



THE

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be filed as a separate compilation.

PART I—B

Jammu and Kashmir Government—Notifications.

GOVERNMENT OF JAMMU AND KASHMIR CIVIL SECRETARIAT LABOUR AND EMPLOYMENT DEPARTMENT

Notification

Srinagar, the 26th October, 2017.

SRO-460. Whereas, in terms of clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, a notification SRO-73 of 2017 dated 23-02-2017 was published in Government Gazette dated 27th April, 2017 whereby the proposal for revising the minimum rates of wages was issued for inviting objections/suggestions from the persons likely to be affected, within a period of 02 months ;

Whereas, in pursuance to said notification, 3 number of objections/suggestions were received by the department within the stipulated period of 02 months. The same were placed before the State Advisory Board for consultation and subsequent recommendations of State Advisory Board were taken into the consideration by the Government.

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. XI of 1948), the Government of Jammu and Kashmir, after consulting the State Advisory Board constituted under the Act, hereby revise the minimum rates of wages in respect of the scheduled employments shown in Annexure A as under :

S.No.	Category	Minimum Wages Per Day (in Rs.)
1.	Un-Skilled	225
2.	Skilled	350
3.	Highly Skilled	400
4.	Administrative/Ministerial/ Accounts Staff	325

The guiding definitions of Un-skilled, Skilled and Highly Skilled works and classification of works thereof, are only illustrative/indicative in nature and not exhaustive, and are given in Annexure -Bø

However, wages earned before the issuance of this notification by now declassified ~~Semi-skilled workers~~ shall be protected and continued to be paid as per the rates, which they are receiving.

This notification shall come into force with effect from 1st November, 2017.

By order of the Government of Jammu and Kashmir.

(Sd.) KIFAYAT HUSSAIN RIZVI, IAS,
Commissioner/Secretary to the Government.

Annexure -A

The Schedule

Part-I	
1.	Employment in any Wollen Carpet making or Shawl Weaving establishment
2.	Employment in any Rice Mill, Floor Mill or Dal Mill
3.	Employment in any Tobacco (including bidi making) manufacturing
4.	Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee
5.	Employment in any Oil Mills (Including Kohloos)
6.	Employment under any local authority
7.	Employment on the construction or maintenance of roads or in building operations
8.	Employment in Stone breaking or Stone crushing
9.	Employment in any lac manufacturing
10.	Employment in any mica works
11.	Employment in Public Motor Transport
12.	Employment in Tanneries and Leather Manufacturing
13.	Employment in Embroidery including Chain-stitch, Gubba Embroidery and Namdah making
14.	Employment in Wood Carving
15.	Employment in Workshop
16.	Employment in Private Brick and Tile Making
17.	Employment in Shops and Establishments
18.	Employment in Private Transport Industry
19.	Employment in Forest Industry
20.	Employment in Light Engineering Works
21.	Employment in Steel and Metal Rolling Mills
22.	Employment in Silicate and Chemical Works
23.	Employment in Auto body Fabrication
24.	Employment in manufacture of Wood Products including paper and paper products
25.	Employment in manufacture of Food Products
26.	Employment in manufacture of Metal and Steel Utensils

27.	Employment in Rosin and Turpentine Products
28.	Employment in manufacture of Soap and Detergent
29.	Employment in manufacture of Sports Goods
30.	Employment in Saw Mills and Joinery Products
31.	Employment in Electricals and Electric Goods
32.	Employment in Arms and Ammunition including private security agencies
33.	Employment in Tailoring and Garment working
34.	Employment in manufacture of Drinks and Beverages
35.	Employment in Ice Factories and Cold Storages
36.	Employment in Hair Cutting Saloons
37.	Employment in manufacture of Medicines and Hospital Equipments as well as Private Hospitals and Nursing Homes
38.	Employment in Walnut Processing Units
39.	Employment in Private Educational Institutions
40.	Employment in Private Coaching Centres
41.	Employment in Sweeping and Cleaning
42.	Employment in Brick Kiln Industry
43.	Employment in Cement Industry
44.	Employment in Plastic Industry
45.	Employment in Hotel/Restaurant/Tea Stall and Cinemas
	Part-II
1.	Employment in agriculture, that is to say, in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing and harvesting of any agricultural or horticultural commodity, the raising of live-stock, bees or poultry, and any practice performed by a farmer on farm as incidental to or in conjunction with farm operations (including any forestry or timbering operations and the preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce).

(Sd.) DR. IRFAN ALI KHAN, KAS,
Under Secretary to the Government.

S. No.	Name of employment
1.	Bajri-spreader
2.	Belder
3.	Beater Women
4.	Belowman
5.	Chain Men
6.	Boat Man
7.	Bucket Man
8.	Carrier (Stone/Water)
9.	Cart Man
10.	Concrete Hand Mixer
11.	Driver (Bullock, Camel, Donkey, Mule)
12.	Shuttlers

S. No.	Name of employment
1	2
13.	Boatman (Hand)
14.	Chainman
15.	Cracker
16.	Excavator
17.	Greaser
18.	Dil Man
19.	Stocker
20.	Tindals
21.	Crowbar Man
22.	Daffadar
23.	Flag Man
24.	Gang Man
25.	Handle Man
26.	Jumper Man
27.	Kamin (Female Worker)
28.	Khalasi
29.	Lamp Man
30.	Petrol Man
31.	Searcher
32.	Singal Man
33.	Slings
34.	Breaker
35.	Checker
36.	Daftri
37.	Foreman/Fireman
38.	Grinder
39.	Quarry Man
40.	Thatcher
41.	Trolly Man
42.	Strikers
43.	Tatti Boy
44.	Tile Turner
45.	Trolly Man
46.	Valve Controller
47.	White Washer
48.	Coal Man
49.	Condenser Attendant
50.	Grass Cutter

S. No.	Name of employment
1	2
51.	Mucher Jamadar
52.	Belchawala
53.	Bhisti
54.	Canner Weaner
55.	Cherpoy Stringar
56.	Dolly Man
57.	Charami (Thatcher)
58.	Lescar
59.	Storeman
60.	Thoomba Man (Spade Worker)
61.	Jamadar

Forest Industry

1. Rope Man (Fielding Operation)
2. Wage Driver
3. Porter
4. Hammer Man (Fielding Operation)
5. Delimber/Debarkar (Egging Operation)
6. Stacking carriage Labour Machine (Sawing)
7. Dragger Ghalla labour (Pathree)
8. Galla labour (Nallah Mahan)
9. Bhallas
10. Bhajies (Camp carriage)
11. Nakise Carriage (River Mahan) labour and helpers
12. Resin tin carriers
13. Clooper carriages
14. Nursery and plantation
15. Water carrier
16. Grass Cutter

Agriculture Industry

1. Preparation of Soil embanking
2. Presowing activities
3. Manuring/Irrigation
4. Thrashing/Winnowing, Miscellaneous work
5. Storing
6. Herdman

Rice, Flour, Dal Mills Industry

S. No.	Name of employment
1	2
1.	Pipe Man
2.	Bag Man
3.	Manker
4.	Guardman
5.	Weighman
6.	Chakkiman
7.	Wireman
8.	Machineman
9.	Beltman
10.	Wheat Cleaner
11.	Goal Man
12.	Truck Cleaner
13.	Cart Man
14.	Greaseman
15.	Motor Attendent
16.	Woleman
17.	Washerman
18.	Fireman
19.	Latheman
20.	Palleder
21.	Water Carrier
22.	Refractioner
23.	Ganer
24.	Silkman
25.	Ropeman
26.	Oilman
27.	Switchman
28.	Asstt. Fitter

Hotels/Restaurants, Tea Stalls and Cinemas

S. No.	Name of employment
1	2
1.	Waiter
2.	Bearer
3.	Room/Table Boy
4.	Pantry Man

S. No.	Name of employment
1	2
17.	Carpenter
18.	Cane Man
19.	Concrete Mixer Operator
20.	Electrician
21.	Polisher
22.	Charmi
23.	Distemperer
24.	Pump Driver
25.	Rivetter
26.	Surveyor
27.	Upholsterer
28.	Glassman
29.	Armature
30.	Boiler Man
31.	Blasterer
32.	Celotax Cutter Maker
33.	Cobbler
34.	Plumber
35.	Moulder
36.	Moulder
37.	Clezior
38.	R.E Driver
39.	Road Inspector
40.	Tarman
41.	Welder
42.	Shuttering

Forest Industry

1. Fellings Mistry, Saw and Setters
2. Hand Sawing Meyana Mistry
3. Machine Sawing Mechanics
4. Fellers
5. Sawyers
6. Looper
7. Axeman (Pachhaiwala)
8. Crane Operator

S. No.	Name of employment
1	2
9.	Pacci Nalli Mistry
10.	Gravity Rope Spileer
11.	Crane Operator and Cable Machine Mistry
12.	Danga Mistry
13.	Leg Cutters
14.	Long Carver
15.	Sorter Fangman
16.	Technician/Mechanic
17.	Nallah Mahan, Mohri Mistry
18.	River Mahan Buffalo Skin Swimmers
19.	Boom Mistry
20.	Resin Taper
21.	Machine Sawyers/Mistries/Saw Setters
22.	Pathroo Mistries
23.	Pacci Nalli Operator

Agriculture Industry

1. Tractor Driver
2. Ploughing
3. Tube-well Driver
4. Sowing/Transplanting
5. Weeding
6. Harvesting

Brick Kiln Private Industry

1. Mistry
2. Fireman
3. Bhariyas
4. Pump Driver
5. Nikasi Walla
6. Brick layers
7. Vehicle Driver
8. Pathera Wala (Boulder)
9. Belder

Rice, Flour, Dal Mills Industry

S. No.	Name of employment
1	2
1.	Foreman
2.	Technician
3.	Electrician
4.	Blacksmith
5.	Fitter
6.	Operator
7.	Welder
8.	Carpenter
9.	Mistry
10.	Driver
11.	Engine Driver
12.	Turner
13.	Truck Driver
14.	Car Driver
15.	Groovier
16.	Mechanic
17.	Packer

Hotels/Restaurants, Tea Stalls and Cinemas

1. Butler
2. Head Waiter
3. Electrician
4. Tandooria
5. Cook
6. Confectioners
7. Projector Operator
8. Steward
9. Head Bearer
10. Painter

General

1. Machine Operators
2. Head Salesman
3. Managers
4. Silk weaving
5. Paper Machie

S. No.	Name of employment
1	2
6.	Packers
7.	Boiler Man
8.	Sharper/Slotter
9.	Sprayer
10.	Cinema Operator
11.	Dry cleaners (Machine Operator)
12.	Washer Man
13.	Mobile/computer/T.V/Radio etc. repairer
14.	Ironman and Dyer (both in dry-cleaning)
15.	Mechanic/Mistry
16.	Gardener
17.	Motor Vehicle Drivers
18.	Head Cooks
19.	Shawl weaving
20.	Guides (with formal training)
21.	Espresso man
22.	Computer Operators
23.	Machine repairer
24.	Tailor
25.	Head Bearer
26.	Film repairer (Film distribution)
27.	Black smith
28.	Cobbler
29.	A.C/Refrigerator/Cooler
	Mechanics/repairers
30.	Navghani
31.	Technicians (without diploma or degree)
32.	Electrical Motor Binder
33.	Security guard (armed)
34.	Wood carving
35.	Embroidery
36.	Head clerks
37.	Copper Smith
38.	Steward
39.	Carpet weaving
40.	Bath fitter
41.	Artificial flooring fitter
42.	Crusher operator
43.	Steel/Iron/Metal fabricators/moulders
44.	Bakery maker

S. No.	Name of employment
1	2
45.	Denting/smoothing
46.	Barber
47.	Photography/Videography
48.	Stone/Wood Polisher
49.	Laboratory/Library Assistants
50.	Any other job which requires a minimum qualification of graduation in any stream/any other categories by whatever name called which are of a skilled nature.

HIGHLY SKILLED

1. Goldsmith
2. Overseer (Diploma Holder)
3. Librarian
4. Computer operator with degree or diploma
5. Architects
6. Mobile/Computer/T.V/Radio etc. repairer (with degree or diploma)
7. Chemical Analyst
8. Geologist
9. Designer/Reader (Carpet/Shawl weaving/Embroidary/Wood Carving)
10. X-Ray/CT scan/MRI scan/USG/ECG Technicians
11. Operation Theatre Technicians
12. Beautician
13. Pharmacists
14. Manager with Diploma or Degree
15. Computer analyst
16. Thresher/harvester machine drivers
17. Metallurgical analyst
18. Soil analyst
19. Analyst/Editor (Videography/Photography)
20. Engineers
21. Medical Assistants/Technologists
22. Paramedical staff and Nurses
23. Technicians (with Diploma or Degree)

S. No.	Name of employment
1	2
24.	Fashion Designer
25.	Computer Programmer
26.	Trawler/Bulldozer/JCB/Lorry drivers
27.	Repairers of Electronic and electric appliances/gadgets (with Degree or Diploma)
28.	Draftsman
29.	Caligraphy
30.	Painter (Potrait maker/art paintings)
31.	Labarotory Technicians
32.	Anaesthesia/Dialysis Technician
30.	Painter (Potrait maker/Art paintings)
31.	Labarotory Technicians
32.	Anaesthesia/Dialysis technician
33.	Any other job which requires a skill gained through a professional qualification/Post-graduation in any stream/any other categories by whatever name called which are of a highly skilled nature.

Administrative/Ministerial/Accounts Staff

1. All clerical works
2. Store Issuer/keeper
3. Tally Clerk
4. Time-Keeper
5. Xerox/Fax machine operator
6. Munshi
7. Cashier/Accountant
8. Booking clerks
9. Telephone Operator
10. Receptionist
11. Gestener Operator
12. Typists
13. Recordkeeper
14. Supervisor
15. Any other categories by whatever name called which are of a Administrative/ Ministerial/Accounts/Clerical nature.

Note : The classification is not exhaustive and is only illustrative in nature.

(Sd.) DR. IRFAN ALI KHAN, KAS,
Under Secretary to the Government.