Committee and Sub-committee shall consist of the persons to be nominated by the Government representing employers and employees as specified in clauses (a) and (b) respectively, of sub-section (6) of section 42 and the independent persons as specified in clause (c) of sub-section (6) of section 42.

(2) The persons representing employers as referred to in clause (a) of sub-section (6) of section 42 shall be eight and the persons representing employees referred to in clause (b) of that sub-section shall also be eight.

(3) The independent persons specified in clause (c) of sub-section (6) of section 42 to be nominated by the Government shall consist of the following, namely:-

- (i) The Chairperson (ex-officio), Hon'ble Minister for Labour Welfare and Skill Development;
- (ii) Two members from Legislative Assembly;
- (iii) Two members each of whom shall be from the professionals in the field of wage and labour related issues;
- (iv) One member who is or who has been a presiding officer of an Industrial Tribunal constituted by the Government under section 7A of the Industrial Dispute Act, 1947 (Central Act XIV of 1947) or as the case may be, under section 44 of the Industrial Relations Code, 2020 (Central Act 35 of 2020).

24. Meeting of the Board.- The Chairperson may, subject to the provisions of rule 25, call a meeting of the Board, at any time he thinks fit:

Provided that on requisition in writing from not less than one half of the members, the Chairperson shall call a meeting within thirty days from the date of the receipt of such requisition.

25. Notice of meetings.- The Chairperson shall fix the date, time and place of every meeting and a notice in writing containing the aforesaid particulars along with a list of business to be conducted at the meeting shall be sent to each member by registered post and electronically at least fifteen days before the date fixed for such meeting:

Provided that in the case of an emergent meeting, it would suffice to give a notice of seven days.

26. Functions of Chairperson.- The Chairperson shall-

- (i) preside at the meetings of the Board:

Provided that in the absence of the Chairperson at any meeting, the members shall elect from amongst themselves by a majority of votes, a member who shall preside at such meeting;

- (ii) decide agenda of each meeting of the Board;

(iii) where in the meeting of the Board, if any issue has to be decided by voting, conduct the voting and count or cause to be counted the secret voting in the meeting.

27. Quorum. - No business shall be transacted at any meeting unless at least one-third of the members and at least one representative member each of both the employers and an employee are present:

Provided that, if at any meeting less than one-third of the members are present, the Chairperson may adjourn the meeting to a date not later than seven days from the date of the original meeting and it shall thereupon be lawful to dispose of the business at such adjourned meeting irrespective of the number of members present:

Provided further that the date, time and place of such adjourned meeting shall be intimated to all the members electronically and by registered post.

28. Disposal of business of the Board.- All business of the Board, Committee and Sub-committee shall be decided by a majority of the votes of members present and voting and in the event of an equality of votes, the Chairperson shall have a casting vote:

Provided that the Chairperson may, if he thinks fit, direct that any matter shall be decided by the circulation of necessary papers and by securing written opinion of the members:

Provided further that no decision on any matter under the preceding proviso shall be taken, unless supported by not less than two-thirds majority of the members.

29. Method of voting.- Voting in the Board shall ordinarily be by show of hands, but if any member asks for voting by ballot, or if the Chairperson so decides, the voting shall be by secret ballot and shall be held in such manner as the Chairperson may decide.

30. Proceedings of the meeting.- (1) The proceedings of each meeting of the Board showing inter-alia the names of the members present thereat shall be forwarded to each member and to the Government after the meeting as soon as possible, and in any case, not less than seven days before the next meeting.

(2) The proceedings of each meeting of the Board shall be confirmed with such modification, if any, as may be considered necessary at the next meeting.

31. Summoning of witnesses and production of documents.- (1) The Chairperson may summon any person to appear as a witness if required in the course of the discharge of his duty and require any person to produce any document.

(2) Every person who is summoned and appears as a witness before the Board shall be entitled to an allowance for expenses by him in accordance with the scale for the time being in force for payment of such allowance to witnesses appearing before a civil court.

CHAPTER V.

Terms of office of members of the Board.

32. Term of office of members of the Board.- (1) The independent members of the Board including the Chairperson shall hold office during the pleasure of the Government, as the case may be, under sub-section (6) of section 42.

(2) A non-official member of the Board shall hold office for a period of two years commencing from the date on which his appointment is first notified in the Official Gazette :

Provided that such a member shall, notwithstanding the expiry of the said period of two years, continue to hold office until his successor is nominated.

(3) Notwithstanding anything contained in sub-rule (2) above, all non-official members of the Board shall hold office during the pleasure of the Government.

(4) A non-independent member of the Advisory Board nominated to fill a casual vacancy shall hold office so long only as the member in whose place he is nominated would have held it, if the vacancy has not occurred.

(5) If a member nominated by the Government is unable to attend a meeting of the committee or sub-committee, the Government or the Body which nominated him may, by notice in writing signed on its behalf and by such member and addressed to the chairman of the said committee or sub-committee nominate a substitute in his place to attend that meeting. Such a substitute member shall have all the rights of a member in respect of that meeting and any decision taken at the meeting shall not become invalid on the ground that the said substitute was a party to the decision.

33. Travelling allowance.- The Chairperson and every member of the Board, Committee and sub-committee shall be entitled to draw travelling and halting allowance for any journey performed by him in connection with his duties at the rates and subject to the conditions applicable to the first class committee of the Government.

34. Officers and Staff.- The Government may appoint a Secretary not below the rank of Joint Commissioner of Labour and staff to the Board, as it may think necessary for the functioning of the Board.

35. Eligibility for re-nomination of the members of the Board.- An outgoing member of the Board shall be eligible for re-nomination for the membership of the Board for not more than total two terms.

36. Resignation of the Chairperson and other members of the Board.- (1) A member of the Board, committee or sub-committee may, by giving notice in writing to the Chairperson, resign his membership and the Chairperson of the committee or sub-committee may resign by a letter addressed to the Board.

(2) A resignation shall take effect from the date of communication of its acceptance or on the expiry of 30 days from the date of resignation, whichever is earlier.

(3) When a vacancy occurs or is likely to occur in the membership of the Board, the Chairperson shall submit a report to the Government immediately and the Government shall, then, take steps to fill the vacancy in accordance with the provisions of the Code.

37. Cessation of membership.- (1) If a member of the Board, committee or sub-committee fails to attend three consecutive meetings, without prior intimation to the Chairperson, he shall, cease to be a member thereof.

(2) A person who ceases to be member under sub-rule (1) shall be given intimation of such cessation by a letter sent to him by registered post within a period of fifteen days from the date of such cessation. The letter shall indicate that if he desires restoration of his membership, he may apply therefor within a period of thirty days from the receipt of such letter. The application for restoration of membership, if received within the said period, shall be placed before the committee or the Board, as the case may be, and if a majority of members present at the next meeting is satisfied that the reasons for failure to attend three consecutive meetings are adequate, the member shall be restored to membership immediately after a resolution to that effect is passed.

38. Disqualification.- (1) A person shall be disqualified for being nominated as, and for being a member of the Board, committee or sub-committee –

- (i) if he is declared to be of unsound mind by a competent court; or
- (ii) if he is an un-discharged insolvent; or
- (iii) if before or after the commencement of the Code, he has been convicted of an offence involving moral turpitude.

(2) If any question arises whether a disqualification has been incurred under sub-rule (1), the decision of the Government thereon shall be final.

CHAPTER VI.

Payment of dues, claims.

39. Payment under clause (a) of sub-section (1) of section 44.- Where any amount payable to an employee under the Code is due after his death or on account of his whereabouts not being known, and the amount could not be paid to the nominee of the employee until the expiry of three months from the date the amount had become payable, then, such amount shall be deposited by the employer with the Joint Commissioner of Labour having jurisdiction, who shall disburse the amount to the person nominated by the employee after ascertaining his identity within two months of the date on which the amount was so deposited with him.

40. Deposit of the undisbursed dues under clause (b) of sub-section (1) of section 44.- (1) Where any amount payable to an employee under this Code remains undisbursed because either no nomination has been made by such employee or for any other reason, such amounts could not be paid to the nominee of employee until the expiry of six months from the date the amount had become payable, all such amounts shall be deposited by the employer with the Joint Commissioner of Labour having jurisdiction before the expiry of the fifteenth day after the last day of the said period of six months.

(2) The amount referred to in sub-rule (1) shall be deposited by the employer with the Joint Commissioner of Labour having jurisdiction through bank transfer or through a crossed demand draft obtained from any scheduled bank in India drawn in favour of such Joint Commissioner of Labour.

41. Manner of dealing with the undisbursed dues under clause (b) of sub-section (1) of section 44.- (1) The amount referred to in sub rule (1) of rule 41 (hereinafter in this rule referred to as the amount) deposited with the Joint Commissioner of Labour having jurisdiction shall remain with him and invested in the Government Securities or Deposited as a Fixed Deposit in a Nationalised or Scheduled Bank.

(2) The Joint Commissioner of Labour having jurisdiction will exhibit, as soon as maybe possible, a notice containing such particulars regarding the amount, as the Joint Commissioner of Labour considers sufficient, for information of all concerned, at least for fifteen days on the notice board and also publish such notice in any two local newspapers in the language commonly understood in the area in which undisbursed wages were earned and also upload such notice in the department website.

(3) Subject to the provision of sub-rule (4), the Joint Commissioner of Labour having jurisdiction shall release the amount to the nominee or to that person who has claimed such amount, as the case may be, in whose favour such Joint Commissioner of Labour has decided, after giving an opportunity of being heard, the amount to be paid.

(4) If the undisbursed amount remains unclaimed for a period of seven years, from the date of deposit with the Joint Commissioner of Labour, the same shall be treated as "the amount without claimant" and shall be transferred along with the interest amount accrued thereon to the Tamil Nadu Labour Welfare Fund either through Bank transfer or through a crossed Demand Draft obtained from any Scheduled Bank in the State, drawn in favour of the Secretary, Tamil Nadu Labour Welfare Board and thereafter it is deemed to have been treated as lapsed to the Tamil Nadu Labour Welfare Board.

CHAPTER VII.

Forms, registers and wage slip.

42. The form of a single application.- A single application, may be filed before the authority notified under sub-section (1) of section 45 in **Form-II** electronically or otherwise along with documents specified in the Form.

43. Appeal.- Any person aggrieved by an order passed by the authority appointed under sub-section (2) of section 45 may prefer an appeal under sub-section (1) of section 49 in **Form-III** electronically or otherwise along with the relevant documents before the appellate authority notified by the Government.

44. Form of register, etc.- (1) All fines and all realisations thereof referred to in sub-section (8) of section 19 shall be recorded in a register to be kept by the employer in **Form-I** electronically or otherwise and the authority referred to in said sub-section (8) shall be the Regional Joint Commissioner of Labour having jurisdiction.

(2) All deductions and all realisations referred to in sub-section (3) of section 21 shall be recorded in a register to be kept by the employer in **Form- I** electronically or otherwise.

(3) Every employer of an establishment to which the Code applies shall maintain register under sub-section (1) of section 50 in **Form IV**, electronically or otherwise.

45. Wage slip.- Every employer shall issue wage slips, electronically or otherwise to the employees in **Form V** under sub-section (3) of section 50 on or before payment of wages.

46. Appointment of officer for the purpose of holding enquiry and imposing penalty under section 53(1) and for compounding of offence under sub-section (1) of section 56.- (1) The authority of the respective jurisdictions shall be the enquiry officer, under subsection (1) of section 53 and for the purpose of holding enquiry and imposing penalty under clauses (a) and (c) of sub-section (1) and sub-section (2) of section 54 and sub-section (7) of section 56.

(2) An accused person desirous of making compounding of offence under sub-section (1) of section 56, may file an application, either before or after the institution of any prosecution in **Form VI** electronically or before the officer notified for the purpose under that section.

(3) The officer notified under sub-section (1) of section 56 shall on receipt of application in **Form VI**, satisfy himself as to whether the offence is compoundable or not under the Code and if the offence is compoundable and the accused person appears for the compounding, compound the offence for a sum of fifty percent of the maximum fine provided for such offence under the Code, to be paid by the accused within the time specified in the order of the composition issued by such officer.

CHAPTER VIII.

Miscellaneous.

47. 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 (Central Act IX of 1932).

48. 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.

49. Inspection Scheme.- (1) For the purposes of the Code and these rules, there shall be formulated an Inspection Scheme by the Commissioner of Labour with the approval of the 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.

50. Annual Return.- The Annual Return shall be filed electronically by every employer of an establishment who are not covered under the Occupational Safety and Health Code, in **Form VII**.

FORM-II.

[see rule 42]

[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
(CENTRAL ACT 29 OF 2019)

FOR.....

AREA.....

Application No.....of 20.....

Between

..... (ABC) and(State the number) other Applicants

(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/Ms.....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 wage fixed for their category (categories) of employment(s) under the code by Rs.....per day for the period(s) (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 (Central Act 29 of 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 authorised or Inspector- *cum*-Facilitator.

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

FORM III.

(see rule 43)

Appeal under Section 49(1) of the Code on Wages, 2019 (Central Act 29 of 2019)

Before the Appellate Authority under the Code on Wages, 2019 (Central Act 29 of 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)

Signature of the appellant.

Date:

Place:

For office use

Date of filing

or

Date of receipt by post

Authorised Signatory

Registration No. :

FORM IV.

[see rule 44(3)]

EMPLOYEE REGISTER.

Name of the Establishment: Name of Employer:

Name of Employer:

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

PAN/TAN of the Employer:

Labour Identification Number (LIN):

Sl.No	Employee Code	Name	Surname	Gender	Father's / Spouse Name	Date of Birth	Nationality	Education Level	Date of Joining
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)

Date on which completion of 480 Days & Service	Date on which made permanent	Date of Super-annuation	Designation	Category (HS/S/SS/US)*	Type of Employment	Mobile No.	email ID	UAN	PAN
(11)	(12)	(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)

ESIC IP No.	AADHAAR	Bank A/c Number	Bank	Branch (IFSC)	Present Address	Permanent Address	Service Book No.	Date of Exit	Reason for Exit
(21)	(22)	(23)	(24)	(25)	(26)	(27)	(28)	(29)	(30)

Mark of Identification	Photo	Specimen Signature / Thumb Impression	Remarks
(31)	(32)	(33)	(34)

*(Highly Skilled/Skilled/Semiskilled/Unskilled)

FORM V.

[see rule 45]

WAGE SLIP.

Date of issue:

Name of the Establishment.....Address.....
Period.....

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

Overtime wages:

11. Gross wages payable:
12. Total deductions : (a) PF (b) ESI (c) TNLW Fund (d) Others

13. Net wages paid:

Employer / Pay-in-charge signature

FORM VI.

[See rule 46]

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. Particular 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)

FORM VII.

ANNUAL RETURN

(see rule 50)

1. Return for the year ending 31st December.
- A. Name of the Establishment and Postal Address :
- B. Name, Aadhaar Number, email ID and Residential Address of the Owner / Contractor :
- C. Name, Aadhaar Number, email ID and Residential Address of the Managing Agent / Director / Partner in charge of the Day to day affairs of the Establishment owned by a company, body, corporate or association. :
- D. Person responsible for payment of wages (Name, Aadhaar Number, Address, email ID and Phone Number.) :
2. Hours of work in a Day :
3. No. of shifts worked in a day :
4. Number of days worked during the calendar year :
5. Number of man-days worked during the year :
6. Average daily number of persons employed during the year :

Type of Skill	Regular Workers					Contract Workers					Total
	Male	Female	Trans gender	Adolescent – Boy	Adolescent – Girl	Male	Female	Trans gender	Adolescent – Boy	Adolescent – Girl	
Unskilled											
Semi-skilled											
Skilled											
Highly Skilled											

7. Total Wages paid in details :
 - (a) Basic Wage :
 - (b) Dearness Allowance :
 - (c) Other Allowance :
 - (d) Gross Wage :
 - (e) Deduction :
 - (f) Net Wage paid :
 - (g) Over Time Wages :
 - (h) Non-sharing Bonus :
 - (i) Other Allowance in Cash :
 - (j) Arrears of Pay in respect of previous year paid during the year :
 - (k) Total :

8. Deductions :

		No. of cases.	Total amount Rs. P.
(a)	Fines		
(b)	Deductions for damage or loss.		
(c)	Deductions for breach of contract.		

9. Disbursement from fines :

		Purpose	D.D. No.	Date	Bank	Amount Rs. P.
(a)	1st Quarter					
(b)	2nd Quarter					
(c)	3rd Quarter					
(d)	4th Quarter					

10. Details of Remittance to the Labour Welfare Fund :

Sl. No.	D.D. No.	Date	Bank	Amount Rs. P.
(1)				
(2)				
(3)				

11. Balance of fine fund in hand at the end of the year

12. Number of Employees eligible for Bonus :

13. Percentage of Bonus declared to be paid :

14. Total amount of Bonus actually paid :

15. Date on which payment paid :

16. Settlement, if any, reached under Section 53(3) or 57(1) of the Industrial Relations Code, 2020 (Central Act 35 of 2020) with date :

Certified that the information furnished above is to the best of my knowledge and belief, correct.

	SCHEDULE - A
	[see rule 4(3)]
Sl.No	UNSKILLED
1.	Aquatic weed removal
2.	Attender
3.	Ayahs
4.	Bailors
5.	Bamming Helpers
6.	Basket making workers
7.	Bearders
8.	Beater
9.	Beating of rotted husks
10.	Bee Keeping workers
11.	Beedi- Ring Lablers
12.	Beedi Rollers
13.	Bell Blower
14.	Bicycle Fitter
15.	Bottle cleaner
16.	Bottle Filler /Washer
17.	Box Removers (Mosaic)
18.	Bucket Man
19.	Bundler
20.	Butcher
21.	Button and Khaja Stitcher
22.	Calf boy
23.	Caretaker of goods and Materials
24.	Carrier / Carrier (Water) / Carrier (Stone, Water, husk, Rice, Ball Bag etc..)
25.	Carrier of Pandal articles and all types
26.	Cartman
27.	Cattleman
28.	Chainman
29.	Charcoal man
30.	Chips Sorenmers (Mosaic)
31.	Clay Feeders / Clay kneaders / Clay mixers

32.	Cleaner / Cleaner (Crane, Truck, Cinder for ash Pit) / Cleaner (Motor shed, Tractor, Cattle,Yard, M.T) and Cleaner of all categories including Floor
33.	Coconut – Leaves Braider / Peeling workers
34.	Coffee - heaping workers
35.	Collecting loose fodder workers
36.	Colour Mixers (Mosaic)
37.	Composter
38.	Concrete Hand Mixer
39.	Condenser Attendant
40.	Cook-helper
41.	Coolie
42.	Cotton Ginning and pressing - Borah Opener
43.	Cotton Ginning and pressing - Borah roller
44.	Cotton Ginning and pressing - Borah filler
45.	Cotton Picking workers
46.	Dairy's Haystacking workers
47.	Dairyman
48.	Decorticator (Groundnut Carrier, husk Carrier, gunny bag filler, gunny bag stitcher)
49.	Delivery Boy
50.	Despatch Assistant
51.	Developing Assistant
52.	Digger
53.	Dismantling stocks workers
54.	Dispensary Attendant
55.	Domestic worker
56.	Drain Flusher
57.	Drawer and Reacher
58.	Wire Drawer
59.	Dress Washer
60.	Dresser
61.	Driver (Bullock, Camel, Donkey, Mule)
62.	Drum Boys
63.	Drying Yard Carrier

64.	Duster Boy
65.	Dustleaves supplier
66.	Earth Cutter
67.	Electrical Assistant
68.	Emery Wheel Operator
69.	Excavating Labour
70.	Expeller attender
71.	Workers engaged in Fertilising and Pesticiding of trees
72.	Fire wood slitters
73.	Firewood / Timber Head carriers
74.	Fireworks - Chemical mixing, dipping, filling, Moulding, Fuse fixing
75.	Flag Man
76.	Flashers, splitters in Tanneries
77.	Folders
78.	Frame givers
79.	Fuel Carriers
80.	Gangmen
81.	Gardener Assistant
82.	Gate Man
83.	Godown workers
84.	Grass Cutter
85.	Grazler
86.	Gunny Bag Stitcher
87.	Hand folding workers
88.	Hand Ironers / Ironing workers
89.	Hand Setters
90.	Handle Man
91.	Headload workers
92.	Helper - Baker
93.	Helpers in distribution
94.	Helpers in Textile Mills
95.	Helpers in Match and fire works
96.	Helpers in vessel Making
97.	Hole Cutter
98.	House Keeper

99.	Huller Man
100.	Irrigation workers
101.	Jelly Maker
102.	Jumper Man
103.	Kiln repairer / Setters
104.	Labelling and Packing Worker
105.	Labourer (Boiler, Cattle Yard, Cultivation, General Loading and Unloading, Bunding, Carting-Fertilizers, Harvesting, Miscellaneous)
106.	Lampman
107.	Layer(Helper)
108.	Line Operator
109.	Lint Cleaners
110.	Workers engaged in Person employed in Loading and Unloading
111.	Make up Assistant
112.	Mat weaver
113.	Messenger
114.	Mikkals
115.	Mopper, Floor Cleaner, Floor Sweeper
116.	Mould helpers
117.	Mud paster
118.	Number Taker
119.	Office Assistant / Helper
120.	Office Boy
121.	Oiler in power loom Industry
122.	Operator in Petrol Bunks
123.	Other General workers(Cattle feeding, cleaning the cattle, removing cowdung from cowshed, cattle rearing, cowshed cleaning, hay drying, loading of cattle feeds, grass and fertilisers, spade works and such other hand works in fodder fields, sileage pits and cowsheds, etc.,)
124.	Outerbox maker
125.	Outline Workers in Hand Embroidery
126.	Over burden Remover
127.	Paddy Dryers /Millers / Soakers/ Boilers
128.	Pallet Collectors
129.	Pallet Suppliers
130.	Pantry Man
131.	Paper Tracing & Dyeing Helper

132.	Bark Peeling workers
133.	Petrolman
134.	Plantation Worker
135.	Planting, paddy sacking workers
136.	Poultry farming workers
137.	Press Boy
138.	Press Machine Operators
139.	Pressing workers
140.	Processing Assistant
141.	Pumping man
142.	Push cart workers
143.	Rat Catcher / Dog Catcher
144.	Raw Bricks and Tiles Carriers
145.	Raw tiles removers from frame
146.	Replanting of seedling workers
147.	Rhodomine dipping workers
148.	Rice Measurers
149.	Roasting workers
150.	Roll Checking man
151.	Room Boy
152.	Rubber Tapers
153.	Sand and Cement Mixers
154.	Sand Remover
155.	Sand Suppliers
156.	Sanitary Workers
157.	Scudders in Tanneries
158.	Searcher
159.	Seasoners
160.	Security Guards
161.	Seed remover or carrier
162.	Seeding / Sowing / Thatching / Transplanting / Weeding workers
163.	Servant Maid
164.	Setting Machine Operators
165.	Sewage Gauge reader / Water Meter reader
166.	Shaving Learners
167.	Shed Clerk

168.	Sheller man
169.	Shop Assistant
170.	Shunters
171.	Signal man
172.	Slab carriers / Cutter / Placers
173.	Sorters, Counters, Separators and packers of all categories
174.	Sound Assistant
175.	Sprayers
176.	Spreading - coffee curing workers
177.	Stable man
178.	Stackers
179.	Stamping worker
180.	Steam Road
181.	Stitchers (other than bale stitcher)
182.	Store Assistant
183.	Strikers
184.	Stripping workers
185.	Surface loader
186.	Sweeper
187.	Tall Boy
188.	Tappalman
189.	Thatch carrier cum giver
190.	Thatch Remover
191.	Tile Carriers
192.	Tile Plasters (Mosaic)
193.	Timber Carriers
194.	Time Keeper
195.	Tom-Tom Wallah(Village)
196.	Trammer
197.	Trolly man
198.	Trolly Triper
199.	Turbo cleaner
200.	Tying and Carrying loose hay workers
201.	Under Ground Mukar
202.	Unskilled workers in Nurseries
203.	Vaks Controller

204.	Valve Man (Water Supply)
205.	Valveman (Other than water supply)
206.	Varukadalai Worker
207.	Vegetable cutter
208.	Ward Boy
209.	Washerman (Clothes)
210.	Washerman (Utensils)
211.	Waste removing worker
212.	Watchman
213.	Weighman (Bales, pally)
214.	Wheeler in Printing Press
215.	White Washing and Colour Washing Man
216.	Winnower
217.	Wireman helper
218.	Wood Cutter
219.	Wooder Woman / Wooder man
220.	Workers engaged in construction of roads (excluding breaking of rocks)
221.	Workers engaged in drying
222.	Workers engaged in earth works (pit making etc)
223.	Workers engaged in Washing/Setting
224.	Workers in Appalam industry
225.	Workers working in forest, nursery and plantations
226.	Workshop tool keeper
227.	Yard worker
228.	Any other categories by whatever name called which are unskilled in nature

SEMI SKILLED	
S.No.	
1.	All Saw Operator Helper
2.	All Trade Certificate holders including Industrial Training Institute (Grade-I)
3.	Aluminium, Iron, Stainless steel etc., vessels maker
4.	Arch Erector
5.	Artificial drying fire attenders in Brick and tile industry
6.	Asbestos / Glass / Lite Roof worker
7.	Assembler
8.	Assembling Operator
9.	Assistant Blacksmith / Helper
10.	Assistant Carpenter
11.	Assistant Cook / Kitchen Assistant / Vegetable Cutter
12.	Assistant Driller
13.	Assistant Electrician
14.	Assistant Engraver
15.	Assistant Fitter
16.	Assistant Machinist
17.	Assistant Painter
18.	Assistant Photo Artist
19.	Assistant Photographer
20.	Assistant Recordist / Room Assistant
21.	Assistant Sales Man
22.	Assistant Tea Maker (in Tea Factory)
23.	Assistant Tinker
24.	Assistant Tyre Man
25.	Assistant Wireman
26.	Assistant-Plumber
27.	Attendance-keeper / Attendant
28.	Bag Weigher
29.	Baker
30.	Bale Stitcher
31.	Bar man
32.	Barber

33.	Bearer
34.	Bender
35.	Binder
36.	Boat Man
37.	Boiler Attender
38.	Boiler operator/Mixture/Chemist
39.	Boundary clearing & fire protection
40.	Box-making (Packing) / Packer
41.	Brander
42.	Bread-Moulder
43.	Breaker (Stone, Rock, Rock Stone, Stone Metal) (using mechanical appliances/manual appliances)
44.	Breakman
45.	Bricks Maker (or) Tile Makers
46.	Buffing Machine Operator
47.	Bullman
48.	Bun Rounder, Bread Moulder in Bakeries
49.	Bunkers operation workers in Mushroom growing
50.	Butler/Cook
51.	Butterman
52.	Camera Assistant
53.	Canvasar in Motor transport
54.	Canweaver
55.	Care taker of Aged or sick or differently abled or child
56.	Workers engaged in Casing / Watering Tamping / flushing in Mushroom growing
57.	Caulker
58.	Cement Tiles Pressers
59.	Chainman(Head)
60.	Charge-man
61.	Checker/ Maistry/ Sorter/Supervisor
62.	Chemical Mixture
63.	Chemical Operator
64.	Chief Watchman/Senior Watchman
65.	Child care - Taking children to school and back
66.	Classman
67.	Clay Slicers and Transplers
68.	Cleaners (machinery inplants etc)

69.	Cleaning /Polishing workers
70.	Coachman
71.	Cobbler
72.	Coir Twisting workers
73.	collecting of bamboo, cane and reeds workers
74.	Colour Setting man
75.	Colourman
76.	Compositor
77.	Compost Maistry
78.	Compounder
79.	Controller
80.	Cooper
81.	Corporal / Seargent /Assistant Security Officer
82.	Cot Weaver
83.	Cracker
84.	Crech Ayah / Ayah / Untrained Crech Attendant
85.	Crowlder Man
86.	Crusher
87.	Cultivator
88.	Cutting - Earth Cutting / Rock Cutting / Stone Cutting workers
89.	Defibering Mechanic
90.	Deliveryman
91.	Depot Maistry
92.	Die Pullers
93.	Disease Control Maistry (Malaria, Dengue etc....)
94.	Dollyman
95.	Dough Maker
96.	Dresser Grade II
97.	Driller
98.	Driver (Helper)
99.	Workers engaged in dying of drag ropes
100.	Electrical Repairer
101.	Electrician
102.	Engraver in Steel and Aluminum Vessels Shops
103.	Excavator
104.	Feeder

105.	Female Nursing orderly and Male Nursing orderly
106.	Ferroman
107.	Filler / Oil Measurer
108.	Filterman
109.	Fireman / Fireman (Brick Kiln, Steam Road Roller)
110.	Firewood / Timber loading and unloading workers
111.	Firewood Cutter in Fire wood shops
112.	Fitter (Assistant Semi-Skilled)
113.	Fitter Helper
114.	Fixing Handles and Other Accessories on Utensils
115.	Workers engaged in Flanging/Rolling/ Drilling/ Rivetting
116.	Flashers
117.	Flower Decorator
118.	Foreman / Supevisor / Boiler Operator / Mechanic / Production Assistant
119.	Forklift Operator
120.	Frash
121.	Fruit Juice and Lassie Maker in shops
122.	Furnance Operator
123.	Gangman
124.	Gardener
125.	Gate Keeper
126.	Generator Operator
127.	Gharami Thatcher
128.	Gin Feeder
129.	Ginning and Pressing man
130.	Glazing Machine Operator
131.	Goat skin knifers
132.	Godown in-charge
133.	Godown Keeper
134.	Graders
135.	Workers engaged in Grading of coconut
136.	Grater
137.	Greaser
138.	Greaser-cum-Fireman
139.	Grinder
140.	Groundsman (Sports Areas)

141.	Hammerman
142.	Handhole Driller
143.	Head Mazdoor
144.	Helper / Helper - Artisan, Blacksmith, loco-Crane Truck, Mason, Carpenter, Sawyer
145.	Helpers in Motion Picture Industry
146.	Helpers in ornaments and related works
147.	Hut Maker
148.	Kalasis or sarang engaged in heavy engineering construction like heavy machinery bridge work etc
149.	Keyman
150.	Kilning of charcoal workers
151.	Labelling workers
152.	Laboratory Assistant
153.	Lamination Workers
154.	Lascar
155.	Lathe Operator
156.	Library Assistant
157.	Lift Operator
158.	Line Man
159.	Log Helper
160.	Lorry Cleaner
161.	Lubricating Assistant
162.	Machine Assistant
163.	Machine Attender
164.	Machine Operator
165.	Mahout
166.	Maramath
167.	Masalchi
168.	Mason - helper
169.	Mat weaver (Power loom / Hand loom)
170.	Mazdoor (Heavy-weight) / Mazdoor (literate)
171.	Mazdoor Mason
172.	Mechanic
173.	Mechanical Technician
174.	Mike Operator

175.	Mike set / Serial set originator
176.	Mould Operator
177.	Mounting workers
178.	Night-guard
179.	Nurse - ANM /GNM
180.	Oil Passing Workers
181.	Oilers
182.	Oilman/Oiler
183.	Ornamental Adorner
184.	Ornamental Cloth Tier
185.	Oven-keeper
186.	Over Head Tank Operators.
187.	Packer
188.	Packing and weighing workers
189.	Paddy Boilers
190.	Workers engaged in Pavu Pinaithal, Terry / Jacquard ragam in Power Loom Industry
191.	PDC Operator
192.	Peeling Worker
193.	Photo Frame Worker and Cutter
194.	Pile formation workers in Mushroom growing
195.	Pipe line Fitter.
196.	Pit Digger
197.	Planting Co-ordinator
198.	Plate Maker
199.	Ploughman
200.	Plumbers
201.	Pole Erector
202.	Polisher
203.	Workers engaged in Polishing, Drilling, dying in vessels making
204.	Press Man
205.	Press Operator
206.	Pressmen, Spinner and sheet Maker in Vessesls Making
207.	Printing Assistant
208.	Processing Worker
209.	Projection Operator
210.	Proof reader

211.	Publicity Room Incharge
212.	Pulper
213.	Pulper in Paper Industry
214.	Pump Attendant
215.	Pump Operator.
216.	Punch Operator
217.	Purchase Assistant
218.	Workers engaged in Putting coal and fire wood in kiln
219.	Quarry man
220.	Quarry Operator
221.	Raft making workers
222.	Refiners in Paper Industry
223.	Retreading and Tube Vulcanising shop workers
224.	Rimming operator
225.	Roasters
226.	Roasting or frying workers
227.	Roof Thatcher
228.	Ruler
229.	Runner (Post dak)
230.	Sales Assistant
231.	Scrapper (semi skilled)
232.	Scudders
233.	Seedlings planters in plantation
234.	Shamiana Erector
235.	Sheet cutter, circle cutter and threading Operation
236.	Slab Placers in Brick and tile industry
237.	Smith
238.	Soldering workers
239.	Solvent Plant Operator
240.	Sorters
241.	Sound Recordist
242.	Workers engaged in Sowing seeds / planting in plantation
243.	Spawn Mixing workers in Mushroom growing
244.	Splitters
245.	Stitching and Packing workers
246.	Stocker

247.	Stoneman
248.	Store Attendant
249.	Supplier
250.	Syce
251.	Table Man
252.	Tailor (Stitching only)
253.	Tannery - Deamers (Back Yard Department)
254.	Tannery - Setters (Back Yard Department)
255.	Technical assistant
256.	Tindals
257.	Trades Man
258.	Trimming Workers
259.	Trolleyman (Head Motor)
260.	Turner
261.	Workers engaged in Twisting , drying and Bundling in Bleaching or dyeing Industry
262.	Tyre Grinder in tyre Resoling
263.	Tyre Man
264.	Umbrella fitter
265.	Uncured Coffee / Estate pounded coffee - Workers engaged in unloading and stoking from lorries, Peeling
266.	Valveman / Valveman (Senior)
267.	Vulcanizer and similar workers
268.	Warper
269.	Workers engaged in Warping in silk twisting
270.	Weighman
271.	Workers engaged in Winch Bleaching
272.	Winchman
273.	Winder (Grade - II)
274.	Wire Boy
275.	Wireman fixing tin cables
276.	Woolen weavers
277.	Workers engaged in Match factory and Fire works
278.	workers engaged in Sericulture
279.	X - Ray Photographer
280.	Any other categories by whatever name called which are semi-skilled in nature.

SKILLED	
Sl.No	
1.	Aari Worker
2.	Accountant
3.	Agricultural implements maker (including cattle shoe maker)
4.	Workers engaged in Agricultural works of hard nature like digging, loading, bundwork, ridge making, mud fencing, rain pit digging, digging pond for agricultural purposes, Green manure preparation and trimming of trees.
5.	Air Compressor Attendant
6.	Air condition Plant Operator
7.	Air condition Plant Mechanic
8.	Aligner
9.	Ambulance Driver
10.	Analysist
11.	Armature Winder Grade-II and III
12.	Artificer
13.	Artist
14.	Assistant Foreman
15.	Assistant Manager/Supervisor
16.	Assistant Tinkers
17.	Assistant Videographer
18.	Audio and Video Mechanic/Repairer
19.	Automatic Machineman
20.	B.I.M. Modeler
21.	Batching plant Operator
22.	Batterymen
23.	Beautician
24.	Bench Fitter/ Parking Controller (Regulation of parking vehicles supervision, Washing and Lubrication)
25.	Bill Clerk
26.	Bill Collector
27.	Bill Writer
28.	Blaster
29.	Bleacher in Bleaching or Dyeing Industry
30.	Workers engaged in Bleaching and Dyeing of silk
31.	Block Maker
32.	Bobcat Operators

33.	Boiler Foreman Grade II
34.	Boilerman Grade II and III
35.	Book Keeper
36.	Booking Clerk
37.	Boreman
38.	Borer
39.	Brass, Copper vessels making workers
40.	Workers engaged in Breaking of boulders
41.	Bulldozer Driver
42.	Cabinet Maker
43.	Camera Mechanic
44.	Camera Technician
45.	Caneman
46.	Carpenter / Blacksmith / Wood Turner / Grinding (Plywood works)
47.	Cashew Peelers
48.	Workers engaged in Celotex making
49.	Cement tile presser
50.	Chargeman
51.	Checkder (Junior)
52.	Chemist
53.	Chick Maker
54.	Chickman (Junior), Concrete Mixer
55.	Chipper/Chipper-Cum-Grinder
56.	Cinema project Operator
57.	Clamp Shelf Operator
58.	Clerical Assistant
59.	Clerks
60.	Coffee / Tea maker / Roti / Dosa Maker
61.	Workers engaged in Colouring of gold ornaments
62.	Compressor Operator
63.	Computer Opertor
64.	Concrete Mixer Operator
65.	Conductor
66.	Consultant
67.	Workers engaged in Converting gold into pure gold
68.	Workers engaged in Converting pure gold into gold

69.	Cook
70.	Coremaker
71.	Crusher Operator
72.	CTP operator
73.	Curtain maker
74.	Customer Care Executive/Receptionist
75.	Cutter
76.	Cutter cum Marker
77.	Cutter cum Pattern Marker
78.	Cutting Machine Operator
79.	Workers engaged in Cutting of gold
80.	Workers engaged in Cutting the Bark and stacking
81.	Cylinder treadle machineman
82.	Data Entry operator
83.	De-Mineralised water Plant Operator
84.	Depot Starter
85.	Die Makers
86.	Die-Casting Operator
87.	Diesel Engine Operator
88.	Diesel Engine Grade II Machanic
89.	Distemper
90.	Dorrick Operator
91.	Dozer Operator
92.	Drafts Man
93.	Dragline Drill Dumber Operator
94.	Draughtsman
95.	Dresser Grade-I Mica
96.	Drill Mechanic
97.	Driller / Driller (Well Boring)
98.	Driver (Engine Tractor, M.T.Motor)
99.	Driver in Engine, Static Stone Crusher, Tractor, Bull Dozer, Steam Road Roller, Water Pump, Mechanical Road Roller, Mechanical / Steam Crane,Tractor with Bull Dozer (Mechanical)
100.	Driver (Auto)
101.	Driver (Heavy Vehicle)
102.	Driver (Loco / Truck)
103.	Drivers in Auto Rickshaws (fitted with meters)

104.	Drivers in Taxis (fitted with meters)
105.	Drivers including those employed by Tourist / Operator
106.	Driving Pantooms with Boiler
107.	DTP Operator
108.	Dumper Tractor Operator
109.	Dye House Workers
110.	Dye Maker
111.	Dyeing Master
112.	Workers engaged in Dieing gold jewellery
113.	Electrician (DIPLOMA)
114.	Electro Platter
115.	Engine Driver
116.	Engraver
117.	Excavator Operator
118.	Expeller Driver
119.	Expeller Maistry/Supervisor
120.	Expeller Workers
121.	Extruder Operator in Polythene industry
122.	Ferro Printer cum-chairman
123.	Ferry Driver
124.	Workers engaged in Fibres Bundling
125.	Field Officer
126.	Finisher
127.	Fireman
128.	Fireman in Mines
129.	Fitter
130.	Floor Supervisor
131.	Fork Lift Operator
132.	Frame Fitting and Setting Worker
133.	Fruit Jam and Pulb Manufactures
134.	Garbling Maistry
135.	Generator Operator
136.	Geologist
137.	Godown Keeper
138.	Gold Smith
139.	Grader Operator

140.	Grane Operator
141.	Grinder (Plywood works)
142.	Growers
143.	H.R. Executive
144.	Hair Dresser
145.	Haulage Operator
146.	Head Backer
147.	Hoist Operator
148.	Hole Driller for Blasting
149.	Ice cream Manufactures
150.	IMCE Driver
151.	Imposer
152.	Inspector Grade II
153.	Interior Decorator
154.	Issuer Loco
155.	Jack Hammer Operator
156.	Jaggery Makers
157.	JCB Operator
158.	Jobber in polythene industry
159.	Joiner / Joiner (Cable,Cable Grade II)
160.	Junior Engineer
161.	Lab Technician
162.	Lathe Operator / Latheman (Turner)
163.	Lever Operator
164.	Librarian
165.	Limco Loader Operator
166.	Line Man
167.	Loader Operator
168.	Loco Driver
169.	Lubricating Inspector
170.	M. C. Clerk
171.	Machine Cleaned Fibre Twistings
172.	Machine hand (Class II, III, IV)
173.	Machineman
174.	Machinist
175.	Magazine Clerk

176.	Maintenance Assistants on Machines (Electrical, Electro mechanical, mechanical and Electronics)
177.	Maistries
178.	Workers engaged in Making gold wire, conversion of gold into golden threads
179.	Workers engaged in Manufacture of gold covered/silver coated ornaments
180.	Marker / Markers & Stencillers
181.	Mason
182.	Mat Maker
183.	Mechanic / Mechanic (Air conditioning, Air conditioning Grade II) / Mechanic (Tube-Well) / Machinist
184.	Mechanical Road Roller I.C. and Cement Mixer etc.
185.	Workers engaged in Mechanised sawing
186.	Meter Reader
187.	Meteorological Observer
188.	Mica Cutter Grade -I
189.	Mild Steel vessels maker
190.	Miller
191.	Miller in Electronic Industry
192.	Mistry
193.	Mistry / Mistry Grade II, Air conditioning Grade II, P. Way, Survey, Santras / Mistry (Stell, Tube-Well, Telephone)
194.	Mixture driver
195.	Mixture including concrete mixture operator
196.	Molder
197.	Mono – Caster
198.	Mono – Operator
199.	Mono caster, Mono Operator, Leno Operator, off set Printers in printing Industry
200.	Mosaic Polisher
201.	Moulder / Moulder (Brick, Tile)
202.	Moulder Maistry
203.	Mushroom Growers
204.	Neera Tappers
205.	Negative / Positive Checker in Motion Picture Industry
206.	Network Administrator
207.	Nurse (Diploma)
208.	Off-set Printer
209.	Operator Pneumatic Tools, Operator (Fitter)

210.	Optical Mechanic/ Grinder /Purchaser
211.	Other Technicians (Diploma)
212.	Painter / Painter Spray (Class II)
213.	Paper Machine Operator
214.	Paper Tracing / Dyeing Worker
215.	Patient Caretaker at home (acquired necessary educational qualification or training)
216.	Pavment breaker, Loader, Operator
217.	Persons having experience for a period of 5 years in a particular trade or the persons who possess trade certificate including Industrial Training Institute with experience for a period of three years in a particular trade
218.	Pharmacist Assistant
219.	Photographer
220.	Pickels and Masala Powder Manufactures
221.	Pile Driving Operator
222.	Pipe Fitter
223.	Plant Operator
224.	Plasterer
225.	Workers engaged in Ploughing with the help of Tractor/Triller
226.	Plumber / Plumber-cum-Fitter
227.	Plumbing Mistry
228.	Polisher in Automobile Dealers Shop
229.	Workers engaged in Polishing of gold and Silver ornaments
230.	Power and Pump House Operator
231.	Power Shovel Operator
232.	Press Fitter/General Fitter/Gin Fitter
233.	Printing Technician
234.	Production Supervisor
235.	Projection Operator in Motion picture Industry
236.	Pulp Making Operator
237.	Pump Operator
238.	Pumpman (Assistant)
239.	Purchaser
240.	Quality Inspector
241.	Radiator Fitter
242.	Radio and Television Mechanic
243.	Radio Assistant

244.	Radio Mechanic/Repairer
245.	Radiographer
246.	Rattan Worker
247.	Record Keeper
248.	Refinery Operator
249.	Refinery Operator in oil Mills
250.	Refractory Mechanic
251.	Reinforcement Cum-mechanic, Mechanic and Plumber
252.	Reverter
253.	Rivet Cutter (Assistant)
254.	Rivetter / Rivetter (Cutter)
255.	Road Inspector Grade II, Railway Plate Layer
256.	Road Roller Driver Grade II
257.	Rod Bender
258.	Roller Driver
259.	Rope Maker
260.	Rotary Man
261.	Rotary Man, Pint Man in oil Mills
262.	Sales Executive
263.	Sales Man
264.	Saw Sharpener
265.	Sawman
266.	Sawyer
267.	Scrapper Operator
268.	Screening Plant Operator
269.	Security Guard (without arms) and other categories by whatever name so called
270.	Senior Mechanic Filter
271.	Senior Operator
272.	Senior Security Inspector/Security Officer
273.	Setter-cum-Operator
274.	Sharper/Slotter
275.	Shovel Operator
276.	Silver cutter
277.	Skilled Labour in Lift installing Establishment

278.	Skilled Mazdoor
279.	Budding, grafting, preparation of lawn, Garden designing, artificial pollination such other skilled workers
280.	Smith in Paper Industry
281.	Solderer
282.	Solvent Extraction Plant Operator
283.	sound department workers in Motion Picture Industry
284.	Spray Painter
285.	Sprayer (Ashalt)
286.	Sprayman
287.	Sprayman or Mixture man(Road surfacing/Patching Plant Operator)
288.	Static and Road Roller Boiler Attendant
289.	Stationery Engine Attendant
290.	Loading Foreman
291.	Workers engaged in Stitching and cutting in Umbrella
292.	Stone Blasterer
293.	Stone Chisler
294.	Stone Crusher Operator
295.	Stone Cutter
296.	Store Clerk
297.	Store clerk (Matriculate, Non-matriculate)
298.	Store Keeper
299.	Studio Artist
300.	Studio Assistant/Lab Assistant/Light Boy
301.	Studio Boy/Binder/Framing Worker
302.	Suitcase/all kinds of bags and purse maker other than leather
303.	Supervisor
304.	Supervisory Fireman
305.	Supervisory Mechanic
306.	Surface Supervisor
307.	Surveyor (Silt) / Surveyor (Assistant)
308.	Sweet and Savoury Maker
309.	Tailor (Cutting and stitching)
310.	Tally Clerk
311.	Tar man
312.	Tea Maker (In Tea factory)

313.	Technical Supporter
314.	Technically qualified Compressor Attendant / Compressor Driller / Compressor Driver / Compressor Operator
315.	Technician
316.	Technician in Musical Instruments Shop
317.	Technologist
318.	Teller Clerk
319.	Tile Flooring workers
320.	Tile maker
321.	Timber Man/Timber Mistry
322.	Time Keeper (Athletics)
323.	Tin Maker
324.	Tinker
325.	Tin-smith
326.	Tool Keeper
327.	Tracer
328.	Tractor Driver
329.	Operator (Tractor, Vibrator, Weight Batcher, Railway Guards, Repairer (Battery)
330.	Trades-Man
331.	Trailors
332.	Transcriptionist
333.	Translator
334.	Transprayer
335.	Tree Climbing and Coconut Plucking workers
336.	Typist and other categories by whatever name called which are of skilled in nature
337.	Tyre Vulcaniser
338.	Tyremen
339.	Upholsterer
340.	Varnisher
341.	Vehicle Driver
342.	Veneering Machine Operator
343.	Veneering pressing (Plywood)
344.	Video Editor
345.	Videographer
346.	Vocational Training Instructor/Teacher
347.	Vulcaniser
348.	Watch Mechanic

349.	Water Treatment Plant Operator
350.	Weaver
351.	Weigh bridge Operator
352.	Weigher
353.	Welder
354.	Welder (gas)
355.	Well Driver for removing silt
356.	Well Sinker
357.	Wheel Load Operator
358.	Willow Driver
359.	Winding Engine Driver
360.	Wireless Operator
361.	Wireman
362.	Woollen carpet weaving workers
363.	Wood carver
364.	Wood Turner
365.	Wooden or Stone packer
366.	Workers attending all the process of work in the manufacture of snuff (manual)
367.	Workers engaged in Textile Mills
368.	Workers engaged in purification of silver/making of silver articles
369.	Workshop Driver
370.	Workshop Tool-keeper
371.	Yard Superintendent
372.	Zardosi Worker
373.	Any other categories by whatever name called which are skilled in nature.

Sl.No	HIGHLY SKILLED
1.	Accounts Manager
2.	Administrative Manager
3.	Administrative Officer
4.	Analyst in Medicine Manufacture Industry
5.	Armature Winder Grade I
6.	Artificier Class I
7.	Assistant Accounts Manager
8.	Assistant Finance Manager
9.	Bio-chemist
10.	Blacksmith Class I

11.	Boilerman Grade I
12.	Brick Layer Class I
13.	Cable Joiner Grade I
14.	Card Cutter, Designer
15.	Carpenter Class- I / Carpenter Grade-I
16.	Celotex Cutter and Decorator
17.	Chargeman Class I
18.	Charper/Sletter Grade I
19.	Checker (Senior), Lorry Driver Grade I
20.	Chief Accountant
21.	Chief Analyst
22.	Chief Boiler Operator
23.	Chief Cashier
24.	Chief Chemist / Quality Controlling Inspector
25.	Chief Operator
26.	Chief Pharmacist
27.	Clamp Shell Grade I
28.	Compressor Grade I
29.	Co-ordinator
30.	Crane Operator
31.	Diamond cutter
32.	Diesel Engine Operator Grade I
33.	Dietician
34.	Dozer Grade I
35.	Dragline Operator Grade I
36.	Drill Operator other than Jack Hammer Grade I
37.	Dumper Grade I
38.	Editor/Senior Proofer
39.	Electrical Supervisor
40.	Electrical Supervisor with Competency Certificate
41.	Electrician Grade I
42.	Engineer
43.	Excavator Grade I
44.	Fire fighting Supervisor / Leader
45.	Fitter - Grade I
46.	Foreman Grade I

47.	Fork Lift Operator Grade I
48.	Grader Grade I
49.	Graphic designer
50.	Grinder (Tool) Grade I
51.	Head Baker
52.	Head cook
53.	Head Electrician
54.	Head Mechanic
55.	Head Mistry
56.	Incharge of Watch and Ward
57.	Laboratory Technician (Graduate)
58.	Librarian (with Master Degree) / Senior Librarian
59.	Line Man Grade I
60.	Machine Tool Mechanic Grade I
61.	Manager
62.	Mason Grade I
63.	Mast Rigger Mechanic
64.	Mechanic Class I / Mechanic (Diesel) - Grade I / Road Roller - Grade I, Mechanic / Air Condition Mechanic Grade I
65.	Medical and sales Representatives in Pharmaceutical Manufacturing or marketing Units / Distribution units
66.	Micro Biologist
67.	Mining Supervisor
68.	Nurse (Degree Holder)
69.	Operator (Batching Plant Grade I, Heavy Earth Moving Shovel and Bulldozer)
70.	Other Technicians (Engineering Degree)
71.	Overseer (Senior and Junior)
72.	Painter (Grade I, Class I, Spray), Plasterer (Mason) Class I
73.	Pattern Maker
74.	Persons engaged in the Manufacture of specially designed handicraft ornaments in Gold Jewellery
75.	Pharmacist / Chemist (Degree holders)
76.	Physiotherapist
77.	Pile Driver Grade I
78.	Pipe Man Class I (Head)
79.	Plant Foreman

80.	Production Incharge
81.	Production Manager
82.	Programmer/Software Engineer/Proofer
83.	Project Leader
84.	Purchase Officer
85.	Quality Tester
86.	Radiographer
87.	Rigger Grade I
88.	Road Inspector Grade I
89.	Road Roller Grade I
90.	Safety Officer
91.	Salesman in Pharmaceutical wholesale or distributor Units
92.	Screening Plant Operator Grade I
93.	Section Head
94.	Security Guard (Armed)
95.	Senior Accountant
96.	Senior Airconditioning Mechanic
97.	Senior Analyst
98.	Senior Consultant/Senior Executive
99.	Senior Fitter
100.	Senior Foreman
101.	Senior Geologist
102.	Senior Mason
103.	Senior Mistry
104.	Senior Plumber
105.	Senior Software Engineer
106.	Senior Steno Typist
107.	Senior Surveyor
108.	Shovel and Dragline Operator Grade I
109.	Steno-Typist with 7 years of Experience
110.	Superintendent / Head Clerk
111.	System Analyst
112.	Team Manager/Financial Specialist/Assistant Project Manager
113.	Technical Leader
114.	Technical Manager(Chemical / Mechanical / Electrical / Civil / Instrumentation)

115.	Technical Supervisor
116.	Tiler Class I
117.	Tinsmith Grade I and Class I
118.	Tradesman Class I
119.	Upholstery Maker
120.	Welder (Gas) Class I / Welder-Cum-Fitter and Air Conditioning Mechanic Grade I
121.	Wireman Grade I, Class I
122.	Workshop Supervisor / Assembling Supervisor
123.	Any other categories by whatever name called which are highly skilled in nature.

R. KIRLOSH KUMAR,
Secretary to Government.