

REGD. NO. JKññ33



Vol. 135] Jammu, Wed., the 12th Oct., 2022/20th Asv., 1944 [No. 27-ar
Separate paging is given to this part in order that it may 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, JAMMU/SRINAGAR.

Notification

Jammu, the 12th of October, 2022.

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

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

- 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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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 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. Employment in Forest Industry.
20. Employment in Light Engineering Works.
21. Employment in Steel and Metal Rolling Mills.

## 22. Empolymnt in Silicate and Chemical Works.

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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*Annexure 'B'*

## Classification

UNSKILLED

## Construction Industry

| S. No. | Name of Employment |
|--------|--------------------|
|--------|--------------------|

| 1   | 2                                     |
|-----|---------------------------------------|
| 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                              |

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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. | Slings                |
| 34. | Breaker               |
| 35. | Checker               |
| 36. | Daftri                |
| 37. | Foreman/Fireman       |
| 38. | Grinder               |
| 39. | Quarry Man            |
| 40. | Thatcher              |
| 41. | Trolley Man           |
| 42. | Strikers              |
| 43. | Tatti Boy             |
| 44. | Tile Turner           |
| 45. | Trolley Man           |
| 46. | Valve Controller      |
| 47. | White Washer          |
| 48. | Coal Man              |
| 49. | Condenser Attendant   |
| 50. | Grass Cutter          |

1. Preparation of Soil Embanking
2. Presowing activities
3. Manuring/Irrigation

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6. Herdman

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

| 1   | 2             |
|-----|---------------|
| 26. | Oil Man       |
| 27. | Switch Man    |
| 28. | Asstt. Fitter |

1. Waiter
2. Bearer
3. Room/Table Boy
4. Pantry Man
5. Masalchi
6. Water Man
7. Ticket Collector
8. Cleaner/kneeder/guide
9. Torch Boy

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. Securityguard (un-armed)
12. Any other categories by whatever name called which are of an un-skilled nature.

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SKILLED

**Construction Industry**

| 1                                                     | 2                       |
|-------------------------------------------------------|-------------------------|
| ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò ò - |                         |
| 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             |
| 24.                                                   | Pump Driver             |
| 25.                                                   | Rivetter                |

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

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

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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

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- ## 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

[illegible]

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

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

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/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.

## 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/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 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. Store issuer/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 :*ò The above classification is only of illustrative Nature and is not exhaustive.

(Sd.) NISAR AHMED SHAD, JKAS,  
Deputy Secretary to Government.