



Guideline for the Approval, Employment and Management of Border Town Foreign Workers (BTFWs)

Foreign Workers Division

Department of Labour

fwd@molhr.gov.bt

MoLHR


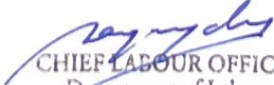

CHIEF LABOUR OFFICER
Department of Labour
Ministry of Labour & Human Resources
Thimphu : Bhutan

Table of Contents

Background	2
Purpose	2
Scope	2
Commencement.....	2
1. Definition.....	2
2. Application procedure	2
3. Validity of the work permit.....	2
4. Documents required	2
5. Responsibilities of Regional offices, MoLHR	3
6. Responsibilities of the employer/FWRA	3
7. Determination of the number of BTFW	3
8. Definition.....	3
9. Renewal of work permits	4
10. Entry and Exit of BTFW	4
11. Monitoring.....	4
12. Review of the Guideline.....	4
13. Miscellaneous.....	4


CHIEF LABOUR OFFICER
Department of Labour
Ministry of Labour & Human Resources
Thimphu : Bhutan

Background

The recruitment of Border Town Foreign Workers (BTFWs) was suspended from 6th March, 2020 because of the closure of the international border gates due to the COVID-19 pandemic. However, with the reopening of the international border gates from 23rd September 2022, the Regional Offices, Department of Labour (DoL) will facilitate the recruitment, employment and management of BTFWs as per the demand and supply of the critical skills requirement in the labour market.

Purpose

This guideline is to facilitate the recruitment of Border Town Foreign Workers (BTFWs) as one of the strategies to boost the economic development activities in the border towns.

Scope

This guideline shall apply to all employers/FWRAs/Private and Government agencies recruiting BTFW.

Commencement

This Guideline shall come into force with effect from 23rd September, 2022. The guideline was discussed and approved by the Ministry of Labour and Human Resources (MoLHR).

1. Definition

Border Town Foreign Worker (BTFW)

A BTFW is an Indian national who enters the international border gate for a specific approved work during the day and returns to his/her country on the same day.

2. Application procedure

- The Employer/FWRA shall submit applications for the BTFW through the online MoLHR-MIS system.
- The application will go directly to the concerned Regional Offices, MoLHR.
- The vetting of the BTFW will be conducted by RIO, DoI and the approval will be accorded by RO, MoLHR as per the ratio and eligibility criteria specified in this guideline.

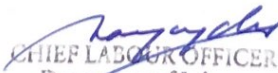
3. Validity of the work permit

The validity of work permit shall be for the actual duration or one year whichever is less.

4. Documents required

The documents required for the recruitment of BTFW are as applied to the normal foreign workers. The required documents are:

- i. A valid Voter Card/Passport of the foreign worker


CHIEF LABOUR OFFICER
Department of Labour
Ministry of Labour & Human Resources
Thimphu : Bhutan

- ii. Construction approval/work order/any other relevant documents
- iii. Business/trade license
- iv. Medical certificate (Health screening and Drug test is mandatory for obtaining work permit as well as for the renewal of work permit. BTFW shall be required to undergo detailed health screening every quarter)

5. Responsibilities of Regional offices, MoLHR

- i. The approval of the BTFW shall be carried out by the Regional Offices of the MoLHR within their respective jurisdiction as per this guideline.
- ii. The Regional Offices shall also be responsible for the management of foreign workers as per the Labour and Employment Act of Bhutan 2007 and its Regulation on Foreign Workers Management, 2022.
- iii. The Regional Offices shall report to the Department of Labour on any issues related to BTFW.

6. Responsibilities of the employer/FWRA

Medical and Immigration formalities:s

- i. Employer/FWRA shall ensure that every BTFW entering the country complies with the general health screening, drug testing and immigration formalities.
- ii. Employer/FWRA shall ensure that every BTFW entering for work in the morning returns to his/her country in the evening before the closure of the border gate.
- iii. Employer/FWRA shall ensure that the workers' safety, wage and other benefits are rendered in line with the Labour and Employment Act of Bhutan 2007 and its regulations.
- iv. Employer/FWRA shall ensure that the quarterly medical checkup of their employees is conducted.

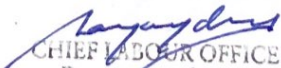
7. Determination of the number of BTFW

- a) Professional (20% FWs: 80%BWs)
- b) Skilled (30% FWs: 70%BWs)
- c) Unskilled (as per the requirement)

Note: FWs- Foreign Workers, BWs- Bhutanese Workers

8. Definition

- i. Professional- A professional worker is someone who possesses a minimum of a bachelor's degree and can perform advanced tasks that require specific training, knowledge and experience (Refer attached annexure).
- ii. Skilled- A skilled worker is someone who has special skills, knowledge and the ability to perform work acquired through work experience or training (Refer attached annexure).


CHIEF LABOUR OFFICER
Department of Labour
Ministry of Labour & Human Resources
Thimphu : Bhutan

- iii. Unskilled- An unskilled worker is someone who doesn't have or require special skills or training (Refer attached annexure).

9. Renewal of work permits

- i. The renewal of the BTFW work permits shall be subject to the submission of periodic health screening and drug test reports and the fulfillment of DoI/DoL requirements.
- ii. The BTFW medical certificate will be renewed quarterly and the due date for renewal of medical certificate will be alerted through SMS to the concerned employer/FWRA. Failing to update the required medical clearance will lead to immediate cancellation of work permit.
- iii. The renewal of BTFW work permit shall be facilitated by ROs/RIOs as per the request of the employer and the requirement of the skill of the employee in his or her work place.

10. Entry and Exit of BTFW

BTFW shall enter/exit through the designated Port of Entry/Exit Terminal.

11. Monitoring

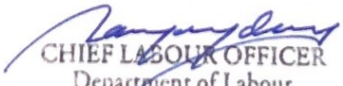
- i. The Regional Offices shall monitor the BTFWs and submit reports on a monthly basis and as and when required to the Department of Labour.
- ii. In the event of any foreign workers found not working as per the approved job category and employer contravening the relevant laws, the employer/FWRA shall be held accountable as per the Labour and Employment Act of Bhutan, 2007.

12. Review of the Guideline

This Guideline shall be reviewed by MoLHR as and when required given that the dynamics of employing the foreign worker in the border towns varies among the regions. The attached occupation list (annexure) shall also be reviewed as and when required.

13. Miscellaneous

- i. The eligible age limit for entry of BTFW will be strictly monitored as per the Labour and Employment Act of Bhutan, 2007.
- ii. This BTFW guideline will not be applicable to the interior part of the country. The border town areas are defined by the Department of Immigration (DoI).
- iii. The construction sectors shall follow the ratio of 90% FWs:10% BWs irrespective of the occupational category reflected in clause 7.


CHIEF LABOUR OFFICER
Department of Labour
Ministry of Labour & Human Resources
Thimphu : Bhutan

JOB CATEGORIES**Professional**

1	Director/Director general
2	Executive Director
3	Chief executive officer/managing director (e.g., DHI and limited companies)
4	Corporate director (e.g., BPC, DGPC etc...)
5	General manager
6	Chief executive officer/managing director (e.g., DHI and limited companies)
7	Corporate director (e.g., BPC, DGPC etc...)
8	General manager
9	Finance manager
10	Human resource manager
11	Policy and planning manager
12	Working proprietor (business services and administrative services)
13	Business services and administration managers not elsewhere classified
14	Marketing manager
15	Sales manager
16	Advertising and public relation manager
17	Research and development manager
18	Agriculture production manager
19	Forestry production manager
20	Livestock Production Manager
21	Aquaculture and fisheries production manager
22	Manufacturing manager
23	Mining and quarry manager
24	Construction project manager
25	Postal service manager
26	Procurement/purchasing manager
27	Supply/distribution manager
28	Transportation Manager
29	Information and communications technology services manager
30	Child care services manager
31	Health services manager
32	Aged care services manager
33	Social welfare manager
34	College director/President
35	Dean/Director (university)
36	Dzongkhag education officer
37	Registrar
38	School principal
39	Education managers not elsewhere classified

40	Bank manager (including branch manager)
41	Insurance company manager (including branch manager)
42	Investment manager
43	Real estate manager
44	Stock exchange manager
45	Foreign exchange Manager
46	Digital Asset Manager
47	Professional services managers not elsewhere classified (art gallery, museum and library manager)
48	Hotel manager (operation/lodging services)
49	Working proprietor (lodging services)
50	Restaurant manager
51	Food & beverage operations manager
52	Working proprietor (restaurant and other catering services)
53	Catering Manager
54	Cafe Manager
55	Retail manager
56	Wholesale trade manager
57	Working proprietor (retail trade)
58	Working proprietor (wholesale trade)
59	e-commerce manager
60	Cinema manager
61	Cultural centre manager
62	Sports centre manager
63	Working proprietor (sports, recreation, arts and other services)
64	Services managers not elsewhere classified
65	Astronomer
66	Physicist
67	Hydrology officer
68	Meteorology officer
69	Chemist
70	Geologist
71	Geophysicist
72	Actuary
73	Demographer
74	Mathematician
75	Operations research analyst
76	Statistician
77	Biologist
78	Botanist
79	Microbiologist
80	Zoologist
81	Agriculture officer
82	Fishery Officer
83	Forestry officer

84	Horticulture Officer
85	Livestock officer
86	Feed and fodder Officer
87	Environmental officer
88	Park ranger
89	Beautification Officer
90	Industrial and production engineer
91	Quality control officer
92	Civil engineer
93	Environmental engineer
94	Mechanical engineer
95	Chemical engineer
96	Metallurgist
97	Mining engineer
98	Engineering professionals not elsewhere classified
99	Electrical engineer (general)
100	Power generation and distribution engineer
101	Electronics engineer
102	Telecommunications engineer
103	Building architect
104	Landscape architect
105	Product and garment designer
106	Urban planner
107	Cartographer
108	Land surveyor
109	GIS Officer
110	Graphic designer
111	Multimedia designer
112	Website designer
113	Medical doctor (general)
114	Anesthesiologist
115	Cardiologist
116	Dermatologist
117	Emergency Medicine Specialist
118	ENT Surgeon
119	Forensic Specialist
120	Gastroenterologist
121	General Surgeon
122	Gynecologist
123	Medical Specialist
124	Nephrologist
125	Neuro Surgeon
126	Onco Surgeon
127	Ophthalmologist
128	Orthopedic Surgeon

129	Pediatrician
130	Pathologist
131	Psychiatrist
132	Radiologist
133	Urologist
134	Clinical nurse (B.Sc. nursing)
135	Staff Nurse (GNM)
136	Drungtsho
137	Paramedical practitioner
138	Veterinarian
139	Dental Surgeon
140	Dental Specialist
141	Pharmacist
142	Environmental health officer
143	Occupational health and safety adviser
144	Physiotherapist
145	Dietician
146	Nutritionist
147	Audiologist
148	Speech therapist
149	Optometrist and Ophthalmic Optician
150	Health professional not elsewhere classified
151	Lecturer
152	Professor
153	Technical training institute (TTI) teacher/Instructor
154	Zorig chusum teacher/Instructor
155	Higher secondary school teacher
156	Middle secondary school teacher
157	Lower secondary school teacher
158	Primary school teacher
159	Early childhood educator
160	Curriculum developer
161	Education methods specialist
162	VTOB Instructor
163	Special needs teacher
164	Other language teacher
165	Other music teacher
166	Other arts teacher
167	Information technology trainer
168	Teaching professional not elsewhere classified (NFE instructor)
169	Auditor
170	Finance Officer/Account Officer
171	Financial and investment adviser
172	Financial analyst
173	Business consultant

174	Management consultant
175	Policy administration professional (e.g., dzongrab, planning/program officer/Research Officer)
176	Personnel and careers professional
177	Human resource officer
178	Advertising professional
179	Digital marketing professional
180	Marketing professional
181	Public Relations Professional (Liaison/Public relations/communication officer/media officer)
182	Medical and pharmaceutical products sales professional
183	Technical sales professional
184	Information and communications technology sales professional
185	Systems analyst
186	Software developer
187	Multimedia (including games) developer
188	Web and mobile applications developer
189	Applications programmer
190	Software and applications developer and analyst not elsewhere classified
191	Database administrator
192	Database architect
193	Network administrator
194	Systems administrator (computer)
195	ICT Officer
196	Computer network professional
197	Database and network professional not elsewhere classified
198	Attorney general
199	Lawyer
200	Legal Officer
201	Chief justice
202	Judge (drangpon)
203	Legal professional not elsewhere classified
204	Archivist
205	Curator (art gallery and museum)
206	Librarian
207	Other related information professional
208	Economist
209	Anthropologist
210	Sociologist
211	Other related professional
212	Historian
213	Philosopher
214	Political scientist
215	Psychologist
216	Counsellor (rehabilitation, drugs and alcohol)

217	School Counsellor
218	Social Worker
219	Religious Professional (dratshang lopons/trulku/lama/khenpo)
220	Author
221	Script writer
222	Other author and related writer
223	Journalist
224	Interpreter
225	Translator
226	Sculptor
227	Other visual artists
228	Composer
229	Musician
230	Singer
231	Choreographer
232	Dancer
233	Director (film, video and radio)
234	Producer (film, video and radio)
235	Editor (film, video and radio)
236	Other film, stage and related director and producer
237	Actor
238	Radio announcer
239	Television announcer
240	Technical illustrator
241	Ships' engineer
242	Ships' deck officer
243	Pilot (ship)
244	Aircraft pilot
245	Flight engineer
246	Radio technician/technologist
247	Midwifery associates professional
248	Physiotherapy technologist
249	SPA Therapist
250	Credit and loan officer
251	Statistical Investigator
252	Procurement Officer
253	Real estate agent and property manager
254	Legal secretary
255	Customs officer
256	Immigration officer
257	Tax officer
258	Revenue Officer
259	Kidu officer
260	Pensions officer
261	Police inspector

262	Police detective
263	Legal and related associate professional
264	Social work associates professional
265	Field Officer (Tarayana)
266	Sports player
267	Sports coach
268	Sports instructor
269	Sports official
270	Interior designer
271	Telecommunications engineering technician
272	Manicurist/Pedicurist
273	Make-up artist (stage, film and studio)
274	Astrologer
275	Sales demonstrator
276	Police officer
277	Signwriter
278	Chef
279	Other traditional and complementary medicine associate professional
280	Dental therapist
281	Dental Hygienist
282	Accounting associate professional
283	Administrative and executive secretary (PS to minister)
284	Medical secretary
285	Excise officer
286	Other social benefits official
287	Licensing officer
288	Passport officer
289	Photographer
290	ICT Associate
291	Conference and event planner

Skilled

1	Sculptor
2	Painter
3	Other related announcer on radio, television and media
4	Creative and performing artist not elsewhere classified
5	Chemistry technician
6	Geology technician
7	Meteorology technicians
8	Physics technician
9	Other chemical and physical science technicians
10	Building inspector
11	Building technician

12	Civil engineering technician
13	Land surveying technician
14	Structural engineering technician
15	Electrical engineering technician
16	Electronics engineering technician
17	Motor Vehicle Inspector
18	Chemical engineering technician
19	Metallurgical engineering technician
20	Mining technician
21	Draughts person
22	Physical an engineering science technician not elsewhere classified
23	Mining supervisor
24	Quarry supervisor
25	Manufacturing supervisor
26	Construction supervisor
27	Hydroelectric power plant operator
28	Solar power plant operator
29	Wind power plant operator
30	Incinerator and water treatment plant operator
31	Chemical processing plant controller/technician
32	Petroleum and natural gas refining plant operator
33	Metal finishing machine operator
34	Blast Furnace operator
35	Rolling mill control operator
36	Process control technician not elsewhere classified
37	Life science technician (excluding medical)
38	Agriculture technician (agriculture extension)
39	Dairy technician
40	Horticultural technician
41	Other agronomy, horticultural and farming related technicians
42	Forester (e.g., ranger, forest guard)
43	Aeronautic engineering technician
44	Air traffic controller
45	Air traffic safety electronic technician
46	Other medical imaging and therapeutic equipment technician
47	Medical laboratory technician
48	Pathology laboratory technician
49	Swab Collector
50	Pharmaceutical technician
51	Pharmaceutical assistant
52	Dental technician
53	Prosthetic/Orthotic technician
54	Assistant nurse
55	Menpa
56	Therapy aide technician

57	Veterinary technician (e.g., livestock extension)
58	Veterinary assistant
59	Dental assistant
60	Medical record technician
61	Community Health Worker
62	Dispensing optician
63	Physiotherapy technician
64	Health assistant
65	Ophthalmic assistant
66	Occupational health and safety inspector
67	Emergency Medical Responder
68	Health associate professional not elsewhere classified
69	Stocks and shares broker
70	Valuer and loss assessor
71	Insurance representative/agent
72	Commercial sales representative
73	Trade broker
74	Clearing and forwarding agent
75	Employment agent
76	Labour contractor
77	Business services agent not elsewhere classified (Tour operators, Auctioners)
78	Office supervisor
79	Programme assistant
80	Customs inspector
81	Immigration inspector
82	Tax inspector
83	Government regulatory associate professionals not elsewhere classified (Labour inspector/BAFRA inspector)
84	Lay monk (gomchen)
85	Monk
86	Nun
87	Pow, Pam.....
88	Athlete
89	Fitness and recreation instructor and programme leader
90	Display decorator
91	Gallery technician
92	Library technician
93	Museum technician
94	Other artistic and cultural associate professional
95	Information and communications technology operations technician
96	Information and communications technology user support technician
97	Web administrator
98	Web technician
99	Audiovisual technician
100	Broadcasting equipment technician

101	Radio and television studio equipment operator
102	Other broadcasting and audiovisual technician
103	General office clerk
104	Office Assistant
105	Administrative assistant
106	Personal assistant
107	Dispatcher
108	Gaydrung
109	Typists and word processing operator
110	Data entry clerk/Data focal persons
111	Bank teller
112	Money changer (foreign exchange)
113	Postal service counter clerk
114	Bookmaker, Croupier and Related Gaming Worker
115	Money-lender
116	Pawnbroker
117	Debt Collector
118	Ticket issuing clerk (travel)
119	Check-in attendant (airline)
120	Airline ticket agent
121	Contact Centre Information Clerk
122	Community Centre operator
123	Telephone operator
124	Switch Board operator (BPC, mining, manufacturing)
125	Hotel receptionist
126	Inquiry clerk
127	Receptionist (general)
128	Market research/ Survey Interviewer (Enumerators)
129	Client information worker not elsewhere classified
130	Accounting clerk
131	Book keeping clerk
132	Financial clerk
133	Insurance clerk
134	Brokerage clerk
135	Payroll clerk (wage)
136	Stock clerk
137	Store keeper
138	Weighing Clerk
139	Production clerk
140	Transport clerk
141	Assistant Librarian (School and office)
142	Mail carrier
143	Postman/woman
144	Sorting clerk
145	Coding, proofreading and related clerk

146	Scribes and related workers
147	Filing and copying clerk
148	Human resource assistant
149	Human resource clerk
150	Clerical support workers not elsewhere classified
151	Cabin attendant
152	Cabin in charge
153	Transport conductor (public transport)
154	Tourist guide
155	Cook
156	Bartender
157	Hairdresser
158	Barber
159	Beautician
160	Building caretaker (including Koenyer)
161	Other fortune-teller and related worker
162	Companion and valet
163	Undertaker and Embalmer
164	Animal care worker
165	Zoo keeper
166	Driving instructor
167	Personal services worker not elsewhere classified (Draying worker)
168	Stall and market salesperson
169	Street food salesperson
170	Shopkeeper
171	Shop supervisor
172	Shop sales assistant
173	Cashier and ticket clerk
174	Fashion and other model
175	Door-to-door salesperson
176	Contact centre salesperson
177	Service station attendant (Working in fuel stations)
178	Car wash service attendant
179	Service attendant (checking, replenishing and repair of vehicle tyres, light bulbs and windscreen wiper blades)
180	Food service counter attendant
181	Sales worker not elsewhere classified
182	Creche
183	Care giver (in primary schools)
184	Teacher aide
185	Warden/Matron
186	Health care assistant
187	Home-based personal care worker
188	Personal care worker in health services not elsewhere classified
189	Firefighter

190	Police constable
191	Prison guard
192	Security guard (includes all types of security guards)
193	Protective services worker not elsewhere classified
194	Mushroom cultivator
195	Livestock and dairy farmer
196	Apiarist (Beekeeper)
197	Animal producer not elsewhere classified
198	Field Assistant (NRDCL)
199	Fisher
200	Hunter and Trapper
201	Subsistence Gatherer, Fisher, Hunter and Trapper
202	House builder (House construction worker)
203	Bricklayer
204	Stonemason, Stone Cutter, Splitter and Carver (doo zop)
205	Terrazzo worker
206	Carpenter (shingzow)
207	Building and related trade worker not elsewhere classified
208	Roofer
209	Floor layer
210	Tile layer
211	Plasterer
212	Insulation worker
213	Glazier
214	Pipe fitter
215	Plumber
216	Air conditioning equipment mechanic
217	Refrigeration mechanic
218	Building painter
219	Traditional painter (lhadrip)
220	Motor vehicle spray painter
221	Varnisher
222	Coremaker
223	Metal casting moulder
224	Flame cutter
225	Welder
226	Sheet metal worker (Penal Beater)
227	Structural metal preparer/erector
228	Cable and rope splicer
229	Rigger
230	Blacksmith (gaw)
231	Tool maker
232	Machine tool operator/metal turner
233	Machine tool setter
234	Metal polisher

235	Tool sharpener
236	Wheel grinder
237	Motor vehicle mechanic/Auto mechanic
238	Aircraft engine mechanic
239	Construction machinery mechanic
240	Farm machinery repairer
241	Mining machinery repairer
242	Bicycle repairer
243	Watch and clock repairer
244	Medical device assembler/repairer
245	Musical instrument maker
246	Jewelry and Precious Metal Worker (goldsmith, silversmith)
247	Brick and tile moulder
248	Potter
249	Glass cutter
250	Glass finisher
251	Glass grinder
252	Glass blower
253	Decorative painter
254	Glass enameller
255	Engraver
256	Basket maker (tsharzop)
257	Wood carver (paap)
258	Cloth weaver
259	Traditional boot maker (tshoglam maker)
260	Handicraft worker not elsewhere classified
261	Desktop publishing operator
262	Plate making (printing)
263	Printing worker
264	Book binder
265	Electrician
266	Automotive/Auto electrician
267	Electrical household appliance repairer
268	Electrical generator fitter
269	Electric cable jointer (power transmission lines)
270	Electric power line worker/installer
271	Aircraft maintenance workers
272	Automated teller machines mechanic
273	Electronics mechanic/servicer
274	Photocopy machine technician
275	Computer repairer
276	Mobile repairer
277	Telecommunications line worker
278	Baker
279	Dairy products maker

280	Jam maker
281	Fruit and vegetable pickler
282	Liquor/wine taster
283	Food taster (including non-alcoholic beverages)
284	Tobacco maker
285	Wood treater
286	Wood furniture maker
287	Furniture production machine operator
288	Sawyer
289	Wood products machine operator
290	Wood turner (shazo)
291	Tailor (tshemzo)
292	Garment marker/cutter
293	Garment pattern-maker
294	Sewer
295	Embroiderer (tsemdrup)
296	Furniture upholsterer
297	Mattress maker
298	Vehicle upholsterer
299	Pelt Dressers, Tanners and Fellmongers
300	Cobbler
301	Shoe Maker
302	Underwater Diver
303	Blaster
304	Short firer
305	Product Grader and Tester
306	Pest controller
307	Weed controller
308	Religious item maker (nga, dung, jaling)
309	Bogger operator (boomer, jumbo operator)
310	Driller (mining)
311	Miner (including plant operator)
312	Quarrier (including plant operator)
313	Dragline operator
314	Crusher operator (mineral or stone processing)
315	Machine operator (stone cutting or processing)
316	Boring equipment operator
317	Derrick operator
318	Drilling plant operator
319	Cast concrete product machine operator
320	Concrete mixing plant operator (including concrete mixer operator)
321	Concrete pump operator
322	Metal extrusion plant operator
323	Metal heat treating operator
324	ladle pourer

325	Steel roller
326	Metal coating machine operator
327	Metal finishing machine operator
328	Metal plating machine operator
329	Pharmaceutical products machine operator
330	Toiletry products machine operator (soap,toilet paper,etc...)
331	Photographic products machine operator
332	Rubber products machine operator (polythene)
333	Tyre repairer (tyre retreading/resoling)
334	Plastic products machine operator (plastics bottle blower, extrusion, plastic bag)
335	Paper products machine operator (cardboard, envelope and paper bag, egg tray, etc.)
336	Fibre machine operator
337	Thread and yarn machine operator (spinning and winding)
338	Weaving and knitting machine operator
339	Sewing machine operator
340	Embroidery machine operator
341	Dyeing machine operator
342	Textile bleaching machine operator
343	Fur and leather preparing machine operator
344	Machine operator (footwear production)
345	Dry-cleaning machine operator
346	Laundry machine operator
347	Pressing machine operator
348	Textile, fur and leather products machine operator not elsewhere classified
349	Bakery products machine operator
350	Dairy products machine operator
351	Pulp and papermaking plant operator (Deysho)
352	Log cut-off operator (power chain operator)
353	Plywood machine operator
354	Sawmill machine operator
355	Brick kiln operator
356	Ceramics machine operator
357	Clay mixing machine operator
358	Glass blowing machine operator
359	Glass production machine operator
360	Pottery kiln operator
361	Tile kiln operator
362	Boiler operator
363	Stoker
364	Bottle filler
365	Canning machine operator
366	Labelling machine operator
367	Packing/wrapping machine operator
368	Stationary plant and machine operator not elsewhere classified (Cable and rope splicing machine operator, incense making machine operator)

369	Motor Vehicle and machineries assembler (engine, gearbox, etc...)
370	Turbine assembler
371	Electrical equipment assembler
372	Electromechanical equipment assembler
373	Electronic equipment assembler (telephone, computer, etc....)
374	Assembler not elsewhere classified (cycle assembler)
375	Locomotive engine driver
376	Railway Brake, Signal and Switch Operator
377	Motorcycle driver
378	Ambulance driver
379	Light vehicle car driver
380	Taxi driver
381	Bus driver
382	Tram driver
383	Concrete/transit mixer driver
384	Fire-engine driver
385	Garbage truck driver
386	Heavy truck driver (truck, tripper, etc...)
387	Medium vehicle driver (DCM)
388	Recovery van driver
389	Timber carrier driver
390	Tractor driver (power tiller driver)
391	Excavator/Bull dozer machine operator
392	Road making machine operator (including road roller operator, etc....)
393	Cable car operator
394	Crane operator
395	Hoist operator
396	Mine cage operator
397	Lifting truck operator
398	Sailor
399	Ferry hand
400	Boatswain
401	Hand presser
402	Brick layer's assistant
403	Hand Wrapper
404	Hand and pedal vehicle driver
405	Drivers of animal-drawn vehicle and machinery
406	Freight handler
407	Warehouse porter
408	Shelf filler
409	Fast food preparer
410	Street services worker
411	Street vendor (excluding food)
412	Recycling collector
413	Hotel porter

414	Food deliverer (Pizza and other food related)
415	Messenger
416	Newspaper deliverer
417	Meter Reader
418	Vending-machine collector
419	Water and Firewood collector

Unskilled

1	Waiter
2	Domestic housekeeper
3	Logger
4	Doma peeler (machine)
5	Domestic Cleaner/helper
6	Hand launderer
7	Window cleaner
8	Other cleaning worker
9	Other livestock labourer
10	Mixed farm labourer
11	Garden labourer
12	Horticultural labourer
13	Nursery labourer
14	Forestry labourer
15	Fishery and aquaculture labourer
16	Mining labourer
17	Maintenance labourer (roads, dams)
18	Hand Labeler
19	Hand Packer
20	Manufacturing labourer not elsewhere classified (loaders, bottle sorters, stackers)
21	Kitchen helper
22	Garbage collector
23	Garbage Sorter
24	Scrap Sorter
25	Luggage porter
26	Odd-job Person (undertake repairs)
27	Elementary worker not elsewhere classified
28	Bill collector
29	Ticket Collector (Train)
30	Housekeeper (hotel)
31	Housekeeper (other institution)
32	Babysitter

33	Rice farmer
34	Vegetable farmer
35	Potato farmer
36	Poultry farmer
37	Subsistence crop farmer
38	Subsistence vegetable grower
39	Subsistence livestock farmer
40	Subsistence mixed farmer
41	Meat seller/dresser
42	Cleaner (Offices, Hotels and Other Establishments)
43	Vehicle cleaner/car washer
44	Crop farm labourer
45	Dairy farm labourer
46	Bee Keeping labourer
47	Poultry Farm labourer
48	Earthmoving labourer
49	Building construction labourer
50	Baggage handler
51	Ticket collector (cinema)
52	Maize farmer
53	Other cereal farmer
54	Cardamom farmer
55	Fruit farmer
56	Nursery farmer (flower, fruits, ornaments)
57	Mixed crop farmer
58	Sericulturist (silk worm farmer)
59	Mixed farmer
60	Fish farmer
61	Deep-sea fishery worker
62	Cement worker
63	Building structure cleaner
64	Butcher
65	Quarrying labourer
66	Construction labourer (civil engineering)
67	Street sweeper
68	Parking fee collector