

MEMORANDUM OF SETTLEMENT



NAME OF THE PARTIES

Employers of jute mills in West Bengal represented by:

A. For Indian Jute Mills Association:

1) Raghavendra Gupta (Chairman) *gupta*
2) Anu Kohli *anukohli*

3) R.K. Poddar

4) SANJAY KAJARIA

5) MANISH PODDAR

6) C.B. Banerjee, General Secy.

7) Atanu Chandra, Ludlow Street Specialized

8) Anup Banerjee

Sanjay Karia
Anup Banerjee

C.B. Banerjee
3.1.24

02.1.24

B. Individual jute mills:

SL. No.	NAME OF THE MILL	DISTRICT	SIGNATURE OF THE REPRESENTATIVE
1	M/s Anjanisut Jute Products Pvt. Ltd.	Dakshin Dinajpur	
2	M/s Durga Lakshmi Jute Mills Pvt. Ltd.	Dakshin Dinajpur	
3	M/s Essem Jute Industries Ltd.	Cooch Behar	
4	M/s Kamakshi Jute Industries Ltd.	Cooch Behar	
5	M/s Maa Annapurna Jute And Carpets Industries Pvt. Ltd.	Cooch Behar	
6	M/s Dooars Trading Co.	Coochbehar	
7	M/s Aditya Translink Private limited/ Shyamnagar North Jute	Hooghly	
8	M/s Ai Champdany Industries Limited, Unit: Wellington Jute Mill	Hooghly	
9	M/s Angus Jute Works	Hooghly	
10	M/s Dalhousie Jute Company	Hooghly	
11	M/s Ganges Jute Private Limited	Hooghly	

12	M/s G S Jute Pvt Ltd.	Hooghly	
13	M/s Jutex Industries Pvt Ltd.	Hooghly	
14	M/s Muralidhar Ratanlal Exports Ltd., Unit- India Jute Mill	Hooghly	
15	M/s Northbrook Jute Company Limited	Hooghly	
16	M/s Panchmukhi Jute, Mouza-Purba Mallickpur, Seakhala, Hooghly - 712707	Hooghly	
17	M/s RDB Textiles Limited, Licensee: Victoria Jute Works	Hooghly	
18	M/s Saktigarh Textile & Industries limited (Unit- Gondalpara Jute Mill)	Hooghly	
19	M/s Shaktigarh Textile & Industries Ltd. Unit- Hastings Mill	Hooghly	
20	M/s The Ganges Manufacturing Co Ltd.	Hooghly	
21	M/s Uma Spinners Private Limited	Hooghly	
22	M/s Vasundhara Texcom Pvt. Ltd., Hooghly	Hooghly	
23	M/s Ambica Jute Mills Ltd.	Howrah	
24	M/s Awanti Natural Fibres Pvt. Ltd.	Howrah	
25	M/s Bally Jute Company Ltd.	Howrah	
26	M/s Bowreah Jute Mills Pvt. Ltd. (Unit Bowreah Jute Mill)	Howrah	
27	M/s Daaksh Jute LLP (Unit- Tirupati Jute Mill)	Howrah	
28	M/s Olisa Reality Pvt. Ltd. (Unit: Delta Jute Mill)	Howrah	
29	M/s Domjur Jute	Howrah	
30	M/s Gloster Limited	Howrah	
31	M/s Kanoria Jute And Industries Ltd.	Howrah	
32	M/s Ludlow Jute And Specialities Ltd.	Howrah	
33	M/s Mahadeo Jute And Industries Limited	Howrah	
34	M/s National Jute Mill	Howrah	



35	M/s Premchand Jute And Industries Pvt. Ltd.	Howrah	
36	M/s Premier Digital Solutions Pvt. Ltd.	Howrah	
37	M/s MRP Commercial (Unit- Howrah Mills Co.)	Howrah	
38	M/s Tepcon International India Ltd, Unit- Shree Hanuman Jute Mill	Howrah	
39	M/s Vijai Shree Pvt. Ltd. Unit- Fort William Jute Mill	Howrah	
40	M/s WB Agro Textile Corp. Ltd. (Unit- Bharat Jute Mill)	Howrah	
41	M/s Yucon Exports Pvt. Ltd., Jalan Industrial Complex, Gate No 3, Gully no. 1, Jangalpur, Domjur, Howrah 711411	Howrah	
42	M/s R L Jute Mill Pvt. Ltd.	Darjeeling	
43	M/s RL Jute Products Pvt. Ltd.	Darjeeling	
44	M/s Goyal Merchants Pvt. Ltd.	Darjeeling	
45	M/s Gaurik Ars Jute Industries	Jalpaiguri	
46	M/s HSB Agro Industries Limited	Jalpaiguri	
47	M/s Mainaguri Twine Mills	Jalpaiguri	
48	M/s Sarkar Jute Mill	Jalpaiguri	
49	M/s Uttar Banga Jute Products Pvt. Ltd.	Jalpaiguri	
50	M/s Soora Jute Mill	Kolkata	
51	M/s The Calcutta Jute Manufacturing Company Limited	Kolkata	
52	M/s The Hooghly Mills Co Ltd.	Kolkata	
53	M/s Union Jute Mill	Kolkata	
54	M/s Abani Agro Jute Products Pvt. Ltd.	Malda	
55	M/s Bulbulchandi Agro Jute Products Pvt. Ltd.	Malda	
56	M/s Dulal Jute Mills Pvt. Ltd.	Malda	



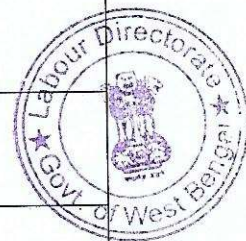
57	M/s Jagannath Jute Products Pvt. Ltd.	Malda	
58	M/s Kaliyaganj Agro Trading Pvt. Ltd.	Malda	
59	M/s Radha Gobinda Jute Mills Pvt. Ltd.	Malda	
60	M/s Shiv DyutiJutex Pvt. Ltd.	Malda	
61	M/s Sohilyaraj Jute Products Pvt. Ltd.	Malda	
62	M/s Agarwala Jute Mills Pvt. Ltd.	Murshidabad	
63	M/s Dhanlaxmi Jute Mill Pvt. Ltd.	Murshidabad	
64	M/s Jangipur Jute Mills Pvt. Ltd.	Murshidabad	
65	M/s Riverview Jute	Murshidabad	
66	M/s Sarada Jute Mills Pvt. Ltd.	Murshidabad	
67	M/s Maheswari Jute Spinners Pvt. Ltd.	Nadia	
68	M/s Nakashipara Jute Mills	Nadia	
69	M/s Sagar Jute Mill	Nadia	
70	M/s Agarpara Jute Mills Limited	North 24 Parganas	
71	M/s Alexandra Jute Mill	North 24 Parganas	
72	M/s Alliance Mills Lessees Ltd.	North 24 Parganas	
73	M/s Anglo India Jute And Textile Industries Pvt. Ltd.	North 24 Parganas	
74	M/s Auckland International Limited	North 24 Parganas	
75	M/s Automatic Rope	North 24 Parganas	
76	M/s Badoria Jute Products Pvt. Ltd.	North 24 Parganas	
77	M/s Banke Bihari Jute	North 24 Parganas	
78	M/s Bhai Bhai Jute Manufacturing	North 24 Parganas	
79	M/s Chakina Jute Rope	North 24 Parganas	



80	M/s Crescent Jute Company	North 24 Parganas	
81	M/s Gajmukh Vinimay Pvt. Ltd./Jai Jute/ Nuddea Jute Mill	North 24 Parganas	
82	M/s Gouripur Jute Mill	North 24 Parganas	
83	M/s Hooghly Infrastructure Pvt Ltd. Unit- Hukumchand Jute Mill	North 24 Parganas	
84	M/s Jagatdal Jute And Industries Limited	North 24 Parganas	
85	M/s Jankalyan Vinimay Pvt. Ltd. Processing Unit- Megna Jute Mill	North 24 Parganas	
86	M/s Kamarhatty Company Ltd.	North 24 Parganas	
87	M/s Kanknarrah Co. Ltd.	North 24 Parganas	
88	M/s Kanknarrah Jute Private Ltd. Unit- Naffarchandra Jute Mill	North 24 Parganas	
89	M/s Kharda Jute Mill	North 24 Parganas	
90	M/s Kinnison jute Mill	North 24 Parganas	
91	M/s Lokenath Jute	North 24 Parganas	
92	M/s Loomtex Engineering Pvt. Ltd.	North 24 Parganas	
93	M/s Patro Jute Mill	North 24 Parganas	
94	M/s Prabartak Jute Mills Ltd.	North 24 Parganas	
95	M/s Reliance Jute Mills International Ltd.	North 24 Parganas	
96	M/s R J Jute	North 24 Parganas	
97	M/s Shaw Jute Mill	North 24 Parganas	



98	M/s Shree Gouri Shankar Jute Mills Limited	North 24 Parganas	
99	M/s Sunbeam Vanijya Private Limited, Lessee: The Eastern Mfg Co. Ltd.	North 24 Parganas	
100	M/s The Baranagore Jute Factory PLC	North 24 Parganas	
101	M/s The Empire Jute Company Limited	North 24 Parganas	
102	M/s The Naihati Jute Mills Company Limited	North 24 Parganas	
103	M/s Trend Vyapaar Ltd. (Unit- Kelvin Jute Mill)	North 24 Parganas	
104	M/s Averill Infrastructure Pvt. Ltd. (Unit: Weaverly Jute Mill)	North 24 Parganas	
105	M/s Shaktigarh Textile And Industries Ltd.	Purba Bardhaman	
106	M/s Birla Corporation Ltd. Unit- Birla Jute Mill	South 24 Parganas	
107	M/s Budge Budge Company Limited.	South 24 Parganas	
108	M/s Caledonian Jute And Industries Ltd.	South 24 Parganas	
108	M/s Cheviot Company Limited	South 24 Parganas	
109	M/s New Central Jute Mills Co Ltd.	South 24 Parganas	
110	M/s Shree Durga Fibre Products Pvt. Ltd.	South 24 Parganas	
111	M/s Dinajpur Industries Pvt. Ltd.	Uttar Dinajpur	
112	M/s Jai Shri Krishna Jute Industries Pvt. Ltd.	Uttar Dinajpur	
113	M/s Shyamjyoti Jute Products Pvt. Ltd.	Uttar Dinajpur	



And

Their workmen represented by:



SL. No.	NAME OF THE UNION/ REPRESENTATIVE	SIGNATURE OF THE REPRESENTATIVE
1	All Bengal Trinamool Jute & Textile Workers Union (Regd. No. 29424)	G. Sanyal 3/01/24
2	Bengal Chatkal Mazdoor Union, 53, A.J.C. Bose Road, Kolkata-700 014.	Chakrabarty 3/01/24 Mangal Bhabani 3/01/24
3	National Union of Jute Workers, 41B Kabitirtha Sarani, 1 st . Floor, Kidderpore, Kolkata-700 023.	1. M. Master Nizam. 2. Chandan Roy
4	Federal Chatkal Mazdoor Union, 50/1, Nirmal Ch. Street, Kolkata-700 013.	Prasenjit Bhowmik, 03/01/23 Astam M. 03/01/24
5	Jute Textile Workers Union, 5, Abhoy Mukherjee Lane, Kolkata-700 056.	① Uma Shankar Shaw ② Raj Kumar Yadav
6	Bengal Provincial Chatkal Mazdoor Union, 249, Bipin Behari Ganguly St, Kolkata-700 012.	Sudhansu Mondal Dinesh Gupta
7	Paschimbanga Chatkal Mazdoor Federation, 52/7, B.B. Ganguly Street, Kolkata-700 012.	Asis Pandey 31/12/23 Rama Shankar Roy. 3/1/2023
8	All India Jute Textile Workers Federation, 26, Dr. Sudhir Basu Road, Port Sramik Bhawan, Khidderpur, Kolkata-700 023.	
9	National Union of Jute Workers, 24D, Ekbalpur Lane, Kolkata-700 023, 88, M. G. Road 12, P.O- Budge Budge, South 24 pgs., Kolkata-700 137.	Sk. Samudra সকল সানুদ্রা
10	All India Jute Workers Federation, 53, A.16J.C.Bose Road, Kolkata-700 016.	Ranjit Kumar Mondal Vishwa Kumar Yadav
11	Indian National Jute Workers Federation, 41B Kabitirtha Sarani, 1 st Fl. Kidderpore, Kol 23.	Ashoke Khan M.d. Rishi Rajesh Kumar
12	Indian Federation of Jute Textile Workers, 10, Government Place, Kol-1.	Lal Balu Singh O Shaw



SHORT RECITAL

On expiry of the last industrywide tripartite agreement on jute arrived at on 13.03.2019, the central trade unions operating in jute industry placed their charter of demands before the State Government afresh seeking revision of wages and other matters relating thereto and introduction of categorization and grade & scale and covering several issues pertaining to social security and labour welfare.

This is worth mentioning here that well ahead of the expiry of the last agreement, the Labour Department, Govt of West Bengal worked out persistently to address the crises that the industry was undergoing in the recent past owing to abnormal price hike of raw jute and several perennial issues like shortage of skilled labour, absence of categorization and grade & scale, poor age-old living condition of mill workers, pending gratuity and PF - to name just a few to the following extent:-

- 1) The Affordable Rental Housing Complexes (ARHC) scheme, a sub-scheme under PMAY(U) has been under the consideration of the State Govt. with a view to address the issue of poor living condition of the labourers in jute mills.
- 2) A Three Members Committee on Jute comprising of the Hon'ble Justice(Retd.) Sri Pranab Kumar Chattopadhyay as Chairman recommended that every jute mill should maintain the strength of permanent and special budlies in the ratio of 90% and 20% subject to several relevant factors and may categorize, in consultation with the recognized trade unions different posts in three categories, namely permanent, special budli and budli.
- 3) An Expert Committee on Jute comprising of the Additional Labour Commissioner, Govt. of West Bengal as Member Convener and representatives from the Department of Industry, Govt. of West Bengal, Jute Millers from IJMA and non-IJMA and six Central Trade Unions was constituted on 03-01-2022 to address and give its recommendations on the improvement of wage structure, categorization of jute mill workers and improvement of working conditions including providing with standard living conditions in jute mills.

Following several meetings and a survey conducted in 15 jute mills by a third party agency, the Committee recommended on the revision of wages, house rent allowances and attendance incentive, subject to negotiation among the stakeholders. It advocated for categorization of workers in 4 grades and introduction of scales of pay under each grade. The Committee not only recommended that long pending statutory dues should be cleared by the mill managements in no time as per the statute but also proposed that the jute mills should take the advantage of LIC's Group Gratuity Scheme. In order to provide better accommodation facilities to the jute mill workers, the Committee suggested that the Affordable Rental Housing Complexes (ARHC) scheme should be considered by the State Government.

- 4) Following several meetings held with PF authorities under the chairmanship of the Hon'ble MIC, Labour Department it was decided that PF Trustee Boards maintained in several jute mills in West Bengal will be dissolved and PF accounts of all jute mills in West Bengal should come under the purview of EPFO, Govt. of India.

5) The Hon'ble MIC, Labour Department sent two separate proposals to the Minister of Textiles, Government of India on 10.01.2023 regarding effective involvement of Jute Corporation of India in jute trade with a view to stabilize the market price of raw jute by way of commercial purchase through the Departmental Purchase Centers of JCI and for effective utilization of the unused land of the closed NJMC mills in West Bengal.

6) Labour Department had initiated the process of providing the mill workers with photo identity cards.

However, the fresh charter of demands placed by the unions was taken up for conciliation and following a series of meetings, both at bipartite and tripartite level it was amicably resolved before Sri Moloy Ghatak, Hon'ble Minister in Charge, Labour Department, Govt. of West Bengal on 03.01.2024 on the following terms and conditions:



TERMS OF SETTLEMENT

It is agreed by and between the parties that:-

(1) Wage Revision and Categorization: After a protracted discussion, it has been agreed by and between the parties that wages for all categories of workers in jute industry in West Bengal will be revised to the following extent:-

(i) Regarding the existing workers of the mill, management agrees to pay onetime ad-hoc payment of Rs. 130/- per month (for 208 hours) to all categories of existing workers. This additional amount will be added to the existing basic wages.

(ii) The DA shall continue as per the rise or fall of CPI @Rs. 1.90 per point to the workmen in four quarters every year, i.e., on 1st February, 1st May, 1st August & 1st November.

(iii) On implementation of this agreement, the newly recruited workers enrolled at entry-level wages shall be paid Rs. 485 /- only per day in lieu of existing Rs. 370/- per day as the entry level minimum payment. They will also be entitled to future DA increase as per the above clause.

The existing workers getting below the settled amount after accounting for the ad hoc increase of Rs. 130/- per month as enumerated above, if any, shall be entitled to the minimum wages of Rs. 485/- per day on and from the date of execution of the agreement. On the other hand, the worker getting more than the agreed amount shall continue to enjoy the same.

(iv)(a) In addition, attendance incentive of Rs. 20/- per day in lieu of Rs 15/- per day for at least 12 days attendance in a fortnight will be given to all workers as per the tripartite agreement dated 13th March, 2019 .

(b) Rs. 26/- per month for at least 12 days attendance in a fortnight will be given to all Wage Board workers in lieu of the existing Rs. 13/- per month.

(c) Statutory leave and authorized leave (supported with proper documents like medical certificate in case of medical leave, accident etc.) shall be taken into account while calculating 12 days attendance in a fortnight.



(v) The management shall ensure the payment of DA, if unpaid.

(vi) House rent allowance will be paid @ 7.5% of the wages in lieu of existing 5% to all categories of workers as per this agreement.

(vii) (a) As per the current wage structure in the jute industry, there is no differentiation across various job occupations which involve different levels of skill sets. As per the recommendation of the State Productivity Council (SPC) and following a series of tripartite discussions with the stakeholders of the jute industry, it has been decided that the existing department-wise job roles will be categorized in four categories: Unskilled, Semi-skilled, Skilled and Highly skilled and annexed with this memorandum of settlement. This categorization will be applicable to all workers including the newly recruited workers.

(b) The methodology of categorization of workers according to the SPC norms will be completed within 6 months from the date of signing of this agreement.

(c) The management and the operating unions of the respective jute mill will sit together and finalize the same within the above stipulated time frame. If any dispute arises regarding categorization of any particular skill set, the matter shall be referred to the Labour Commissionerate.

(d) After finalizing the categorization of all existing workers according to the norms of the State Productivity Council within 6 months, skill fitment allowance will be introduced to all the existing workers and newly recruited workers as well. The skill fitment allowance will be paid to all semi-skilled, skilled and highly skilled workers @ Rs. 5/ day, @ Rs. 10/ day and @ Rs. 15/ day respectively.

2) Modernization and man-machine ratio :

(a) Everybody supported the proposal of modernization in jute mills. It was agreed that the existing workers on job training should be engaged in modernized looms and different places as and when required without affecting their existing benefits.

(b) The State Productivity Council has been entrusted to examine the man-machine ratio in jute mills. After receiving the recommendation of SPC regarding modernization, the matter will be settled through discussion involving all the stakeholders of jute industry within 6 months.

(3) Regarding the strength of permanent and special budli workers:

(a) Maintenance of the strength of permanent and special budli workers has been a perennial issue of dispute in jute industry since long. Several committees have been constituted over the years to examine the issue but needless to mention that the maintenance of the strength of workers in such proportion could not be followed in respect of all jute mills as yet. Instead, it has been a practice since 1995 that a certain number of workers have been made permanent in different mills time to time as an interim measure.

To resolve the issue, it is agreed that as a one-time measure, all workers who have completed 15(fifteen) years' and 20(twenty) years' of continuous service, will be designated as special budli and permanent respectively. However, if erratic absenteeism continues among the permanent/special budli workers, their seniority for job availability will not be considered.



(b) The State Productivity Council will be entrusted to examine the modalities of maintenance of the strength of permanent and special budli workers in the present context of the jute industry and after having their report the matter will be resolved at tripartite level.

(4) The retirement benefit will be paid to all retired workers as per the provisions of Law (i.e. by 30 days or within the time period as amended from time to time).

(5)(a) No worker will be engaged for job in the mill and paid wages without fringe benefit and all types of workers engaged in casual nature should be enrolled in the muster roll of the respective mill alongwith existing statutory benefits.

(b) There shall be no contractual worker affecting the existing workers inside the mill, both for perennial and other jobs.

(6) LIC's Group Gratuity Scheme will be introduced in respect of the workers enrolled at entry-level wages who will join the industry after arriving at this agreement and the pending gratuity will be cleared within one year from the date of signing of this agreement.

(7) The practice of hiring contract labour on cash payment should be discontinued and all the stakeholders of jute industry will ensure its implementation.

(8)(a) The workers shall abide by the conditions laid down in the Standing order regarding duty hours, absenteeism etc. In default, the steps will be taken as per the standing order.

(b) The parties are agreed in principle to the revision of present standing order and necessity of making application before the Certifying Officer appointed under the Industrial Employment (Standing Orders) Act, 1946 seeking a fresh Standing Order after incorporating modifications relevant to jute industry in consultation with the operating trade unions.

(c) The unions demanded that the age of retirement of women workers should be 58 years instead of 55 years. It has been agreed upon by and between parties that the decision will be taken as per law.

(9) The Management shall provide and continue canteen facility on no-profit-no-loss basis as per the existing provisions of law.

(10) Everyone agreed that absenteeism is a big issue and one must take leave with prior sanction except for emergency (sickness, accident etc. supported with documents).

(11) Management reserves the right to transfer any worker from one job profile to another without affecting the existing service conditions wages/ benefits and if any dispute arises out of such transfer, the matter will be resolved at tripartite level. However, workers over the age of 50 years shall not be transferred to S4A looms.

(12) The working hours in the mill shall be strictly followed as per the prevailing Acts and Rules applicable to the industry. In principle, the government raises no objection to the implementation of a straight shift as proposed by the management. Units will strictly adhere to the prevailing Factories Act, 1948 and instructions governing the operation of straight shifts including tiffin hours. For

instances where mills operate continuously for 8 hours, suitable relievers will be provided to facilitate natural breaks and tiffin periods for workers.

(13) In respect of engagement of women workers in night shift, management of individual mill will apply to the Govt. and the matter will be decided in accordance with the existing provisions of Law. In case, the engagement of women workers is allowed in any mill, a tripartite monitoring committee should be constituted there for inspection of the safety and security issues relating to women workers time to time.

(14) A tripartite monitoring committee comprising the representatives of the State Govt., IJMA and central trade unions will be constituted to review the effective implementation of this industrywide agreement in jute industry.

(15) After execution of this agreement, the management shall not enter in any bipartite agreement at the mill level with regard to the financial emoluments covered by this agreement.

(16) This settlement will come into force after one month from the date of signing of this Tripartite Agreement and will be in operation for a period of three years and shall continue to remain in operation thereafter till it is terminated by a statutory notice in accordance with the provision of the Industrial Disputes Act, 1947.

(17) This agreement will be applicable to all operating jute mills (new or old) in West Bengal and to any new jute mill commencing operation in future. In case of any violation with regard to the payment of the wages as per this agreement to the jute mill workers, the Govt. will inform the Jute Commissioner to take necessary action against the errant mills and for debarment from getting further orders of jute bags for packing food grains being issued by the Office of the Jute Commissioner.



W. Sengupta
03.1.24

(Tirthankar Sengupta)
03/01/2024

(Tirthankar Sengupta)
Conciliation Officer
Additional Labour Commissioner
Labour Directorate, West Bengal
Additional Labour Commissioner

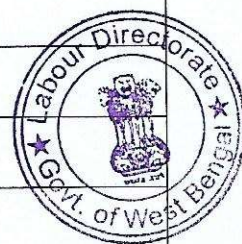
9th Jan
03/01/2024
Labour Commissioner
Labour Directorate, West Bengal

C. A. B.
3/1/24

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ANNEXURE

SL NO.	DEPARTMENT	NAME OF THE OPERATION	CATEGORY
1	BATCHING	SPREDER FEEDER	SEMI SKILLED
2		SARDAR	SKILLED
3		SOFTNER FEEDER	SEMI SKILLED
4		SOFTNER RECEIVER	UNSKILLED
5		SARDAR	SKILLED
6		PILE MAKER	UNSKILLED
7		PILE BREAKER	UNSKILLED
8		ANKRAWALA	UNSKILLED
9		SARDAR	SKILLED
10		BREAKER CARD FEEDER	SEMI SKILLED
11		BREAKER CARD RECEIVER	SEMI SKILLED
12		ANKRAWALA	SEMI SKILLED
13		SARDAR	SKILLED
14		INTER/FINISHER CARD FEEDER	SEMI SKILLED
15		INTER/FINISHER CARD RECEIVER	SEMI SKILLED
16		ANKRAWALA	SEMI SKILLED
17		SARDAR	SKILLED
18		1ST DRAWING FEEDER	SEMI SKILLED
19		1ST DRAWING RECEIVER	SEMI SKILLED
20		SARDAR	SKILLED
21		2ND DRAWING FEEDER	SEMI SKILLED
22		2ND DRAWING RECEIVER	SEMI SKILLED
23		SARDAR	SKILLED
24		3RD DRAWING FEEDER	SEMI SKILLED
25		3RD DRAWING RECEIVER	SEMI SKILLED





26		SARDAR	SKILLED
27		RELEIVER	SEMI SKILLED
28		SARDAR	SKILLED
29		ANKRAWALA	SEMI SKILLED
30	SPINNING	SPINNER	SKILLED
31		RELEIVER	SKILLED
32		DOFFING MAZDOOR	SEMI SKILLED
33		SLIVER FEEDER	SEMI SKILLED
34		SLIVER RECEIVER	SEMI SKILLED
35		SWEEPER	UNSKILLED
36	WINDING	COP WINDER	SEMI SKILLED
37		WARP WINDER	SEMI SKILLED
38		PEASS WINDER	SEMI SKILLED
39		PW WINDER	SEMI SKILLED
40		TWISTER	SKILLED
41		RELLER	SEMI SKILLED
42	BEAMING	BEAMER	SEMI SKILLED
43		SIDE BEAMER	SEMI SKILLED
44		SARDAR	SKILLED
45	CONVENTIONAL LOOM	HESSAIN WEAVER	SEMI SKILLED
46		HELPER	SEMI SKILLED
47		SARDAR	SEMI SKILLED
48		SACKING WEAVER	SEMI SKILLED
49		HELPER	SEMI SKILLED
50		SARDAR	SKILLED
51		BEAM CARRIER	UNSKILLED
52		CLOTH CARRIER	UNSKILLED
53	S4 A LOOM SECTION	WEAVER	SEMI SKILLED

54		HELPER	SEMI SKILLED
55	FINISHING	CALENDAR FEEDER	SEMI SKILLED
56		CALENDAR RECEIVER	SEMI SKILLED
57		REPAIRER	SKILLED
58		LAPPING FEEDER	SEMI SKILLED
59		LAPPING RECEIVER	SEMI SKILLED
60	SACKING AND CUTTING	SACKING CUTTING FEEDER	UNSKILLED
61		SACKING CUTTING RECEIVER	UNSKILLED
62		CARRING MAZDOOR	UNSKILLED
63	SACKING SEWING	HEMMING OPERATOR	SEMI SKILLED
64		HEMMING HELPER	UNSKILLED
65		HERAKLE OPERATOR	SEMI SKILLED
66		HERAKLE HELPER	UNSKILLED
67		BUNDLER MAZDOOR	UNSKILLED
68		BAILLING/PRESSING MAZDOOR	SEMI SKILLED
69	MAINTANANCE AND ENGINEERING	MISTRY	SKILLED/HIGH SKILLED
70		OILER	SEMI SKILLED
71		MAZDOOR	UNSKILLED
72		CARPENTER	SKILLED/HIGH SKILLED
73		ELECTRICIAN	HIGH SKILLED
74		HELPER	SKILLED
75		GENERATOR OPERATOR	SKILLED
76		WORK SHOP	SKILLED/HIGH SKILLED
77		PLUMBER	SKILLED

