

**Government of Jammu and Kashmir**  
**Labour and Employment Department**  
**Civil Secretariat, Jammu/ Srinagar**

...

Notification  
 Jammu, 12<sup>th</sup> of October, 2022

S.O. 513 Whereas, in terms of clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948, a notification S.O 315 of 2022 dated 27.06.2022 was published in Government Gazette whereby the proposal for revising the minimum rates of wages was issued for inviting objections / suggestions / comments from the person likely to be affected, within a period of 02 months; and

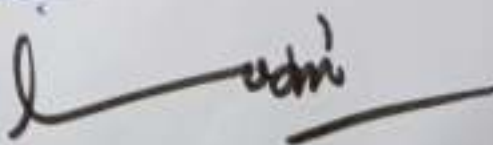
Whereas, in pursuance to the said notification, twenty (20) numbers of objections/suggestions/ comments were received by the department, within the stipulated period of 02 months. The same were placed before the Advisory Board, constituted under the Act vide Government order no. 957-JK (GAD) of 2022 dated 18.08.2022, for consultation. The subsequent recommendations of Advisory Board were taken into the consideration by the Government; and

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: -

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

- 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 training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgment.

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 17<sup>th</sup> Day of October, 2022

By order of Government of Jammu and Kashmir.

Sd/-

(Sarita Chauhan) IAS

Commissioner/ Secretary to Government

No. LE-Genl/56/2022-11-L&E

Dated: 12.10.2022.

**Copy to the: -**

1. Secretary to Government of India, Ministry of Labour and Employment, N. Delhi.
2. Joint Secretary, MHA (J&K), Government of India, New Delhi.
3. Principal Secretary to Hon'ble Lieutenant Governor, J&K.
4. All Administrative Secretaries.
5. Divisional Commissioner, Jammu/ Kashmir.
6. All Heads of Departments.
7. Director Information, J&K, Jammu/ Srinagar for publication.
8. All Deputy Commissioners.
9. Additional Secretary to CS, J&K for information of the Worthy Chief Secretary.
10. General Manager, Govt. Press, for publication of the notification in Govt. Gazette.
11. Private Secretary to Advisor (B) to HLG.
12. PS to Commissioner/ Secretary to Govt., Labour & Employment Deptt.
13. I/e Website, Labour, and Employment.
14. Stock file.

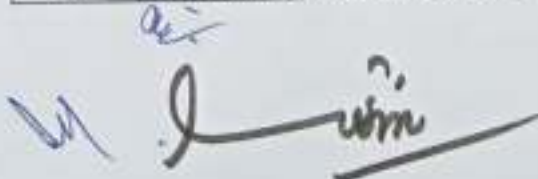
(Nisar Ahmed Bhadi) JK 12.10.22  
Deputy Secretary to Government



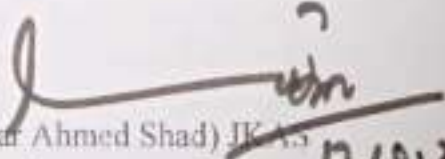
## Annexure-"A"

## 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 <i>bidi</i> 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 <i>Kohloos</i> )
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, <i>Gubba</i> Embroidery and <i>Namdah</i> 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 manufacturing of Metal and Steel Utensils
27.	Employment in Rosin and Turpentine Products
28.	Employment in manufacturer of Soap and Detergent
29.	Employment 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.	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 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
<b>Part-II</b>	
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).

  
 (Nisar Ahmed Shad) JK-15  
 Deputy Secretary to Government  
 12.10.22

ANNEXURE 'B'

## Classification

## UNSKILLED

## Construction Industry

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
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	HandleMan
26	Jumper Man
27	Kamin (Female Worker)
28	Khalasi
29	Lamp Man
30	Petrol Man
31	Searcher

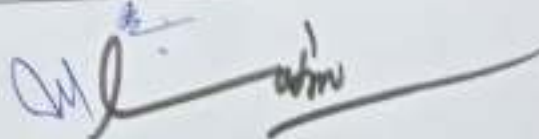
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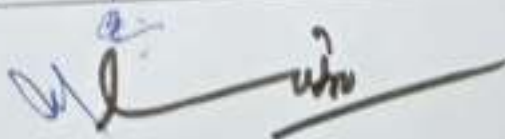
32	Singal Man
33	Slings
34	Breaker
35	Checker
36	Daftri
37	Foreman/Fireman
38	Grinder
39	Quarry Man
40	Thatcher
41	Trolly Man
42	Strikers
43	Tatti Boy
44	Tile Turner
45	Trolly Man
46	Valve Controller
47	White Washer
48	Coal Man
49	Condenser Attendant
50	Grass Cutter
51	Mucher Jamadar
52	Belchawala
53	Bhisti
54	Canner Weaner
55	Cherpoy Stringar
56	Dolly Man
57	Charami (Thatcher)
58	Lescar
59	Storeman
60	Thoomba Man (Spade Worker)
61	Jamadar
<b>Forest Industry</b>	
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)

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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
<b>Agriculture Industry</b>	
1.	Preparation of Soil Embanking
2.	Presowing activities
3.	Manuring/Irrigation
4.	Thrashing/Winning, Miscellaneous work
5.	Storing
6.	Herdman
<b>Rice, Flour, Dal Mills Industry</b>	
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.	Grease man
15.	Motor Attendant
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.	Asst. Fitter
<b>Hotels/Restaurants, Tea Stalls and Cinemas</b>	
1.	Waiter
2.	Bearer
3.	Room/Table Boy
4.	Pantry Man
5.	Masalchi
6.	Waterman
7.	Ticket Collector
8.	Cleaner/Kneeder/Guide
9.	Torch Boy
<b>General</b>	
1.	Peon
2.	Caretaker
3.	Gatekeeper/Gateman
4.	Malli
5.	Chowkidar/Watchman
6.	Mazdoor/Labourer
7.	Sweeper/Cleaner
8.	Salesman
9.	Loader/Unloader
10.	Helper
11.	Security guard (un-armed)
12.	Any other categories by whatever name called which are of an un-skilled nature.
<b>SKILLED</b>	
<b>Construction Industry</b>	
1	Mistry
2	Bhandari
3	Mason
4	Cabinet Maker
5	Chiek-Maker
6	Caremaker
7	Painter





8	Lineman
9	Plasterer
10	Pumpman
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
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	Clezior
37	R.E Driver
38	Road Inspector
39	Tarman
40	Welder
41	Shuttering
<b>Forest Industry</b>	
1	Feelings Mistry, Saw and Setters
2	Hand Sawing Meyana Mistry
3	Machine Sawing Mechanis
4	Fellers

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5	Sawyers
6	Looper
7	Axeman (Pachhaiwala)
8	Crane Operator
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
<b>Agriculture Industry</b>	
1	Tractor Driver
2	Ploughing
3	Tube-well Driver
4	Sowing/Transplanting
5	Weeding
6	Harvesting
<b>Brick Kiln Private Industry</b>	
1	Mistry
2	Fireman
3	Bhariyas
4	Pump Driver
5	Nikasi Walla
6	Brick layers
7	Vehicle Driver
8	Pathera Wala (Boulder)
9	Belder
<b>Rice, Flour, Dal Mills Industry</b>	
S.No	Name of employment
1.	Foremen

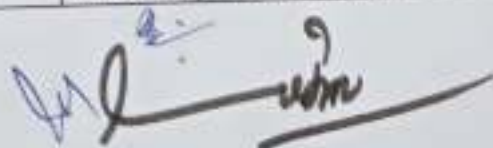


2.	Technical
3.	Electrician
4.	Blacksmith
5.	Fitter
6.	Operator
7.	Welder
8.	Carpenter
9.	Mistry
10.	Driver
11.	Engine Driver
12.	Turner
13.	Truck Driver
14.	Car Driver
15.	Groovier
16.	Mechanic
17.	Packer
<b>Hotels/Restaurants, Tea Stalls and Cinemas</b>	
1.	Butler
2.	Head Waiter
3.	Electrician
4.	Tandooria
5.	Cook
6.	Confectioners
7.	Project Operator
8.	Steward
9.	Head Bearer
10.	Painter
<b>General</b>	
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

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11.	Dry Cleaners (Machine Operator)
12.	Washerman
13.	Mobile/Computer/TV/Radio etc. Repairer
14.	Ironman and Dryer (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 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.	Cooper 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
45.	Denting/Smoothing
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
<b>Highly Skilled</b>	
1.	Gold Smith
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 Theater 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/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.	Calligraphy
30.	Painter (Portrait maker/Art Paintings)
31.	Laboratory Technicians
32.	Anesthesia/Dialysis Technician
33.	Any other job which requires a skill gained through professional

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	qualifications/post graduation in any stream/any other categories by whatever name called which are of a highly skilled nature
<b>Administrative/Ministerial/Accounts Staff</b>	
1.	All Clerical works
2.	Store issuer/keeper
3.	Tally Clerks
4.	Time Keeper
5.	Zerox/Fax machine Operator
6.	Munshi
7.	Cashier/Accountant
8.	Booking Clerks
9.	Telephone Operator
10.	Receptionist
11.	Gestener Operator
12.	Typist
13.	Record Keeper
14.	Supervisor
15.	Any other categories by whatever name called which are of a Administrative / Ministerial / Accounts / Clerical nature

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

(Nisar Ahmed Shad) JKAS  
Deputy Secretary to Government

12.10.22