

THE JAMMU AND KASHMIR OFFICIAL GAZETTE

Jammu and Kashmir Government—Notifications.

GOVERNMENT OF JAMMU AND KASHMIR CIVIL SECRETARIATÔ LABOUR AND EMPLOYMENT DEPARTMENT, JAMMU/SRINAGAR.

Notification

Jammu, the 12th of October, 2022.

S.O.-513.ô Whereas, in terms of clause (b) of Sub-Section (1) of Section 5 of the Minimum Wages Act, 1948, a Notification S.O.ô 315 of 2022 dated 27-06-2022 was published in Government Gazette whereby the proposal for revising the minimum rates of wages was

Whereas, in pursuance to the said notification, twenty (20) numbers of objections/suggestions/comments were received by the department, within the stipulated period of 02 months. The same were placed before the Advisory Board, constituted under the Act vide Government Order No. 957-JK (GAD) of 2022 dated 18-08-2022, for consultation. The subsequent recommendations of 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 Advisory Board constituted under the Act, hereby, revise the minimum rates of wages in respect of the scheduled employments forming **Annexure-A** to the notification :ô

S.	Category of Employment	Minimum Daily Wage (in Rs.)
No.		

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1.	Unskilled	311
2.	Semi-skilled	400
3.	Skilled	483
4.	Highly Skilled	552
5.	Administrative/Ministerial	449

The definitions of (Un-Skilled, Semi-Skilled, Skilled and Highly Skilled Works) is as under :ô

- i. Unskilled Work means work which involves simple operations requiring little or no skill or experience on the job.
- ii. Semi-skilled means work which involves skill or competence acquired through experience on the job.
- iii. Skilled Work means work which involves skill or competence acquired through experience on the job (for more time as compared to Semi-Skilled in similar nature of work) or through

- - iv. Highly Skilled Work means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional training or practical work experience for certain reasonable period and requires of worker to assume full responsibility for the judgment or decision involved in the execution of the tasks. The above definitions are only illustrative and not exhaustive. The classification of Employments are illustrated at **Annexure B.**

This notification shall come into force from the 17th Day of October, 2022.

By order of Government of Jammu and Kashmir.

(Sd.) SARITA CHAUHAN, IAS,

Commissioner/Secretary to Government.

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The Schedule

- 1. Employment in any Woolen 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-stich, 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. Empolyment in Forest Industry.
- 20. Employment in Light Engineering Works.
- 21. Employment in Steel and Metal Rolling Mills.

- 22. Empolyment in Silicate and Chemical Works.
- 23. Empolyment in Auto body Fabrication.
- 24. Empolyment in manufacture of wood products including paper and paper products.
- 25. Empolyment in manufacture of Food Products.
- 26. Employment in manufacturing of Metal and Steel Utensils.
- 27. Employment in Rosin and Turpentine Products.
- 28. Employment in manufacturer of Soap and Detergent.
- 29. Empolyment in manufacture of Sports Goods.
- 30. Employment in Saw Mills and Joinery Products.
- 31. Employment in Electrical and Electric Goods.
- 32. Employment in Arms and Ammunition including private security agencies.
- 33. Empolyment in Tailoring and Garment Working.
- 34. Empolyment in manufacture of Drinks and Beverages.
- 35. Empolyment in Ice Factories and Cold Storages.
- 36. Empolyment in Hair Cutting Saloons.
- 37. Empolyment in manufacture of Medicines and Hospital Equipments as well as Private Hospital and Nursing Homes.
- 38. Empolyment in Walnut Processing Units.
- 39. Empolyment in Private Educational Institutions.
- 40. Empolyment in Private Coaching Centers.
- 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 carriage for transportation to market of farm produce).

(Sd.) NISAR AHMED SHAD, JKAS,

Deputy Secretary to Government.

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Classification

UNSKILLED

24.

Gang Man

Construction Industry

S. No. Name of Employment 2 1 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 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

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- 25. Handle Man
- 26. Jumper Man
- 27. Kamin (Female Worker)
- 28. Khalasi
- 29. Lamp Man
- 30. Petrol Man
- 31. Searcher
- 32. Singal Man
- 33. Slingers
- 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

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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.	Ghalla 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

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 - 4. Thrashing/Winnowing, Miscellaneous work.
- 5. Storing
- 6. Herdman

Rice, Flour, Dal Mills Industry

- 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 Attendant
- 16. Woleman
- 17. Washerman
- 18. Fireman
- 19. Latheman
- 20. Palleder
- 21. Water Carrier
- 22. Refractioner
- 23. Ganer
- 24. Silk Man
- 25. Rope Man

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9.

10.

11.

12.

Loader/Unloader

Securityguard (un-armed)

of an un-skilled nature.

Any other categories by whatever name called which are

Helper

SKILLED

Construction Industry

24.

25.

Pump Driver

Rivetter

1 $\hat{0} \ \hat{0} \$ 1. Mistry 2. Bhandari 3. Mason 4. Cabinet Maker 5. Chick-Maker 6. Caremaker 7. Painter 8. Line Man 9. Plasterer 10. Pump Man 11. Rattan Man 12. Road Binder 13. Turner 14. Bore/Well Driller 15. Quarry Operator 16. Blacksmith 17. Carpenter 18. Cane Man 19. Concrete Mixer Operator 20. Electrician 21. Polisher 22. Charmi 23. Distemperer

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- 26. Surveyor
- 27. Upholsterer
- 28. Glass Man
- 29. Armature
- 30. Boiler Man
- 31. Blasterer
- 32. Celotax Cutter Maker
- 33. Cobbler
- 34. Plumber
- 35. Moulder
- 36. Clezior
- 37. R.E. Driver
- 38. R.oad Inspector
- 39. Tarman
- 40. Welder
- 41. Shuttering

Forest Industry

- 1. Feelings Mistry, Saw and Setters
- 2. Hand Sawing Meyana Mistry
- 3. Machine Sawing Mechanis
- 4. Fellers
- 5. Sawyers
- 6. Looper
- 7. Axeman (Pachhaiwala)
- 8. Crane Operator
- 9. Pacci Nalli Mistry

- 1 $\hat{0} \ \hat{0} \$ Gravity Rope Spileer 10. Crane Operator and Cable Machine Mistry 11. 12. Danga Mistry 13. Leg Cutters 14. Long Carver 15. Sorter Fangman Technician/Mechanic 16. 17. Nallah Mahan, Mohri Mistry River Mahan Buffalo Skin Swimmers 18. 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

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- 4. Pump Driver
- 5. Nikasi Walla
- 6. Brick layers
- 7. Vehicle Driver
- 8. Pathera (Boulder)
- 9. Belder

Rice, Flour, Dal Mills Industry

- 1. Foremen
- 2. Technical
- 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. Machanic
- 17. Packer

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Hotels/Re	estaurants, Tea Stalls and Cinemas
1.	Butler
2.	Head Waiter
3.	Electrician
4.	Tandooria
5.	Cook
6.	Confectioners
7.	Project Operator
8.	Steward
9.	Head Bearer
10.	Painter.
General	
1.	Machine Operators
2.	Head Salesman
3.	Managers
4.	Silk Weaving
5.	Paper Machi
6.	Packers
7.	Boilerman
8.	Sharper-Slotter
9.	Sprayer
10.	Cinema Operator
11.	Dry Cleaners (Machine Operator)
12.	Washerman
13.	Mobile/Computer/TV/Radio etc. repairer
14.	Ironman and Dryer(both in Dry Cleaning)
15.	Machanic/Mistry
16.	Gardener

17.

Motor Vehicle Drivers

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18.	Head Cook										
19.	Shawl Weaving										
20.	Guides (with formal training)										
21.	Espresso Man										
22.	Computer Operators										
23.	Machine Repairers										
24.	Tailors										
25.	Head bearer.										
26.	Film Repairer (Film Distribution)										
27.	Blacksmith										
28.	Cobbler										
29.	A.C/Refrigerator/Cooler Mechanics/Repairers										
30.	Navghani										
31.	Technician (without diploma or degree)										
32.	Electrical Motor Binder										
33.	Security Guard (Armed)										
34.	Wood Carving										
35.	Embroidery										
36.	Head Clerks										
37.	Coopersmith										
38.	Steward										
39.	Carpet Weaving										
40.	Bath fitter										
41.	Artificial Flooring Fitter										
42.	Crusher Operator										
43.	Steel/Iron/Metal Fabricators/Moulders										

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- 44. Bakery Maker
- 45. Denting/Smoothening
- 46. Barber
- 47. Photography/Videography
- 48. Stone/Wood Polisher
- 49. Laboratory/Library Assistant
- 50. Any other job which requires a minimum qualification of graduation in any stream/any other categories by whatever name called which or 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/UCG Technicians
- 11. Operation Theater Technicians
- 12. Beautician
- 13. Pharmacists
- 14. Manager (with Diploma or Degree)
- 15. Computer Analyst
- 16. Thresher/Harvester Machine Drivers
- 17. Metallurgical Analyst

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- 18. Soil Analyst
- 19. Analyst/Editor (Videography/Photograhy)
- 20. Engineers
- 21. Medical Assistants/Technologist
- 22. Para Medical Staff and Nurses
- 23. Technician (with Diploma or Degree)
- 24. Fashion Designer
- 25. Computer Programmers
- 26. Trawler/Bulldozer/JCB/Lorry Drivers
- 27. Repairers of Electronic and Electric appliance/Gadgets (with Degree or Diploma)
- 28. Draftsman
- 29. Caligraphy
- 30 Painter (Portrait Maker/Art Paintings)
- 31. Laboratory Technicians
- 32. Anesthesia/Dialysis Technicians
- 33. Any other job which requires a skill gained through professional qualifications/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. Storeissuer/Keeper
- 3. Tally Clerks
- 4. Timekeeper
- 5. Zerox/Fax Machine Operator
- 6. Munshi
- 7. Cashier/Accountant
- 8. Booking Clerks
- 9. Telephone Operator
- 10. Receptionist
- 11. Gestener Operator

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- 12. Typist
- 13. Recordkeeper
- 14. Supervisor
- 15. Any other categories by whatever name called which are of a Administrative/Ministerial/Accounts/Clerical nature.

Note :ô The above classification is only of illustrative Nature and is not exhaustive.

(Sd.) NISAR AHMED SHAD, JKAS,

Deputy Secretary to Government.