

GOVERNMENT OF TELANGANA
ABSTRACT

Labour, Employment, Training & Factories Department – Code on Wages, 2019 (Central Act No.29 of 2019) – Code on Wages (Telangana State) Rules, 2026 – Preliminary Notification – Orders – Issued.

LABOUR EMPLOYMENT TRAINING & FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No.

Dated: .2026
Read the following:-

1. The Code on Wages, 2019 (Central Act No.29 of 2019) notified by the Ministry of Labour & Employment, GOI, New Delhi in Gazette No.48, dt: 08.08.2019.
2. From the Commissioner of Labour, Telangana, Hyderabad, Lr.No. dt: .2026.

ORDER:-

1. The Ministry of Labour & Employment, 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. The Commissioner of Labour, Telangana, Hyderabad, in his letter second read above, has furnished draft State rules on Code on Wages (Telangana State) Rules, 2026, under the Code on Wages, 2019 (Central Act No.29 of 2019) with a request to issue notification calling for objections and suggestions from general public and stakeholders in the matter.
3. Government, after careful examination of the matter, hereby decided to issue draft rules namely the Code on Wages (Telangana State) Rules, 2026, which the State Government proposes to make, in exercise of the powers conferred under section 67 of the Code on Wages, 2019 (Central Act No.29 of 2019) read with section 24 of the General Clauses Act, 1987 (Central Act No.10 of 1987) by inviting objections and suggestions from the general public and stakeholders in the matter.
4. Accordingly, the following notification shall be published in an extraordinary issue of Telangana Gazette dated: .2026.

PRELIMINARY NOTIFICATION

The following draft rules, which the State Government proposes to make, in exercise of the powers conferred under section 67 of the Code on Wages, 2019 (Central Act No.29 of 2019) read with section 24 of the General Clauses Act, 1897 (Central Act No.10 of 1897) and in supersession of all the rules made by the State Government in exercise of the powers conferred by the Payment of Wages Act, 1936 (Central Act No.4 of 1936), the Minimum Wages Act, 1948 (Central Act No.11 of 1948), the Payment of Bonus Act, 1965 (Central Act No.21 of 1965) and the Equal Remuneration Act, 1976 (Central Act No.25 of 1976), 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 notification 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;

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The objections and suggestions, if any, should be addressed to the Commissioner of Labour, T.Anjaiah Bhavan, RTC 'X' Roads, Hyderabad, Telangana by post or through email: col.labour.telangana@gmail.com & jcl.ts.hq@gmail.com.

Objections and suggestions, which may be received from any person with respect to the said draft notification rules before expiry of the period specified above, will be considered by the State Government.

CHAPTER-I PRELIMINARY

1. Short title, extent and commencement.-(1) These rules may be called the Telangana Code on Wages Rules, 2026.

(2) They extend to the whole of the State of Telangana.

(3) They shall come into force on the date of their final publication in the Official Gazette.

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 State Government under subsection (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 State Government under sub-section (4) of section 42;

(e) "Chairperson" means the Chairperson of the Board or the Committee;

(f) "Code" means the Code on Wages, 2019 (29 of 2019);

(g) "Committee" means a committee appointed by the State Government under clause (a) of sub-section (1) of section 8;

(h) "Day" means a period of 24 hours beginning at mid-night;

(i) "family" means all or any of the following relatives of an employee namely:—

(a) a spouse;

(b) a minor legitimate or adopted child dependent upon the employee;

(c) a child who is wholly dependent on the earnings of the employee, and who is—

(i) receiving education, till he attains the age of twenty-one years; and

(ii) an unmarried daughter;

(d) a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependent on the earnings of the employee, so long as the infirmity continues;

(e) dependent parents (including father-in-law and mother-in-law of a woman employee), whose income from all sources does not exceed such income as may be specified by the Central Government from time to time;

(j) "Form" means a form appended to these rules;

- (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 judgment or decision involved in the execution of such occupation;
- (l) "Inspector-cum-Facilitator" means a person appointed by the State Government, by notification under sub-section (1) of section 51;
- (m) "Geographical Area" means, the areas notified as such by the State Government from time to time.
- (n) "Member" means a member of the Board and includes its Chairperson nominated by the State Government, by notification under sub-section (4) of section 42;
- (o) "Registered Trade Union" means a trade union registered under the Industrial Relations Code, 2020 (35 of 2020);
- (p) "Same work or work of similar nature" means work in respect of which the skill, effort, experience and responsibility required are the same, when performed under similar working conditions by the employees and difference if any, between skill, effort, experience and responsibility required for employees of any gender are not of practical importance in relation to the terms and conditions of the employment";
- (q) "Schedule" means the schedule annexed to these rules;
- (r) "Section" means a section of the Code;
- (s) "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;
- (t) "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 judgment;
- (u) "Unskilled occupation" means an occupation which in its performance requires the application of simply the operating experience and involves no further skills;
- (v) All other words and expressions used in these rules and not defined but defined in the code 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 per day basis keeping in view the following criteria*, namely,-

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

- (ii) A net intake of 2700 calories per day per consumption unit;
- (iii) 66 meters 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 minimum wage; and
- (vi) (1) Expenditure for children education, medical requirement, recreation and expenditure on contingencies to constitute 25 percent of 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 next figure and the factors less than one-half shall be ignored. In case of a five day working week, the hourly rate of minimum wages so calculated shall be used to derive the minimum wages for the day.

4. Norms for fixation of minimum rate of wages:- (1) While fixing the minimum rate of wages under section 6, the State Government shall take into account the following:

- (i) Geographical area,
- (ii) Experience in the area of employment, and
- (iii) Level of skill required for working under the categories of unskilled, semi-skilled, skilled and highly skilled.

Provided that the State Government shall not fix minimum wages and allowances of State Government employees under this Code.

- (2) The State Government shall constitute a technical committee for the purpose of advising the State Government in respect of skill categorization of occupation, arduousness of work, hazardous occupations or processes and underground work and like other categorization, which shall consist of the following members, namely:-

- (i) Commissioner of Labour (Telangana State) -----Chairperson
- (ii) Joint Secretary to the Government of Telangana,
Labour, Employment, Training & Factories Department
dealing with the wages ----- Member
- (iii) A representative from Employment &
Training Department, Government of Telangana State,
dealing with skill development ----- Member
- (iv) Director of Factories, Government of Telangana ----- Member
- (v) Two technical experts in wage determination as
nominated by the State Government. ----- Member
- (vi) Joint Director, Economic and Statistics Department,
Government of Telangana dealing with Industrial
point and Consumer Price Index relating to Industrial,
Agriculture and Service Sectors etc. ----- Members
- (vii) Two representatives each of employers and
employees who are experts in the area of
skill development ----- Members

- (viii) Joint Commissioner of Labour, Head Office,
dealing with the wages Member Secretary -----Member Secretary

(3) The State Government shall, on the advice of the technical committee referred to sub-rule (2), by notification update Schedule E in respect of categorization of occupations into unskilled, semi-skilled, skilled and highly skilled by modifying, deleting or adding any entry in respect of occupations specified in Schedule E.

(4) The technical committee referred to in sub-rule (2) above shall while advising the State Government under sub-rule (3) take into account, to the possible extent, the national / state classification or national / state skills qualification framework or other similar framework for the time being formulated to identify occupations.

5. Time Interval for revision of dearness 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 in every year to revise the Dearness Allowance payable to the employees on the Minimum Wages considering the Average Consumer Price Index Number for Industrial Workers published by the Labour Bureau, Director of Economics and Statistics, Government of Telangana.

6. Number of hours of work which shall constitute a normal working day:-

- (1) The number of hours of work which shall constitute a normal working day inclusive of one or more specified intervals shall be as per general or special order, issued from time to time.
- (2) The period of work of an employee shall be so arranged that inclusive of the intervals of rest, the spread over shall not exceed the number of hours as per general or special order, issued from time to time.

7. Weekly day of rest:-

- (1) Subject to the provisions of this rule, an employee shall be allowed rest of one day or more than one day as the case may be, every week (hereinafter referred to as "the rest days") which in case of six day week shall ordinarily be Sunday and in case less of than six day week shall include Saturday and Sunday, but the employer may fix any other days of the week as the rest days for any employee or class of employees.

Provided that in a six-day working week or less than six days working week, as the case may be, the remaining days of the week shall be paid rest days for such employees.

Provided that an employee shall be entitled for the rest days under this sub-rule if he has worked under the same employer in case of six-day week for a continuous period of not less than six days and in case of less than six day working week for a continuous period of the stipulated number of working days as the case may be.

Provided further that the employee shall be informed of the days fixed as the rest days and of any subsequent change in the rest days before the change is effected, by display of a notice to that effect at a conspicuous place in the place of employment.

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,

- (a) 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,

- (b) any day on which an employee is laid off on payment of compensation under the Industrial Relations Code, 2020 (35 of 2020), and
- (c) 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 working days in a week 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 working 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 for rest day, wages calculated at the rate applicable to the next preceding day; and 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 in case of six day week 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/she shall be paid, only for the rest day on which he/she worked, an amount equal to the wages payable to him/her or others at the over time rate; and if any dispute arises whether the daily rate of wages has been worked out in accordance with the provisions of this proviso, the authorities, notified by the Government, 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 case of an employee governed by a piece-rate system, he shall be paid wages for the rest day on which he works, at the overtime rate and wages for the substituted rest day at the rate applicable to the next preceding day

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 favorable 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 favorable 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/her or others 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 number of hours of work which shall constitute a normal working day inclusive of one or more specified intervals and the spread over of the hours of work of the employee may exceed the number of hours as specified by general or special order, issued from time to time, under Rule 6.

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

11. Circumstances under clause (ii) of the proviso to section 10 - 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 authorized under sub-section (2) of section 18 exceed fifty percent 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 the fifty percent of the wages of the employee in that month.

- 14 The Authority under sub-section (1) of section 19:-** The State Government shall, by notification in the Official Gazette, appoint such authorities and specify their jurisdiction, for the purpose of this rule.
- 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 physical form or electronically in Hindi, English, Telugu and other Local language at the conspicuous places in the premises of the work place in which the employment is carried on, so that every concerned employee would be able easily to read the contents of the notice and a copy of the notice shall be sent to the inspector-cum-facilitator having jurisdiction.
- 16. The procedure under sub-section (3) of section 19:-** The employer shall give an intimation in writing specifying therein the detailed particulars for obtaining the approval of the imposition of fine to the authority, as notified by the Government, 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 and shall dispose of the matter within Thirty days from the date of receiving Such intimation, failing which it shall be deemed to be approved.
- 17. 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 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 there under, he shall initiate appropriate action under the Code against the employer within thirty days from the date of receipt of such intimation.
- 18. 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 value 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 thereafter, deduction for any damages or loss, if made, shall be intimated to the employee within fifteen days from the date of such deduction.
- 19. 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,
- as the case may be, shall be made by the employer from the wages of the concerned employee in installments determined by the employer, so as any or all installments in a wage period shall not exceed fifty percent of the wages of the employee subject to the ceiling specified in rule 13 in that wage period and the particulars of such recovery shall be recorded in the register maintained in Form-IV.
- 20. Deduction under section 24:-** Deductions for recovery of loans granted for house building or other purposes approved by the State Government, and the interest

due in respect thereof shall be, subject to any direction made or circular issued by the State 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
State Advisory Board
Procedure of State Advisory Board under sub-section (4) of section 42

21. Constitution of the State Advisory Board:

- (1) The State Government shall constitute a State Advisory Board for advising the State Government on the items laid down under clauses (a) to (d) sub-section (4) of Section 42. The State Advisory Board may constitute one or more Committees or sub-committees to look into issues pertaining to matters specified in (a) to (d) of sub-section (4) of section 42. The State Advisory Board and each of the Committee and sub-committees thereof shall consists of persons nominated by the State Government.
 - (2) The Board shall consists of persons nominated by the State Government representing the employers and employees under clause (a) and (b) of sub-section 6 of section 42 respectively and independent persons specified in clause (c) of sub-section 6 of section 42.
 - (3) The persons representing employers and employees under clause (a) and (b) of sub-section 6 of section 42 shall be equal.
 - (4) The independent persons specified in clause (c) of sub-section 6 of section 42, shall be nominated by the State Government consisting of the following namely,-
 - (i) the Chairperson;
 - (ii) Member of Assembly;
 - (iii) two members who shall be professionals in the field of wages and labour related issues;
 - (iv) one member who is or has been a Presiding Officer of an Industrial Tribunal constituted by the State Government under section 44 of Industrial Relations Code, 2020 (35 of 2020); and
 - (5) The State Advisory Board shall appoint one of such independent persons as Chairperson of the Committee or sub-committee, as the case may be.
 - (6) One third of the total members referred in sub-section (6) of section 42 shall be women.
- 22. Meetings of the Committee and Board:-** The Chairperson may, subject to the provisions of Rule 24, call a meeting of the Committee or the Board, as the case may be, at any time he thinks fit:

Provided that on a requisition in writing from not less than one half of the members or not less than two-thirds of the representatives of the employers or of the employees as the case may be, the Chairperson shall call a meeting within a period thirty days from the date of receipt of such requisition.

- 23. 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 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, notice of atleast (7) seven days shall be given to every member.

24. Functions of the Chairperson :- (1) 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.

25. Quorum:- No business shall be transacted at any meeting of committee or Board unless at least one-third of the number of members and at least one representative member each of both employer, employee are present:

Provided that if at any meeting less than one-third of the total number of members 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 members electronically or by a Registered post.

26 .Disposal of business of the Board and Committee:- All business of the Board or as the case may be Committee shall be considered, at a meeting of the Board or the Committee and shall be decided by a majority of the votes of members present and voting and in the event of 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 objection or matter which is referred under the preceding proviso shall be taken, unless supported by not less than a two-third majority of the members present at the meeting.

27. Method of voting:- Voting at a meeting of the Committee, or the Board, as the case may be, 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.

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

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

29. Summoning of witnesses and production of documents.- (i) 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

(ii) 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.

30. Term of office of members of the Board:- (1) The term of office of the Chairperson or a member, as the case may be, shall be normally two years commencing from the date of his appointment or nomination, as the case may be, under sub-section (4) of section 42:

Provided that such Chairperson or a member shall, notwithstanding the expiry of the said period of two years, continue to hold office until his successor is appointed or nominated, as the case may be.

- (3) An independent member of the Board nominated to fill a casual vacancy shall hold office for the remaining period of the term of office of the member in whose place he is nominated.
- (4) The official members of the Board shall hold office till they are replaced by respective such other official members.
- (5) Notwithstanding anything contained in sub-rules (1), (2), and (3), the members of the Board shall hold office during the pleasure of the State Government.

31. Travelling allowance:- The Chairman and every member of the Board, shall be entitled to draw travelling and halting allowances for any journey performed by him in connection with his duties as such member at rates and subject to the conditions applicable to a non-official member of committee as laid down by the Government from time to time.

32. Officers and Staff :- (1) The State Government may appoint a Secretary to the Committee or the Board, (Not below the rank of Deputy Commissioner of Labour) and such other staff as it may think necessary and may fix their salaries and allowances payable to them and specify their conditions of service.

33. Eligibility for re-nomination of the members of the Committee or the Board:- An outgoing member shall be eligible for re-nomination or re-appointment for the membership of the Committee or the Board for not more than total two terms.

34. Resignation of the Chairperson and members of the Committee or the Board and filling up of casual vacancies:- (1) A member of the Committee or the Board, other than the Chairperson may, by giving notice in writing to the Chairperson resign his membership and the Chairperson may resign by a letter addressed to the State Government.

(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 Committee, or the Board, the Chairperson shall immediately submit a report to the State Government. The State Government shall, then, take steps to fill the vacancy in accordance with the provision of the Code.

35. Cessation of membership:- (1) If a member of the Committee or the Board fails to attend three consecutive meetings he shall subject to the provisions of sub-rule (2), cease to be a member thereof.

(2) A person, who ceases to be a 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.

36. Disqualification:- (1) A person shall be disqualified for being nominated as, and for being a member of Committee or the Board as the case may be.

- (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 State Government thereon shall be final.

CHAPTER V

Payment of Dues, Claims, etc.

37. Payment under clause (a) of sub-section (1) of section 44:- (1)(a) Every employee shall make a declaration in Form-VII, nominating a person conferring the right to receive the amount that may stand in his credit at the event of his death before that amount standing to his credit has become payable or where the amount has become payable, before payment has been made.

(b) If the employee has a family at the time of making nomination, the nomination shall be in favour of the spouse or the spouse in preference followed by one or more members of his family;

Provided that nomination made by an employee having a family in favour of a person other than member of his family shall be invalid;

Provided further that a fresh nomination towards his spouse shall be made by the employee on his marriage and any nomination made before such marriage shall be deemed to be invalid.

(c) Where the nomination is wholly or partly in favour of a minor, the employee may appoint a major person of his family, to be the guardian of the minor nominee or where there is no major person in the family, he may at his discretion, appoint any other person to be a guardian of the minor nominee.

(d) If the employee nominates more than one member, he shall specify in the nomination, the amount or share payable to each of his nominees at his own discretion so as to cover the whole of the amount that may stand to his credit.

(2) 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 authorities as notified by the government, 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.

38. 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 authorities, as notified by the government 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 authorities as notified by the government.

39. 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 47 (hereinafter in this rule referred to as the amount) deposited with authorities as notified by the government, shall remain with him / her or others and be invested in the State or State Government Securities or deposited as a fixed deposit in a scheduled bank.

(2) The authorities notified by the government considers sufficient for information at least for fifteen days on the notice board and also publish such notice in any two newspapers being circulating in the language commonly understood in the area in which undisbursed wages were earned.

(3) Subject to the provision of sub-rule (4), The authorities notified by the government has decided, after giving the opportunity of being heard, the amount to be paid.

(4) If the undisbursed amount remains unclaimed for a period of seven years, the same shall be dealt within the manner as directed by the State Government from time to time in this behalf and remit to Telangana Labour Welfare Board or deposited with any other fund created by the Government of Telangana.

CHAPTER VI

The Forms, Registers and Wage Slip

40. The form of a single application:- (1) A single application, may be filed under sub- section (5) of section 45 in **Form-II** along with documents specified in such Form.

(2) Where an application under sub-section (5) of section 45 is entertained, the authority shall serve upon the employer electronically or by registered post a notice in Form VIII to appear before him on the date specified in the notice with all relevant documents and witnesses, if any, and shall inform the applicant of the date so specified.

(3) If the employer or his representative fails to appear on the specified date, the authority may hear and determine the application ex-parte.

(4) If the applicant or his representative fails to appear on the specified date without any reasonable cause shown in advance, the authority may dismiss the application.

41. Appeal:- (1) Any person aggrieved by an order passed by the authority under sub- section (2) of section 45 may prefer an appeal under sub-section (1) of section 49 in **Form-III**, along with documents mentioned by the appellant in such Form, to the appellate authority having jurisdiction.

Provided that no appeal by an employer shall be admitted unless at the time of preferring the appeal, the appellant has deposited the claim amount with the appellate authority.

(2) Where an appeal under sub-section (1) of section 49 is entertained, the appellate authority, shall serve upon the respondent electronically or by registered post a notice in Form VIII to appear before him on the date specified in the notice and shall inform the appellant of the date so specified.

(3) The appellate authority shall after hearing the appellant and the respondent shall, by order, decide the appeal.

42. Form of register etc:- (1) Every employer of all establishments to which the Code applies shall maintain under sub-section(1) of section 50, electronically or in physical form in the formats appended to these Rules, the following registers:

- i) Employee Register in Form I,
- ii) Register of Wages, Overtime, Advances, Fines and Deductions for Damage and Loss in Form IV, and
- iii) Attendance Register-cum-Muster Roll in Form IX.

(2) All fines and all realizations thereof referred to in sub- section (8) of section 19 shall be recorded in a register to be kept by the employer in **Form-IV** appended to these rules, electronically or otherwise and the authority referred in said sub section (8) , shall be notified by the Government.

(3) All deductions and all realizations referred to in sub-section (3) of section 21 shall be recorded in a register to be kept by the employer electronically or in physical form in Form IV appended to these rules.

(4) Registers required to be maintained under these rules shall be preserved for a period of five years after the date of last entry made therein.

43. 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.

44.Manner of holding enquiry under sub-section (1) of section 53:- (1) When a complaint is filed before the officer appointed under sub-section (1) of section 53 (hereinafter in this rule referred to as the officer) in respect of the offences referred to in the said sub-section either by an officer authorized for such purpose by the State Government or by an employee aggrieved or a registered trade union registered under the Industrial Relations Code, 2020 or an Inspector-cum-Facilitator, the officer, after considering such evidences as produced before him/her or others by the complainant, is of the opinion that an offence has been committed, shall issue summons to the offender on the address specified in the complaint fixing a date for his appearance.

(2) If the offender to whom the summons has been issued under sub rule (1) appears or is produced before the officer, he / she shall explain the offence complained against him/her or others and if the offender pleads guilty, the officer shall impose penalty on him/her or others in accordance with the provisions of the Code and when the offender does not plead guilty, the officer shall take evidence of the witnesses produced by the complainant on oath and provide opportunity of cross examination of the witnesses so produced. The officer shall record the statement of the witnesses on oath and in cross examination in writing and take the documentary evidence on record.

(3) The officer shall, after the complainant's evidence is complete, provide opportunity of defence to the accused person and the witnesses produced by the accused shall be cross examined after their statements on oath by the complainant and documentary evidence in defence shall be taken on record by the officer.

(4) The officer shall after hearing the parties and considering the evidences both oral and documentary decide the complaint in accordance with the provisions of the Code.

45. The manner of imposing fine under sub-section (1) of section 56:-

(1) An accused person desirous of making composition of offence under sub-section (1) of section 56 may make an application in Form VI electronically or manually to the Gazetted Officer notified under said sub-section (1).

(2) The Gazetted Officer referred to in sub-rule (1), shall, on receipt of such application, satisfy himself / herself or others as to whether the offence is compoundable or not under the Code and if the offence is compoundable and the accused person agrees for the composition, compromise the offence for a sum of fifty per cent of the maximum fine provided for such offence under the Code, to be paid by the accused within thirty days in the order of composition issued by such officer.

(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/her or others 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 VII
Miscellaneous**

46. 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/her or others / 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 No.9 of 1932).

47. 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, be responsible to pay such minimum bonus to the employees.

48. Annual Return.- The return under these rules shall be filed electronically by every employer of an establishment to which the Code applies in the relevant columns of the Form specified for such purpose in the rules made under the Occupational, Safety Health and Working Conditions Code, 2020 (37 of 2020).

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

SPECIAL CHIEF SECRETARY TO
GOVERNMENT

To

The Commissioner of Printing, Stationary and
Stores purchases (PW), Chanchalaguda, Hyderabad
(for publication in the Gazette and supply of 50 copies
to the Commissioner of Labour, Telangana, Hyderabad
and 10 copies to Government and intimate the date on which the
copies of the Gazette are made available to the public).

The Commissioner of Labour, Telangana, Hyderabad.

Copy to:

The Under Secretary to the Government of India,
Ministry of Labour & Employment,
Shram Shakti Bhawan, Rafi Marg, New Delhi-110001.

The Secretary to Chief Minister

The P.S. to Minister (Labour & Employment)

The Law (B) Department

SC

// FORWARDED :: BY ORDER //

SECTION OFFICER

Annexure to G.O.Rt.No.480 , LET&F (Lab-I) Department, dated: 29.09.2021

FORM I	
[See rule 42(1)]	
EMPLOYEE REGISTER	
Name of the Establishment	
Name of the Employer	
Name of the Owner	
PAN/TAN of the Employer	
Registration Number of the establishment (Labour Identification Number (LIN) shall be the Registration Number of the Establishment)	
1	Employee Code
2	Name
3	Surname
4	Gender
5	Father's/Mother's/Spouse Name
6	Date of Birth
7	Place of Birth
8	Nationality
9	Education Level
10	Date of Joining
11	Designation
12	Category (HS/S/SS/US)*
13	Type of Employment (P/T/FT/T/B)**
14	Details of Posting
15	Pay
16	Promotion
17	Mobile Number
18	Universal Account Number (UAN)
19	PAN
20	Nominee (To be filled on the basis of Nomination form)
21	Details of Family
22	EPS/NPS
23	ESIC IP No
24	AADHAAR
25	Bank A/c Number
26	Bank
27	Branch (IFSC)
28	Present Address
29	Permanent Address
30	Service Book No
31	Date of Exit
32	Reason for Exit
33	Mark of Identification
34	Photo
35	Specimen Signature/Thumb Impression
36	Remarks

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

** (Permanent/Temporary/Fixed Term/Trainee/Badli)

FORM-II

[See rule 40]

[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 No.29 OF 2019)

FOR..... AREA.....
Application No of 20.....
Between ABC and (State the number)..... otherApplicant
(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/her or others 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/her 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 41)

APPEAL UNDER SUB-SECTION (1) OF SECTION 49 OF THE CODE ON WAGES, 2019 (CENTRAL ACT NO.29 OF 2019)

BEFORE THE APPELLATE AUTHORITY UNDER THE CODE ON WAGES, 2019 (CENTRAL ACT NO.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.

.....

Date :

Place :

Signature of the appellant.

For office use

Date of filing

or

Date of receipt by post

Registration No.

Authorized Signatory

FORM-IV	
[See rule-19 and rule-42(1), (2) and (3)]	
REGISTER OF WAGES, OVERTIME, ADVANCES, FINES AND DEDUCTIONS FOR DAMAGE AND LOSS	
Name of the Establishment	
Name of the Employer	
Name of the Owner	
PAN/TAN of the Employer	
Registration Number of the establishment (Labour Identification Number (LIN) shall be the Registration Number of the Establishment)	

S. No.	Sl. No. in Employee Register / Employee Code	Name of the employee	Designation	Department	Duration of Payment of Wages (Monthly / Fortnightly / Weekly / Daily / Piece rated)	Wage Period From - To	Total no. of days worked during the wage period	Total overtime hours worked or production in case of piece workers	Rates of wages		
									Basic	DA	Allowances
1	2	3	4	5	6	7	8	9	10	11	12

Amount of Wages earned					Deductions									Net Payment
Basic	DA	Allowance	Overtime	Total wages earned	EPF	ESI	Society	Income Tax	Insurance	Others	Recovery of Fine	Recovery on account of Damages/Losses	Total Deductions	
13	14	15	16	17	18	19	20	21	22	23	24	25	26	27

Date of Payment	Receipt by employee/Bank transaction ID	Nature of acts and omissions for which fine imposed with date	Amount of fine imposed	Damage or loss caused to the employer by neglect or default of the employee	Signature of Employer/Employer Representative*
28	29	30	31	32	33

*Note: Required in case register is maintained physically.

FORM V (See rule 43)	
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.) Allowances	
8 Total attendance/unit of work done:	
9 Overtime wages:	
10 Gross wages payable:	
11 Total deductions:	
a.) PF	
b.) ESI	
c.) Others	
12 Net wages paid:	
Employer / Pay-in-charge signature	

FORM-VI

[See rule 45]

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

- Name of applicant :
- Father's /Spouse name:
- Address of the applicant :
- Particulars of the offence:
- Section of the Code under which the offence is committed
- Maximum fine provided for the offence under the Code:.....
- Whether prosecution against the applicant is pending or not.....
- 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.
.....
- Any other information which the applicant desires to provide
.....

Dated:

Applicant
(Name and signature)

FORM -VII
(See rule 37)
NOMINATION FORM

1. Name of person making nomination: (In block letters):
2. Father's/Spouse's Name:
3. Date of Birth:
4. Sex:
5. Marital Status:
6. Address:
- Permanent:
- Temporary:

I hereby nominate the person(s)/cancel the nomination made by me previously and nominate the person(s) mentioned below to receive any amount due to me from the employer in the event of my death:-

Name of nominee/nominees	Address	Nominee's relationship with the employee	Date of Birth	Total amount of share of accumulation s in credit to be paid to each nominee	if the nominee is minor, name, relationship, and address of the guardian who may receive the amount during the minority of nominee
(1)	(2)	(3)	(4)	(5)	(6)

1. Certified that I have no family and if I acquire a family hereafter, the above nomination shall be deemed as cancelled.
2. Certified that my father/mother is/are dependent upon me.
3. Strike out whichever is not applicable.

Signature or the thumb impression of the employee

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed/thumb impressed before me by Shri/Smt/Ku.....employed in my establishment after he/she has read the entry/entries or have been read over to him/her by me and got confirmed by him/her in either of the cases.

Signature of the employer or other authorised officer of the establishment and Designation

Place:

Date:

Name and Address of the Factory/Establishment and rubber stamp thereof

FORM VIII
(See rule 40 (2) & 41)

(A). FORM OF NOTICE TO THE RESPONDENT TO BE ISSUED BY THE AUTHORITY UNDER SUBSECTION (5) OF SECTION 45

(Title of the application)

To

Name
Address

Whereas (name of the applicant) has made the above said application to me under the Code on Wages, 2019, you are hereby summoned to appear before me in person or by a duly authorized representative, and required to answer all material questions relating to the application, or shall be, accompanied by some person duly authorized by you and able to answer such question on the.....Day of.....20.....at.....AM/PM, to answer the claim in application and as the day fixed for the appearance is appointed for the final disposal of the application, you must be prepared to produce on that day all the witnesses upon whose evidence and the documents upon which you intend to rely in support of your defense.

Take notice that in default of your appearance on the day mentioned here above, the application will be heard and disposed of in your absence.

Date.....

Signature of the authority
with seal

(B). FORM OF NOTICE TO THE RESPONDENT TO BE ISSUED BY THE APPELLATE AUTHORITY UNDER SUBSECTION (1) OF SECTION 49

(Title of the appeal)

To

Name
Address

Take notice that an appeal (copy of which is enclosed) under section 49 of the Code on Wages, 2019 has been presented by _____ (name of appellant) before this appellate authority, and that the ____ day of ____ 20__ has been fixed by this appellate authority for the hearing of the appeal.

If no appearance is made by you in person or by a duly authorized representative to act for you in this appeal, it will be heard and decided in your absence.

Date.....

Signature of the Appellate authority with seal

Form IX																						
(See rule 42 (1))																						
ATTENDANCE REGISTER CUM MUSTER ROLL																						
Name of the Establishment																						
Name of the Employer																						
Name of the Owner																						
Registration Number of the establishment																						
(Labour Identification Number (LIN) shall be																						
the Registration Number of the Establishment)																						
For the Month of																						
Sl. No.	Employee Code		Name		Designation		Shift		Place of work/Section/Department													
(1)	(2)		(3)		(4)		(5)		(6)													
Date and Time of attendance																						
(7)																						
Date	1		2		3		4		5		6		7		8		9		10		11	
Time	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT
Signature																						
Date	12		13		14		15		16		17		18		19		20		21			
Time	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT
Signature																						
Date	22		23		24		25		26		27		28		29		30		31			
Time	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT	IN	OUT
Signature																						
Total number of days worked					Total number of overtime hours worked					Brief details of tour or assignment outside the work place, if any					Signature of Register keeper*							
(8)					(9)					(10)					(11)							

*Note: Required in case register is maintained physically.

SCHEDULE-E

(See Rule 4)

	Un-Skilled
1	Beldar
2	Calf boy
3	Cattleman
4	Cleaner (Motor shed, Tractor, Cattle, Yard, M.T)
5	Collecting loose fodder
6	Dairy coolie
7	Mazdoor (Arportculturst Compost, Dairy's Haystaking, Irrigation, Manure, Stacking, Milkroom, Ration room Store, Anti-Malaria, M.R.)
8	Driver (Mule, Bullock, Camel, Donkey)
9	Dresser
10	Driver (Bullocks Mule)
11	Grazler
12	Dairyman
13	(Store-Mazdoor)
14	Carrier (Stone)
15	Breaker (using manual appliances)
16	Helper
17	Messenger (Office)
18	Mali
19	Syce
20	Tying and Carrying loose hay
21	Sweeper
22	Weighing and Carrying bales
23	Weighman (Bales, pally)
24	Waterman
25	Stable man,
26	Trolly man
27	Valveman
28	Watchman
29	White Washer
30	Wooderman
31	Wooder Woman
32	Borryman
33	Coalman
34	Packing & Stacker
35	Attendant
36	Grass Cutter
37	Muchhers Jamadars
38	Condenser Attendant
39	Shunters
40	Bajri Spreader
41	Beater Women

42	Bell-Woman
43	Chain Man
44	Boat Man
45	Bucket Man
46	Labourer (Boiler, Cattle Yard, Cultivation, General Loading and Unloading, Bunding, Carting-Fertilizers, Harvesting, Miscellaneous Seeding, Sowing, Thatching, Transplanting, Weeding)
47	Cleaner (Crane, Truck, Cinder for ash Pit)
48	Cartman
49	Caretaker (Bridge)
50	Carrier (Water)
51	Chowkidar
52	Concrete (Hand Mixer)
53	Daffadar
54	Driver (Bullock, Camel, Donkey, Mule)
55	Flag Man
56	Flagman (Blast Train)
57	Khalasi not attending to machines
58	Gangmen
59	Gatingman (Permanent Way)
60	Handle Man, Jumper Man
61	Kamin (Female Work)
62	Khalas
63	Roller Survey
64	labourer (Garden)
65	Mazdoor
66	Hole Cutter
67	Petrolman
68	Searcher
69	Signal man
70	Strikers
71	Vaks Controller
72	Cleaner
73	Dresser / Dressing Mazdoor
74	Loader
75	Mazdoor (Male/Female)
76	Messenger (Male / Female)
77	Trammer
78	Caretaker (except in Copper, Chromite and Graphite mines where it is semiskilled)
79	Office Peon /Peon (except in Bauxite Mines)
80	Sweeper (Male / Female)
81	Carrier
82	Number Taker
83	Trolley Triper
84	Water Carrier
85	Earth Cutter

86	Survey Khalasi
87	Gate Man
88	Dismantling stocks
89	Lampman
90	Beldar/Beldar (Canteen)
91	Coolie
92	Peon
93	Cook-helper
94	Office Boy
95	Quarry Worker
96	Jelly Maker
97	Over burden Remover
98	Waste removing mazdoor
99	Unloader
100	Excavating Labour
101	Digger
102	Butcher
103	Attender
104	Lorry Helper
105	Surface loader
106	Wood Cutter
107	Surface Mukar
108	Under Ground Mukar
109	Striker (Moplah gang)
110	Person employed in loading and unloading
111	Stretchor Bearer
112	Nursing Orderlies
113	Trolley Retriever (Airport)
114	Hamali
115	Ayah and other similar categories
116	Gardener and other similar categories
117	Cake Carrier
118	Groundnut Carrier
119	Groundnut kernel Carrier
120	Husk Carrier
121	Travelling Agent
122	Godown Keeper
123	Store Keeper
124	Time Keeper
125	Boiler Helper
126	Tin Tester
127	Oil Man
128	Greaser
129	Pressman
130	Hammerman
131	Tool Keeper

132	Petrol Pump Boy
133	Tinker
134	Painter
135	Scavenger
136	Packers Feeders
137	Head Coolie
138	Brick maker
139	Fireman (Kilns)
140	Die Puller
141	Clayanicers and tramless
142	Coal ash carrier
143	Clay feeders
144	Kiln receivers and tramples
145	Kiln loaders and unloaders
146	Burnt goods sorters and packers including stocking
147	Loading and Unloading and Misc.workers
148	Clay trasnporters and Carriers
149	Slab cutters and Slab Carriers.
150	Grading
151	Tinker for sealing tins
152	Packing and Stenciling
153	Miscellaneous Mazdoor
154	Drying in hot house in Cooling
155	Jali Worker
156	Bottle Filler
157	Bottle Washer
158	Plant Workman
159	Weighman
160	Stores Assistant
161	Torcher Guide
162	Cycle Stand Boy
163	Mike Announcer
164	Rickshaw Puller
165	Board Boy
166	Cleaner of Utensils
167	Plantation Maistry
168	Pit digging
169	Dye Mazdoor
170	Pump and Engine Cleaner
171	Punt Thunda
172	Punt Laskar
173	Bleacher
174	Carding
175	Cotton beater
176	Pirn Winder
177	Warping Winder/Bobbin Winder

178	Spinners
179	Gin Feeding Worker
180	Kapas Carrier/
181	Cotton Seed Carrier
182	Bonda Picker
183	Gunny bag Filler
184	Lint Carrier
185	Reliever
186	Boiler Attendant
187	Lasher (Baoadi)
188	Kolagari
189	Kamators
190	Ceiling Man
191	Laing Man
192	Cleaning of Vessels
193	Washing the Clothes
194	Sweeping and Swabbing Floor
195	Baby sitting
196	Care of Old or infirm persons
197	Kitchen Shopping
198	Taking Children to School and back
199	Other house hold chores.
200	Casual Labour
201	Ice dumper
202	Dumpee
203	Process workers
204	Lift Operator
205	Waiter
206	Dark Room Assistant
207	Stretcher
208	Bearer
209	Pantry Man
210	Vegetable Cutter
211	Oilman
212	Stitcher of Bags
213	Badlies
214	Maid
215	Truck Boy
216	Label Man
217	Bailer
218	Binder Helper
219	Proof Puller or galley
220	Hand Folder
221	Winnowoers
222	Hamali Mutta Jattu Cooli
223	Chatal Worker

224	Handrum Wheeler
225	Spademan
226	Mudeardries
227	Gampawala
228	Beedi Sorter
229	Tray Filler
230	Safai Karamcharis Sewerage
231	Spinning Tape Stitcher
232	Comber Tentor
233	Doffing workmen
234	Spinning Jobber
235	Reelers
236	AGRICULTURE LABOUR (Ploughing, Threshing, Sowing, Transplanting, Harvesting, Weeding, Grass Cutting, Digging, Prunning, watering, sorterer, cutting, Any other manual labour)
237	Sprayer of Pesticides
238	Plucker (Cotton, Tobacco etc.,)
239	Rock Breakers
240	Matchman
241	Feed Mill Worker / Assistant
242	Poultry worker (Feeder, Mixer, Hatchery Assistant, Egg Collector, Poultry breed, Supplier)
243	SERICULTURE WORKER (Harrowing, Plantation, Mounting, Inter-Cultivation, Wedding, Threshing, Sewing, Transplanting, Pruning, Plucking of Leaves, Curing & Dressing of Leaves, Prown, Preparation of Nursery Bed, Nursery Assistant, any other manual workers)
244	Any other Categories by whatever name called which are Un-skilled in nature.

	Semi-Skilled
1	Assistant (Chowdhary)
2	Attendant (Bull-calving lines, Chowkidar, Chaff cutter, Hostel, Dry Stock, Grain crusher, Pump, Siekline,
3	Stable, Yard Stock)
4	Assistant-Plumber
5	Bhisti
6	Brander
7	Bullman
8	Butterman
9	Coachman
10	Cobbler
11	Cultivator
12	Daftry
13	Deliveryman
14	Dhobi
15	Dresser
16	Gowala
17	Hammerman
18	Helper (Blacksmith)
19	Jamadar (stand)
20	Jamadar
21	Khalasi
22	Mali Senior
23	Mate/Mistry
24	Mazdoor (literate)
25	Nalband
26	Oilman
27	Ploughman
28	Vtackers
29	Thatcher
30	Valveman
31	Valveman (Senior)
32	Wireman fixing tin cables
33	Dandee
34	Frash
35	Hacksaw man
36	Helper (locco-Crane/Truck)
37	Manjhee (Boatman)
38	Belchawala
39	Muccadam (without competency certificate under Metalliferous Bulldozer Driver Mines Regulations, 1961)
40	Bhisti (with Mushk)
41	Boatman (head)
42	Breaker,
43	Breaker (Stone, Rock, Rock Stone, Stone Metal
44	Canweaver
45	Chainman (Head)
46	Charpoy-Stringer

47	Checker
48	Cracker
49	Dollyman
50	Assistant
51	Driller
52	Driver (Skin)
53	Excavator
54	Ferroman
55	Fireman (Brick Kiln, Steam Road Roller)
56	Gate Keeper
57	Gharami
58	Classman
59	Grater
60	Greaser-cum-Fireman
61	Grinder
62	Helper (Artisan)
63	Helper (Sawyer)
64	Keyman
65	Khalasi (Head Survey, Rivertters-Moplah Gang, Supervisory)
66	Labourer (Rock-Cutting)
67	Lascar
68	Mali (Head)
69	Stockers and Boilerman
70	Thoombaman (Spade worker)
71	Tindals
72	Trolleyman (Head Motor)
73	Fitter (Assistant Semi-Skilled)
74	Jamadar (Semi-skilled)
75	Mate (Stone)
76	Kasab
77	Khalasi (Structural)
78	Masalchi P.M. Mates
79	Miner
80	Untrained Mate/ Mining Mate/ Mate without Competency certificate Under Metalliferous Mines Regulations, 1961
81	Butler/Cook
82	Breaker (using mechanical appliances)
83	Crech Ayah/Ayah/Untrained Crech Attendant
84	Assistant Driller
85	Oilman/Oiler
86	Chowkidar/ Watchman
87	Helper (Mason, Carpenter, Blacksmith)
88	Topas
89	Topkar (Big Stone Breaker)
90	Trolley Jamadar
91	Winchman
92	Attendance-keeper
93	Assistant Wireman
94	Mate
95	Mate (Blacksmith, Road, Carpenter)
96	Engine Driver and/or Feeder

97	Mazdoor Mason
98	Pump-Driver, Turner)
99	Mazdoor (Heavy-weight)
100	Charge-man
101	Mistri (Head
102	Muccadam
103	Night-guard
104	Runner (Post dak)
105	Quarry man
106	Quarry Operator
107	Stoneman
108	Stocker
109	Pump Attendant
110	Bearer
111	Breakman
112	Crowlder Man
113	Laboratory Boy
114	PointsmanSencummy
115	Stone mines and other categories by whatever name called which are of semi-skilled nature
116	Lab Attendant
117	Dark room Attendant
118	Animal Attendant
119	Senior ward orderlies
120	Floor cleaner with machine
121	House keeping janitor
122	Cylinder Handler
123	Delivery boy
124	Lift and escalator operator
125	Waiter
126	Asst. Welder
127	Asst. Lathe Operator
128	Asst. Grinder
129	Asst. Driller
130	Asst. Maistry
131	Asst.Engine Mechanic
132	Asst.Painter
133	Asst. Auto Electrician
134	Asst.Blacksmith
135	Asst. Mechinist
136	Asst.Tinker
137	Asst.Turner
138	Asst.Fitter
139	Asst.Carpenter
140	Asst.Valcaniser
141	Asst.Upholster
142	Tyreman
143	Press Operator
144	Accounts Assistant
145	Lab Assistant Chemist
146	Strip Packing Operator

147	Compounder
148	Asst.Operators
149	Assistant Cook
150	Machine Labour
151	Plantation conductor of Nursery watcher
152	Dye Mixer
153	Assistant Mason
154	Tinker
155	Sawyer
156	Glassier
157	Brick Moulder
158	Pot tile turner
159	Brick and Lime Kilnman
160	Stone-Cutter
161	Ratoon Worker
162	Bar Bender
163	Pottile turner Brick and Lime Kilnman
164	Galzzer
165	Jawali
166	Hand Driller
167	Quarryman
168	Asst.Fireman
169	Number maker (Stencil)
170	Barden Cutter
171	Boarch Cutter
172	Hoop Rivetter
173	Trellyman
174	Iron Man/ Presser Grade-II
175	Checkers Grade-II
176	Trimmer
177	Button & Kaja Operator
178	Crusher Attender
179	Dressing
180	Cleaning of rough yarn
181	Bobbin Winding
182	Pirn Winding
183	Doubling of Weft
184	Refractionist
185	Optometrist
186	Linen Keeper
187	Steward
188	Enquiry Clerk
189	House Keeper
190	Asst.Cook
191	WORKERS (Batcher, Twister, Spinner, Roller, Bundler etc.,)
192	Match and Fire Dipper
193	Shearers
194	Guage Worker
195	Disc Worker
196	Sorters and Dressers

197	Mechanical Attendants
198	Chipper Operator Attendant
199	Screening Tracer
200	servicing man
201	Workers (Bleaching / Dyeing / Soaking / Starching / Drying etc.,)
202	Distributor
203	Counter
204	Number of Pagingman
205	Offset Feeder
206	Flatbed Feeder
207	Warnisher
208	Wax Machineman
209	Wireman
210	Type Cutter
211	Type Dresser
212	Plate Printer or Printer
213	Wire Stitcher
214	Perforator
215	Ruling feeder
216	Workers (Frame Maker, Hand Polishing Maistry, Nail Fitter, Maistry, Bots, Packer, Frame Fitter, Nice Polishing, Packer, Mud Polishing, Half tin Iron joints, Frame Polishing, Frame Cutter, Clutch Fitting, Frame Fitting, Round Polishing, Colouring of Frames, Hand Polishing etc.,)
217	Workers (Pressman, Operator Driver, Grinder Pugmil, Pipe Mechanic, Tiles Mechanic, Brick Mechanic, Machine Operator, Fireman, Machine Man, Press Operator, Loader & Unloader of Kilns)
218	Workers (Carding Assistant, Preparatory Asst. Fitter, Yarn Conditioner, Carding Worker, Simplex Tentors, Drawing Tentors, Oilers, Sider, Resuck Weavers, Asst. Peepers, Cois Grinders, Buttlings Peepers etc.,)
219	Front Office Assistant
220	Receptionist
221	Clerk-cum-Typist
222	Asst. Accountant
223	Data Entry Operator
224	Record Assistant
225	Xerox Machine Operator
226	Head Mali
227	Grafter
228	Milk Tester
229	Nursery Assistant
230	Workers (Separation of Cross Breeding Cacoons, Work relating to separation of Sex)
231	Workers (Pairing, Work relating to Egg laying, Depalring, Math picking, Chopping, Worm rearing and nourishing with Chemicals, Delicate work of moulding, Putting the worms to the Bamboo trays harvesting, Leaf Cutters, Rearers, Silk reeling)
232	Workers (Styling, Sorting, Preservation, Thread Twisting, Boubling, Peeling, Admixutre , hemicals & Fertilisers and Chemicals treatment, Spraying of Chemicals & Fertilizers and Chemical treatment)
233	Any other Categories by whatever name called which are semi-skilled in nature.

	SKILLED
1	Artificer (Class-II, III, IV)
2	Blacksmith
3	Blacksmith (Class II)
4	Boilerman
5	Carpenter
6	Carpenter (Class II) Carpenter-cum- Blacksmith
7	Chowdhary
8	Driver
9	Driver (Engine Tractor, M.T.Motor)
10	Electrician
11	Mason
12	Mason Class II
13	Machine hand (Class II, III, IV)
14	Machineman
15	Mate Gr. I (Senior)
16	Mechanic
17	Milk Writer
18	Mistry (Head)
19	Moulder
20	Muster Writer
21	Operator (Tube-well)
22	Painter
23	Plumber
24	Welder
25	Upholsterer
26	Wireman
27	Chipper
28	Chipper-Cum-Grinder
29	Cook (Head)
30	Driller (Well Boring)
31	Driver(Loco/Truck)
32	Electrician (Assistant)
33	Mechanic (Tube-Well)
34	Mistry(Stell, Tube-Well, Telephone)
35	Meter Reader
36	Meterorogical Observer Navghani
37	Operaor (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorrick, Diesel Engine, Doser, Dragling Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Payment breaker Loader, Pump, Pile Driving, Scraper, Screening Plant, Shoval, Tractor, Vibrator, Weight Batchter, Railway Guards, Repairer (Battery)
38	Sharper/Slotter
39	Sprayer (Ashalt) Station Master

40	Surveyor (Silt)
41	Trades-Man
42	Train Examiner
43	Turner/Miller
44	TyreVulcaniser
45	Sawyer
46	Sawyer (Selection Grade Class II) Serang
47	Serangpile
48	Driving Pantooms with Boiler
49	Shapesman
50	Shift-incharge
51	Sprayman
52	Sprayman (Roads)
53	Stone Cutter
54	Stone Cutter (Selection Grade, Grade II, Class II)
55	Stone Chisler
56	Stone Chisler (Class II)
57	Stone Blasterer
58	Sub-Overseer (Unqualified)
59	Pump Driver
60	Pump Driver (Selection Grade), Grade II and III, Class II)
61	Pump Driver (Selection Grade, P.E., Driver)
62	Pumpman
63	Pumpman (Assistant)
64	Polisher (with spray) Grade II
65	Ratan Man
66	Rivet Cutter (Assistant)
67	Rivetter
68	Rivetter (Cutter)
69	Road Inspector Grade II, Railway Plate Layer
70	Rod Bender
71	Haulage Operator
72	Dispensary Attendant
73	Work Sakar
74	Mica Cutter Grade -I
75	Dresser Grade -I Mica
76	Supervisory Fireman
77	Fireman only in Mines
78	Compressor Driver
79	Pump Man Driver
80	Surveyors (Assistant)
81	Tailor
82	Tailor (Upholstry)
83	Transprayer

84	Tar man
85	Line Man
86	Tiler Class II
87	Wall(Floor, Roof)
88	Tiler (Selection Grade)
89	Tin-Smith
90	Tin Smith(Selection Grade, Grade II and III, Class II) Tinker
91	Well Sinker
92	Assistant Mistry
93	Armature Winder Grade-II and III
94	Bhandari
95	Blacksmith (Selection Grade, Grade II, III, Class II and III)
96	Boilerman Grade II and III
97	Boiler Foreman Grade II
98	Work (Assistant)
99	Brick Layer
100	Bricklayer (Selection Grade, Class II)
101	Blaster
102	Chowkidar (Head)
103	Security Guard (without arms)
104	Carpenter (Selection Grade, Grade II and III, Class I and III Assistant)
105	B.I.M. Road
106	Cabinet Maker
107	Caneman
108	Celotex
109	Cutter Maker Chargeman, Class II and Class III, Carpenter Ordinary)
110	Checkder (Junior)
111	Chick Maker
112	Chickman (Junior) Concrete Mixure Mixer
113	Concrete Mixure Operator
114	Coremaker
115	Driver Motor Vehicle
116	Motor Vehicle Selection Grade
117	Motor Lorry
118	Motor-Lorry Grade II
119	Lorry Grade II
120	Diesel Engine
121	Diesel Engine Grade II
122	Mechanical Road Roller I.C. and Cement Mixer etc.
123	Road Roller
124	Road Roller Driver Grade II

125	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
126	Engine Operator (Stone Cursher Mechanical)
127	Distemper, Electrician, Electrician (Grade II, Class II and Class III)
128	Fitter (Selection Grade, Grade II and III) class II and III Assistant, Pipe class II, Pipe Line ending Bars for
129	Reinforcement cum-Mechanic, Mechanic and Plumber)
130	Gharami (Head)
131	Glazier
132	Hole Drillar for Blasting
133	Joiner
134	Joiner (Cable, Cable Grade II)
135	Lineman (Grade II, III, High Tension/Low Tension)
136	Mason (Selection Grade, Grade II, III and Class B Mistry)
137	Stone (Stone Class II, Brick Work, Stone work)
138	Brick-layer
139	Tile Flooring
140	B.I.M Muccadam (Head)
141	Stone cutting
142	Ordinary Machanis
143	Mechanic (Class II, Air conditioning, Air conditioning Grade II
144	Diesel Grade II
145	Road Roller Grade II
146	Assistant, Radio)
147	Manson (Gharami)
148	Mistry
149	Mistry Grade II, Air conditioning Grade II, P. Way, Survey, Santras Works)
150	Mason Class A
151	Moulder (Brick, Tile)
152	Painter (Selection Grade, Grade II and III, Class II, Assistant Lotter and Polisher, Polisher, Rough)
153	Plasterer
154	Plasterer (Mason Grade II)
155	Plumber (Selection Grade, Class II, Assistant Lotter and Polisher, Rough),
156	Plumber (Selection Grade, Class-II, Assistant Senior, Junior, Mistry Grade II)
157	Plumbing Mistry
158	Plumber-cum-Fitter
159	Polisher
160	Polisher (Floor)
161	Sirdhar Lathe Man
162	Trailors

163	Upholsterer (Grade II and III)
164	Painter Spray (Class II)
165	Wood Cutter
166	Wood Cutter Section Grade
167	Wood Cutter Class II
168	Work Sircar
169	Airwineh Haulage Operator
170	Auto-electrician
171	Compressor Operator
172	Blaster/Shot-firer
173	Head cook
174	Chargeman
175	Concrete Mixer Operator
176	Compressor Attendant
177	Air Compressor Attendant
178	Tractor Driver
179	Vehicle Driver
180	Chemist and Assistant/ Chemist
181	Sub- overseer (unqualified)
182	Handhole Driller
183	Drill Mechanic
184	Driver Auto
185	Wireless Operator Asstt. Foreman
186	Foreman
187	Ferry Driver
188	Issuer Loco
189	Super Foreman
190	Hoist Operator
191	IMCE Driver
192	Loco Driver
193	Loader Operator
194	Linesman
195	Mechanic/ Machinist
196	Mid Wife
197	Tinsmith
198	Supervisory Mechanic
199	Pump Attendant only in Gypsum, Barytes and Rock Phosphates
200	Pump Operator/Driver
201	Mining Mate with competency certificate under Metalliferous Mines Regulations, 1961.
202	Skilled Mazdoor
203	Senior Mechanic
204	Pipe Fitter
205	Drafts Man
206	Timber Man/Timber Mistry Elect.

207	Stone Crusher Operator
208	Crusher Operator
209	Operator
210	Work Mistry
211	Engine Driver
212	Mining Engine Driver Grade -II
213	Engineman
214	Cutter
215	Winding Engine Driver Grade - II
216	Security Guard (Unarmed) /Head Chowkidar
217	Shovel Operator
218	Limco Loader Operator
219	Surface Supervisor
220	Dozer Operator
221	Compressor Driller
222	Dumper Tractor Operator
223	Boiler Man (with Certificate)
224	Machinery Attendant
225	Air-conditions Mechanic
226	Crech Attendant only in Magnesite, Manganese and Mica Mines
227	Power Shovel Operator
228	Power and Pump House Operator
229	Miner Grade – I
230	Tractor Operator
231	Tub Repairer
232	Lathe Mistry
233	Stationery Engine Attendant
234	Generator Operator
235	Loading Foreman
236	Diesel Mechanic
237	Ferro Printer cum-chairman
238	White Washing and Colour Washing Man
239	Operator Pneumatic Tools, Operator (Fitter)
240	Boreman
241	Borer
242	Wireman (Grade II and III, Mechanic, Electrical)
243	White Washer
244	White Washer (Selection Grade, Class II)
245	Welder (Class II, Bridge work)
246	Welder gas
247	Muccatam (with Competency Certificate under Metalliferous Mines Regulations, 1961).
248	Security Guard (without arms)and other categories by whatever name called which are of skilled nature
249	Assistant (Farm)

250	Assistant (Cashier)
251	Librarian
252	Telex or Telephone Operator
253	Hindi Translator
254	Accounts Clerk
255	Clerk
256	Computer/Data Entry Operator
257	Telephone Operator, Typist
258	Store Attendant
259	M. C. Clerk
260	Munshi (Matriculate, Non-matriculate)
261	Store Clerk (Matriculate Non-matriculate)
262	Store Keeper
263	Store Keeper Grade I, Grade II, (Matriculate)
264	Time Keeper
265	Time Keeper (Matriculate Non-Matriculate)
266	Book Keeper
267	Work Munshi
268	Work Munshi (Subordinate)
269	Magazine Clerk
270	Teller Clerk
271	Store clerk
272	Tally Clerk
273	Store Issuer
274	Tool Keeper
275	Computer/Date Entry Operator
276	Record Keeper
277	Tracer
278	File Clerk
279	Register Keeper
280	Munshi
281	Typist and other categories by whatever name called which are of clerical nature
282	Assistant Accountant
283	Cashier
284	Nursing sister
285	Staff Nurse Grade 'B'
286	Medical Social Worker
287	Dietician
288	Physiotherapist / Therapist
289	Technical Asstt. / Scientific Asst.
290	Pharmacist
291	Radiographer
292	ECG Technician
293	Lab. Technician

294	AC Operator
295	Data Entry Supervisor
296	DG Operator
297	Pest control
298	Housekeeping Machine operator
299	Executive House Keeper (Railway Coach)
300	Ticket Vendor (Metro)
301	Persons working at Airlines counter (Airport)
302	Battery caroperator (Airport)
303	Head Waiter
304	Cash Officer
305	Typist
306	Muster Clerk
307	Dispatch Clerk
308	Godown Clerk
309	Warehouse Clerk
310	Ticketing Officer
311	Administrative Assistant
312	Computer Operator
313	Data Entry Operator
314	Receptionist
315	Help Desk Executive
316	Maistry in all trades
317	Quality Checker
318	Production Assistant
319	Asst. Foreman
320	Fitter
321	Machinist
322	Mason and other similar categories
323	Chemist
324	Refinery Operator
325	Assistant Laboratory Supervisor
326	Telephone Operator
327	Fireman
328	Fitter-man
329	Sales Serviceman
330	Laboratory Assistant
331	Accountant
332	Heat Treatment Operator
333	Grinder
334	Coach Builder (Wood/ metal)
335	Penal Beater
336	Asst.Mechanic
337	Turner

338	Valcaniser
339	Upholster
340	Bench Fitter
341	Winder
342	Machine Winder
343	Tyre Mechanic
344	Engine Mechanic
345	Draughtsman
346	Auto Electrician
347	Asst. Manager
348	Lab Assistant
349	Assistant Chemist
350	Pipe Manufacturer
351	Light Vehicle Driver
352	Medium Vehicle Driver
353	Mechanic Operator
354	Asst. Production Manager
355	Liason Officer
356	Accounts Officer
357	Rewinder
358	A/c.Operator
359	Barber
360	Steward
361	Swimming Coach
362	Barman
363	Security Officer
364	Stores Incharge
365	Head Maistry
366	Stone Dresser
367	Drivers of Pump Engines and Motor Mills
368	Works Inspector
369	Wireless Operator
370	Mechanic Rigger
371	Syrang
372	Wellsinher
373	Senior Mixture including concrete mixture operator
374	Operator Jack Hammer
375	Secretary
376	Dyeing Maistry
377	Technical Persons
378	Volvemen
379	Cameraman
380	Radio and T.V. Mechanic Assembling Operator
381	Boat Driver

382	Gas Plant Operator
383	Blood Bank Technician
384	Operation Theatre Technician
385	CSSD Technician
386	Auxiliary Nurse Midwife
387	Midwife
388	Medical Record Keeper
389	Purchase Officer
390	Office Superintendent
391	Bank Inspector
392	Sharoff
393	Miller Swaper
394	Core Maker
395	Assembler
396	Explosive Carrier
397	Gunman
398	Sirdar
399	Miningmate
400	Shot Firer
401	Film Checking Operator
402	Photographer
403	Photo Artist
404	Recordist
405	Assistant Editor
406	Make-up Artist
407	Sharpener
408	Weaver
409	Jobber
410	Printing Processor
411	Trademan (Pressman/Plateman Automatic)
412	Types Caster
413	Stereo type or Stereo Caster
414	Line Etcher
415	Stereo ruter-cum-mounter
416	Half tone etcher
417	Roter
418	Cylinder Dressman
419	Dye Stamper or Dye Plate Printer
420	Binder (Volume and ledger leather)
421	Transfer Printer
422	Cylinder Grainer
423	Imposer
424	Copy holder
425	Binder (Book Misc.)

426	Folding Machineman
427	Sewing Machineman
428	Rulling Machineman
429	Scorer or Bender
430	Hand Box
431	Envelop maker
432	Mounter
433	Compositor (Book)
434	Sales Tax Representative
435	Income Tax Representative
436	Auditor
437	Godown incharge
438	Lineman
439	Sales Representative
440	Kainohman
441	Utencils Press Machine Operator
442	Scethman
443	Crane Operator
444	Billet Gas Cutter
445	Instrumentationist
446	Weigh Bridge Operator
447	Tonsman
448	Tang
449	Potter
450	Snuff Manufacture Workers
451	Metal Box maker
452	Furnaceman
453	Battiwala
454	Tobacco Distributor
455	Tappers
456	Security Inspector
457	Assistant Security Inspector
458	Intelligence and Fire Fighting Personnel
459	Head Guard
460	Security Guards with Arms
461	Cone Winder
462	Winding Fitter
463	Carding Fitter
464	Preparatory Fitter
465	Fitter Blowroom
466	Spinning Fitter
467	Fitter Ring Prewar
468	Swindle Gagers
469	Presser

470	Junior Horticulturist
471	Any other Categories by whatever name called which are skilled in nature.

	Highly Skilled
1	Artificier Class I
2	Blacksmith Class I
3	Carpenter Class I
4	Machine
5	Hand Class I
6	Mason Class I
7	Mechanic (Senior)
8	Painter (Grade I, Class I, Spray) Plasterer (Mason) Class I
9	Plumber (Head, class I)
10	Mistry Grade I
11	Polisher (with spray Grade I)
12	Road Inspector Grade I
13	Sawyer Class I
14	Stone Cutter Class I
15	Stone Cutter Grade I
16	Stone Chisler Class I
17	Stone Mason Class I
18	Sub-Overseer (Qualified)
19	Tiler Class I
20	Tinsmith Grade I and Class I
21	Upholsterer Grade I
22	Varnisher Class I
23	Welder-Cum-Fitter and Air Conditioning Mechanic
24	Welder (Gas) Class I
25	White Washer Class I
26	Wireman Grade I, Class I
27	Wood Cutter Class I
28	Grinder (Tool) Grade I
29	Operator (Batching Plant Grade I)
30	Leader Grade I
31	Pile Driving Grade I
32	Pump Grade
33	Scraper Grade I
34	Screening Plant Grade I
35	Pump Grade I
36	Security Guards (with arms)
37	Armature Winder Grade I
38	Blacksmith Grade I and Class I
39	Boilerman Grade I
40	Boilerman Foreman Grade I
41	Brick Layer class I
42	Cable Joiner Grade I
43	Carpenter grade I and Class I
44	Celo Cutter and Decorator
45	Chargeman Class I
46	Checker (Sr) Driver Lorry Grade I

47	Motor Lorry Grade I
48	Motor Vehicle Class I and Diesel Engine Grade I
49	Road Roller Grade I
50	Pump Class Electrician Grade I and Class I/ Grade I
51	Fitter (Grade I, Class I)
52	Pipe Class I (Head)
53	Foreman(Assistant) Line Man Grade I Mason (Skilled Grade I, Class I)
54	Mast Rig
55	Mechanic Class I and Class II
56	Mechanic (Diesel Grade I and Road Roller Grade I
57	Airconditioning Grade I/Class I, Mistry Grade I
58	Mistry (Airconditioning Grade I)
59	Overseer
60	Overseer (Senior and Junior)
61	Dragline Grade I
62	Drill Grade I
63	Dumper Grade I
64	Excavator Grade I
65	Fork Lift Grade I
66	Generator Grade I
67	Rigger Grade I
68	Rigger Grade II
69	Charper/Sletter Grade I
70	Shovel and Dragline Tractor Grade I
71	Tradesman Class I
72	Turner/Miller Grade I
73	Work (Assistant) Grade I
74	Surveyor
75	Winding Engine Driver
76	Operator (Heavy Earth Moving Shovel and Bulldozer)
77	Head Mistry
78	Staff Nurse with Diploma
79	Drill Operator other than Jack Hammer
80	Electrical Supervisor with Competency Certificate
81	Underground Shift Boss
82	Head Mechanic
83	Qualified and Experienced Welder
84	Machine Tool Mechanic
85	Mechanical/Plant Foreman
86	Mining Supervisor
87	Vocational Training Instructor/Teacher
88	Head Electrician
89	Accountant
90	Steno with 7 years of service
91	Store Incharge
92	Shift Incharge
93	Incharge of Watch and Ward
94	Security Guard (Armed)
95	Crane Grade I
96	Diesel Engine Grade I

97	Dozer Grade I
98	Clamp Shell Grade I
99	Compressor Grade I
100	Grader Grade I
101	Tractor Grade I
102	Vibrator Grade I
103	Shovel Grade I
104	Shovel and Dragline
105	Tyre vul canser Grade I
106	Security Guard (with Arms) and other categories by whatever name called which are of Highly skilled nature
107	Housekeeping Supervisor
108	Cash/ ATM Custodian
109	Cash Van Armed Security Guard
110	Senior Glass Technologist
111	Glass Blower
112	Junior Doctor
113	Doctor (AYUSH)
114	Veterinary Doctor
115	Mould Operator
116	Melter
117	Laddle Operator
118	Dillet Gas Cutter
119	Refractory Mason
120	Pesticide Sprayer (Drone Technology)
121	Jillet Inspector
122	Micro-cum-Sulphur Precit Inspector
123	Supervisor (Technical)
124	Asst. Engineer
125	General Manager
126	Unit Incharge
127	Project Manager
128	Production Engineer
129	Teacher
130	Whole Site Incharge
131	Chief Operational Incharge
132	Chief Security Officer
133	Intelligence Officer
134	Scientist
135	All Engineers with B.E. Qualification and above
136	Heavy Vehicle Driver
137	Computer Programmer and other similar categories
138	Solvent Extractor Plant Supervisor
139	Hydro Generation Plant Supervisor
140	Laboratory Supervisor
141	Senior Chemist
142	Marketing Manager
143	Maintenance Engineer
144	Asst. General Manager
145	Project Officer
146	Chief Engineer

147	Field Manager
148	Marketing Officer
149	Bio-Chemist
150	Bio-Analyst
151	Occupational Therapist
152	Business Manager
153	Chief Chemist
154	Artist
155	Chief Painter
156	Chief Cameraman
157	Chief Laboratory Incharge
158	Assistant Laboratory Incharge
159	Sound Engineer
160	Commercial Artist
161	Media Executive
162	Lino Type Operator
163	Try Colour Etcher
164	Rotary Pressman
165	Litho Artist
166	Ludlow Operator
167	Mono Type Keyboard Operator
168	Offset Plate Maker
169	Copy poster (Litho Offset)
170	Retoucher or Toucher
171	Etcher (Photographer)
172	Flatbed Printer (Litho)
173	Punch Maker
174	Envelop Machine Man
175	Embrossing Machineman
176	Transport incharge
177	Checking Inspector
178	Seeds Officer
179	Seed Analyst
180	Agril.Officer
181	Laison Officer
182	Teemerman
183	Bariman
184	Manager Technical
185	Master Boar Builder
186	Field Officer
187	Software Engineer
188	Hardware Engineer
189	Campus Incharge
190	Co-Ordinator
191	Public Relation Officer
192	Horticulturist
193	Any other Categories by whatever name called which are highly skilled in nature.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

SPECIAL CHIEF SECRETARY TO GOVERNMENT