



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

Notification  
Srinagar, the **26<sup>th</sup> 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 27<sup>th</sup> 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 'B'.

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 1<sup>st</sup> November, 2017.

**By order of the Government of Jammu and Kashmir.**

**Sd/-**

(Kifayat Hussain Rizvi), IAS

**Commissioner/Secretary to the Government**

No.L&E/Lab/88/2000

Dated 26. 10. 2017

Copy to the:-

- 1) Advisor to Hon'ble Chief Minister, J&K.
- 2) Secretary to Government of India, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi-110001.
- 3) Principal Secretary to the Governor, J&K.
- 4) Principal Secretary to the Chief Minister, J&K.
- 5) All Administrative Secretaries.
- 6) Divisional Commissioner, Jammu/Kashmir.
- 7) Secretary, Legislative Assembly/Council.
- 8) All Heads of Departments.
- 9) Director Information, J&K, Srinagar with the request to publish the notification in leading english dailies one each from Jammu/Kashmir.
- 10) All Deputy Commissioners.
- 11) General Manager, Government Press, Srinagar for publication of the notification in the next issue of the Government Gazette.
- 12) Consultant to the Minister for Finance and Labour & Employment.
- 13) Private Secretary to the Minister of State, Labour and Employment Department.
- 14) Pvt. Secretary to Commissioner/Secretary to the Government, Labour and Employment Department.
- 15) SRO file (w.2.s.c).
- 16) I/c Website, Labour & Employment Department.
- 17) Stock file.

(Dr. Irfan Ali Khan)KAS

**Under Secretary to the Government**

# Annexure 'A'

## The Schedule

Part-I	
1.	Employment in any Woollen 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 & 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 & Turpentine Products
28.	Employment in manufacture of Soap & 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 & Ammunition including private security agencies
33.	Employment in Tailoring and Garment working
34.	Employment in manufacture of Drinks & Beverages
35.	Employment in Ice Factories & 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 & Cinemas

**Part-II**

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| 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 livestock, bees or poultry, and any practice performed by a farmer on a 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). |
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(Dr. Irfan Ali Khan)KAS

**Under Secretary to the Government**

## Annexure 'B'

### Definitions

(i) **"Unskilled Work"** means work which involves simple operations requiring little or no skill or experience on the job;

(ii) **"Skilled Work"** means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgement;

(iii) **"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 also requires of an worker to assume full responsibility for the judgement or decision involved in the execution of the tasks;

**Note: Above definitions are not absolute and are intended to act only as a guide.**

### Classification

UNSKILLED					
Construction Industry					
S.NO	Name of employment	S.NO	Name of employment	S.NO	Name of employment
1	Bajri-spreader	22	Daffadar	43	Tatti Boy
2	Belder	23	Flag Man	44	Tile Turner
3	Beater Women	24	Gang Man	45	Trolley Man
4	Belowman	25	Handle Man	46	Valve Controller
5	Chain Men	26	Jumper Man	47	White Washer
6	Boat Man	27	Kamin (Female Worker)	48	Coal Man
7	Bucket Man	28	Khalasi	49	Condenser Attendant
8	Carrier (Stone/Water)	29	Lamp Man	50	Grass Cutter
9	Cart Man	30	Petrol Man	51	Mucher Jamadar
10	Concrete Hand Mixer	31	Searcher	52	Belchawala
11	Driver (Bullock, Camel, Donkey, Mule)	32	Singal Man	53	Bhisti
12	Shuttlers	33	Slings	54	Canner Weaner
13	Boatman (Hand)	34	Breaker	55	Cherpooy Stringar
14	Chainman	35	Checker	56	Dolly Man
15	Cracker	36	Daftri	57	Charami (Thatcher)
16	Excavator	37	Foreman/Fireman	58	Lescar
17	Greaser	38	Grinder	59	Storeman
18	Dil Man	39	Quarry Man	60	Thoomba Man (Spade Worker)

19	Stocker	40	Thatcher	61	Jamadar
20	Tindals	41	Trolly Man		
21	Crowbar Man	42	Strikers		
<b>Forest Industry</b>					
1	Rope Man (Fielding Operation)	7	Dragger ghalla labour (Pathree)	13	Clooper carriages
2	Wage Driver	8	Galla labour (Nallah Mahan)	14	Nursery & plantation
3	Porter	9	Bhallas	15	Water carrier
4	Hammer Man (Fielding Operation)	10	Bhajies (Camp carriage)	16	Grass Cutter
5	Delimber/Debarkar (egging operation)	11	Nakise Carriage (River Mahan) labour and helpers		
6	Stacking carriage labour (Sawing) Machine	12	Resin tin carriers		
<b>Agriculture Industry</b>					
1	Preparation of Soil embanking	3	Manuring/Irrigation	5	Storing
2	Presowing activities	4	Thrashing/Winnowing, Miscellaneous work	6	Herdman
<b>Rice, Flour, Dal Mills Industry</b>					
1	Pipe Man	11	Goal Man	21	Water Carrier
2	Bag Man	12	Truck Cleaner	22	Refractioner
3	Manker	13	Cart Man	23	Ganer
4	Guardman	14	Greaseman	24	Silkman
5	Weighman	15	Motor Attendent	25	Ropeman
6	Chakkiman	16	Woleman	26	Oilman
7	Wireman	17	Washerman	27	Switchman
8	Machineman	18	Fireman	28	Asstt. Fitter
9	Beltman	19	Latheman		
10	Wheat Cleaner	20	Palleder		
<b>Hotels/Restaurants, Tea Stalls and Cinemas</b>					
1	Waiter	5	Masalchi	9	Torch Boy
2	Bearer	6	Waterman		
3	Room/Table Boy	7	Ticket Collector		
4	Pantry man	8	Cleaner/Kneeder/ Guide		
<b>General</b>					
1	Peon	5	Chowkidar/watchman	9	Loader/unloader
2	Caretaker	6	Mazdoor/labourer	10	Helper
3	Gatekeeper/Gateman	7	Sweeper/cleaner	11	Security guard (un-armed)
4	Malli	8	Salesman	12	Any other categories by whatever name called which are of a un-skilled nature.
<b>SKILLED</b>					
<b>Construction Industry</b>					
1	Mistry	15	Quarry Operator	29	Armature
2	Bhandari	16	Blacksmith	30	Boiler Man
3	Mason	17	Carpenter	31	Blasterer
4	Cabinet Maker	18	Cane Man	32	Celotax Cutter Maker
5	Chick-Maker	19	Concrete Mixer Operator	33	Cobbler
6	Caremaker	20	Electrician	34	Plumber

7	Painter	21	Polisher	35	Moulder
8	Lineman	22	Charmi	36	Moulder
9	Plasterer	23	Distemperer	37	Clezior
10	Pumpman	24	Pump Driver	38	R.E Driver
11	Rattan Man	25	Rivetter	39	Road Inspector
12	Road binder	26	Surveyor	40	Tarman
13	Turner	27	Upholsterer	41	Welder
14	Bore/well Driller	28	Glassman	42	Shuttering
<b>Forest Industry</b>					
1	Fellings Mistry, Saw and Setters	9	Pacci Nalli Mistry	17	Nallah Mahan, Mohri Mistry
2	Hand Sawing Meyana Mistry	10	Gravity Rope Spileer	18	River Mahan Buffalo Skin Swimmers
3	Machine Sawing Mechanics	11	Crane Operator and Cable Machine Mistry	19	Boom Mistry
4	Fellers	12	Danga Mistry	20	Resin Taper
5	Sawyers	13	Leg cutters	21	Machine Sawyers/Mistries/Saw Setters
6	Looper	14	Long Carver	22	Pathroo Mistries
7	Axeman (Pachhaiwala)	15	Sorter Fangman	23	Pacci Nalli Operator
8	Crane Operator	16	Technician/Mechanic		
<b>Agriculture Industry</b>					
1	Tractor Driver	3	Tube-well Driver	5	Weeding
2	Plouging	4	Sowing/Transplanting	6	Harvesting
<b>Brick Kiln Private Industry</b>					
1	Mistry	4	Pump Driver	7	Vehicle Driver
2	Fireman	5	Nikasi Walla	8	Pathera wala (Boulder)
3	Bharyas	6	Brick layers	9	Belder
<b>Rice, Flour, Dal Mills Industry</b>					
1	Foreman	7	Welder	13	Truck Driver
2	Technician	8	Carpenter	14	Car Driver
3	Electrician	9	Mistry	15	Groovier
4	Blacksmith	10	Driver	16	Mechanic
5	Fitter	11	Engine Driver	17	Packer
6	Operator	12	Turner		
<b>Hotels/Restaurants, Tea Stalls and Cinemas</b>					
1	Butler	5	Cook	9	Head Bearer
2	Head Waiter	6	Confectioners	10	Painter
3	Electrician	7	Projector Operator		
4	Tandooria	8	Steward		
<b>General</b>					
1	Machine Operators	18	Head Cooks	35	Embroidery
2	Head Salesman	19	Shawl weaving	36	Head clerks
3	Managers	20	Guides (with formal training)	37	Copper smith
4	Silk weaving	21	Espresso man	38	Steward
5	Paper Machie	22	Computer Operators	39	Carpet weaving
6	Packers	23	Machine repairer	40	Bath fitter
7	Boiler Man	24	Tailor	41	Artificial flooring fitter
8	Sharper/Slotter	25	Head Bearer	42	Crusher operator
9	Sprayer	26	Film repairer (Film distribution)	43	Steel/Iron/Metal fabricators/moulders
10	Cinema operator	27	Black smith	44	Bakery maker

11	Dry cleaners (Machine Operator)	28	Cobbler	45	Denting/smoothing
12	Washer man	29	A.C/Refrigerator/coolers mechanics/repairers	46	Barber
13	Mobile/computer/T.V./Radio etc. repairer	30	Navghani	47	Photography/Videography
14	Ironman and Dyer (both in dry-cleaning)	31	Technicians (without diploma or degree)	48	Stone/Wood Polisher
15	Mechanic/Mistry	32	Electrical Motor Binder	49	Laboratory/library Assistants
16	Gardener	33	Security guard	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.
17	Motor Vehicle Drivers	34	Wood carving		


### HIGHLY SKILLED

1	Gold Smith	12	Beautician	23	Technicians (with diploma or degree)
2	Overseer (Diploma holder)	13	Pharmacists	24	Fashion designer
3	Librarian	14	Manager with diploma or degree	25	Computer Programmer
4	Computer operator with degree or diploma	15	Computer analyst	26	Trawler/Bulldozer/JCB/Lorry drivers
5	Architects	16	Thresher/harvester machine drivers	27	Repairers of Electronic and electric appliances/gadgets (with degree or diploma)
6	Mobile/computer/T.V./Radio etc. repairer (with degree or diploma)	17	Metallurgical analyst	28	Draftsman
7	Chemical analyst	18	Soil analyst	29	Caligraphy
8	Geologist	19	Analyst/Editor (Videography/Photography)	30	Painter (Portrait maker/art paintings)
9	Designer/Reader (Carpet/Shawl weaving/Embroidary/Wood Carving)	20	Engineers	31	Labarotory technicians
10	X-ray/CT scan/MRI scan/USG/ECG technicians	21	Medical Assistants/Technologists	32	Anaesthesia/Dialysis technician
11	Operation Theatre technicians	22	Paramedical staff and Nurses	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	7	Cashier/Accountant	13	Record keeper
2	Store Issuer/keeper	8	Booking clerks	14	Supervisor
3	Tally Clerk	9	Telephone Operator	15	Any other categories by whatever name called which are of a Administrative/Ministerial/Accounts/clerical nature.
4	Time-Keeper	10	Receptionist		
5	Xerox/fax machine operator	11	Gestetner operator		
6	Munshi	12	Typists		

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

  
 (Dr. Ifan Ali Khan) KAS  
 Under Secretary to the Government