

EXTRAORDINARY

REGD. NO. JK 33



THE

JAMMU AND KASHMIR OFFICIAL GAZETTE

Vol. 133] Jammu, Fri., the 15th Jan., 2021/25th Pausa, 1942. [No. 42-a

Separate paging is given to this part in order that it may be filed as a separate compilation.

PART III

Laws, Regulations and Rules passed thereunder.

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GOVERNMENT OF JAMMU AND KASHMIR
CIVIL SECRETARIAT □ LABOUR AND EMPLOYMENT
DEPARTMENT

Notification

Jammu, the 15th of January, 2021.

SO-16. □ The following draft rules, which the Jammu and Kashmir Government proposes to make in exercise of the powers conferred by section 67 of the Code on Wages, 2019 (29 of 2019) read with section 24 of the General Clauses Act, 1897 (10 of 1897) and in supersession of the : □

- (i) The Jammu and Kashmir Payment of Wages Rules, 1972 ;
- (ii) The Jammu and Kashmir Minimum Wages Rules, 1972 ;

made by the Jammu and Kashmir Government in exercise of the powers conferred by the Payment of Wages Act, 1936 (4 of 1936), the minimum

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Wages Act, 1948 (11 of 1948), as the case may be, which are repealed
by section 69 of the Code on Wages, 2019, except as respective things
done or omitted to be done before such supersession, are hereby notified,
as required by sub-section (1) of section 67, for information of all persons
likely to be affected thereby and notice is hereby given that the draft
notification will be taken into consideration after the expiry of a period
of forty-five days from the date on which the copies of the Official
Gazette in which this notification is published are made available to the
public ;

Objections and suggestions, if any, may be addressed to Commissioner
Secretary, Labour and Employment (secyledjk@gmail.com) and Additional
Secretary, Labour and Employment Department, Civil Secretariat, J&K.

Objections and suggestions, which may be received from any person
with respect to the said draft notification before expiry of the period
specified above, will be considered by the Jammu and Kashmir
Government.

CHAPTER I

Preliminary

1. **Short title, extent and commencement.** (1) These rules may
be called the Code on Wages Jammu and Kashmir Rules, 2021.

(2) These rules may extend to the territorial jurisdiction of Jammu
and Kashmir.

(3) They shall come into force after the date of their final
publication in the Official Gazette, on the date of the commencement
of the Code on Wages, 2019 (29 of 2019).

2. **Definitions.** In these rules, unless the subject or context
otherwise requires,

- (a) authority means the authority appointed by the Jammu and
Kashmir Government under sub-section (1) of section 45 ;
- (b) appellate authority means the appellate authority appointed
by the Jammu and Kashmir Government under sub-
section (1) of section 49 ;

- (III) 66 meters cloth per year per standard working class family ;
- (IV) Housing rent expenditure to constitute 10 per cent of food and clothing expenditure ;
- (V) Fuel, electricity and other miscellaneous items of expenditure to constitute 20 per cent of minimum wage ; and
- (VI) Expenditure for children education, medical requirement, recreation and expenditure on contingencies.

Note :□ The provisions of the rule 3 are based on the criteria declared in the judgment in Workmen Represented by Secretary vs. Management of Reptakos Brett. and Co. Ltd. and Anr., 1992 AIR 504 pronounced by the Hon'ble Supreme Court and on the recommendations of the 15th Indian Labour Conference (ILC) to constitute 25 per cent of minimum wage ;

(2) when the rate of wages for a day is fixed, then, such amount shall be divided by eight for fixing the rate of wages for an hour and multiplied by twenty-six for fixing the rate of wages for a month and in such division and multiplication the factors of one-half and more than one-half shall be rounded as next figure and the factors less than one-half shall be ignored.

4. Norms for fixation of minimum rate of wages.□ (1) While fixing the minimum rate of wages under section 6, the Jammu and Kashmir Government shall divide the concerned geographical area into three categories, that is to say area under Municipal Corporations area under Municipal Committees/Municipal Councils and Rural area.

(2) The Jammu and Kashmir Government shall constitute a technical committee for the purpose of advising the Jammu and Kashmir Government in respect of skill categorization, which shall consist of the following members, namely :□

- (i) Commissioner/Secretary to Government, Labour and Employment (Jammu and Kashmir)-Chairperson ;

(2) The working day of an employee shall be so arranged that inclusive of the intervals of rest, if any, it shall not spread over more than twelve hours on any day.

(3) The provisions of sub-rules (1) and (2) shall, in the case of an employee employed in agricultural employment, be subject to such modifications as may, from time to time, be determined by the Jammu and Kashmir Government.

(4) Nothing in this rule shall be deemed to affect the provisions of the Factories Act, 1948 (63 of 1948).

7. Weekly day of rest. (1) Subject to the provisions of this rule, an employee shall be allowed a day of rest every week (hereinafter referred to as "the rest day") which shall ordinarily be Sunday, but the employer may fix any other day of the week as the rest day for any employee or class of employees :

Provided that an employee shall be entitled for the rest day under this sub-rule if he has worked under the same employer for a continuous period of not less than six days :

Provided further that the employee shall be informed of the day fixed as the rest day and of any subsequent change in the rest day before the change is effected, by display of a notice to that effect in the place of employment at the place specified by the Inspector-cum-Facilitator in this behalf.

Explanation : For the purpose of computation of the continuous period of not less than six days specified in the first proviso to this sub-rule, any day on which an employee is required to attend for work but is given only an allowance for attendance and is not provided with work, a day on which an employee is laid off on payment of compensation under the Industrial Disputes Act, 1947 (14 of 1947), and any leave or holiday, with or without pay, granted by the employer to an employee in the period of six days immediately preceding the rest day, shall be deemed to be days on which the employee has worked.

arises whether the daily rate of wages has been worked out in accordance with the provisions of this proviso, the Labour Commissioner, J&K or the Deputy Labour Commissioner or the Assistant Labour Commissioner (Jammu and Kashmir) having territorial jurisdiction may, on application made to him in this behalf, decide the same, after giving an opportunity to the parties concerned to make written representations :

Provided further that in case of an employee governed by a piece-rate system, the wages for the rest day, or the substituted rest day, as the case may be, shall be such as the Jammu and Kashmir Government may, from time to time determine having regard to the minimum rate of wages fixed under the Code, in respect of the employment.

Explanation : In this sub-rule "next preceding day" means the last day on which the employee has worked, which precedes the rest day, as the case may be ; and where the substituted rest day falls on a day immediately after the rest day, the next preceding day means the last day on which the employee has worked, which precedes the rest day.

(5) The provisions of this rule shall not operate to the prejudice of more favourable terms, if any, to which an employee may be, entitled under any other law or under the terms of any award, agreement or contract of service, and in such a case, the employee shall be entitled only to more favourable terms aforesaid.

Explanation : For the purposes of this rule, "week" shall mean a period of seven days beginning at midnight on Saturday night.

8. **Night shifts.** Where an employee in an employment works on a shift which extends beyond midnight, then,

- (a) a rest day for the whole day for the purposes of rule 7 shall, in this case means a period of twenty-four consecutive hours beginning from the time when his shift ends ; and
- (b) the following day in such a case shall be deemed to be the period of twenty-four hours beginning from the time when such

forward and recovered from the wages of succeeding wage period or wage periods, as the case may be, in such instalments so that the recovery in any month shall not exceed the fifty per cent of the wages of the employee in that month.

12. The authority under sub-section (1) of section 19. □ The Assistant Labour Commissioner having jurisdiction over the place of work of the employee concerned shall be the authority for the purposes of sub-section (1) of section 19.

13. The manner of exhibiting the notice under sub-section (2) of section 19. □ A notice referred to in sub-section (2) of section 19 shall be displayed at the conspicuous places in the premises of the work place in which the employment is carried on, so that every concerned employee would be able easily to read the contents of the notice and a copy of the notice shall be sent to the Inspector-cum-Facilitator having jurisdiction.

14. The procedure under sub-section (3) of section 19. □ The employer shall give an intimation in writing specifying therein the detailed particulars for obtaining the approval of the imposition of fine to the Assistant Labour Commissioner referred to in rule 12 who shall, before granting or refusing the approval, give opportunity of being heard to the employee and the employer concerned.

15. Intimation of deduction. □ (1) Where an employer makes any deduction in pursuance of the proviso to sub-section (2) of section 20, he shall make intimation of such deduction to the Inspector-cum-Facilitator having jurisdiction within 10 days from the date of such deduction explaining therein the reason of such deduction.

(2) The Inspector-cum-Facilitator shall, after receiving intimation under sub-rule (1), examine such intimation and if he finds that the explanation given therein is in contravention of any provision of the Code or the rules made thereunder, he shall initiate appropriate action under the Code against the employer.

16. Procedure for deduction under sub-section (2) of section 21. □ Any employer desiring to make deduction for damages or loss under sub-section (1) of section 21 from the wages of an employee shall, □

- (i) explain to the employee personally and also in writing the damage or loss of goods expressly entrusted to the employee

CHAPTER VI

Forms, Registers and Wage Slip

39. **The form of a single application.** □ A single application may be filed under sub-section (5) of section 45 in Form-II along with documents specified in such Form.

40. **Appeal.** □ Any person aggrieved by an order passed by the authority under sub-section (2) of section 45 may prefer an appeal under sub-section (1) of section 49 in Form-III, along with documents mentioned by the appellant in such Form, to the appellate authority having jurisdiction.

41. **Form of register, etc.** □ (1) All fines and all realizations thereof referred to in sub-section (8) of section 19 shall be recorded in a register to be kept by the employer in Form-I appended to these rules, electronically or otherwise and the authority referred to in said sub-section (8) shall be the Assistant Labour Commissioner having jurisdiction.

(2) All deductions and all realizations referred to in sub-section (3) of section 21 shall be recorded in a register to be kept by the employer in Form-I appended to these rules, electronically or otherwise.

(3) Every employer of an establishment to which the Code applies shall maintain registers under sub-section (1) of section 50 in Form-I and Form-IV, electronically or otherwise.

42. **Wage slip.** □ Every employer shall issue wage slips, electronically or otherwise to the employees in Form-V under sub-section (3) of section 50 on or before payment of wages.

43. **Manner of holding enquiry under sub-section (1) of section 53.** □ (1) When a complaint is filed before the officer appointed under sub-section (1) of section 53 (hereinafter in this rule referred to as the officer) in respect of the offences referred to in said sub-section either by an officer authorized for such purpose by the Jammu and Kashmir Government or by an employee aggrieved or a registered trade union registered under the Trade Unions Act, 1926 or an Inspector-cum-Facilitator, the officer, after considering such evidences as produced before him by the complainant, is of the opinion that an offence has

been committed, shall issue summons to the offender on the address specified in the complaint fixing a date for his appearance.

(2) If the offender to whom the summons has been issued under sub-rule (1) appears or is produced before the officer, he shall explain the offender the offence complained against him and if the offender pleads guilty, the officer shall impose penalty on him in accordance with the provisions of the Code and when the offender does not plead guilty, the officer shall take evidence of the witnesses produced by the complainant on oath and provide opportunity of cross-examination of the witnesses so produced. The officer shall record the statement of the witnesses on oath and in cross-examination in writing and take the documentary evidence on record.

(3) The officer shall, after the complainant's evidence is complete, provide opportunity of defense to the accused person and the witnesses produced by the accused shall be cross-examined after their statements on oath by the complainant and documentary evidence in defense shall be taken on record by the officer.

(4) The officer shall after hearing the parties and considering the evidences both oral and documentary decide the complaint in accordance with the provisions of the Code.

44. The manner of imposing fine under sub-section (1) of section 56. (1) An accused person desirous of making composition of offence under sub-section (1) of section 56 may make an application in Form-VI electronically or otherwise to the Gazetted Officer notified under said sub-section (1) of section 56.

(2) The Gazetted Officer referred to in sub-rule (1), shall, on receipt of such application, satisfy himself as to whether the offence is compoundable or not under the Code and if the offence is compoundable and the accused person agrees for the composition, compromise the offence for a sum of fifty per cent of the maximum fine provided for such offence under the Code, to be paid by the accused within the time specified in the order of composition issued by such officer.

(3) Where the offence has been compromised under sub-rule (2) after the institution of the prosecution, then, the officer shall send a copy of such order made by him for intimation to the officer referred

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to in sub-section (1) of section 53 for needful action under sub-
section (6) of section 56.

CHAPTER VII

Miscellaneous

45. **Timely payment of wages.** Where the employees are employed in an establishment through contractor, then, the company or firm or association or any other person who is the proprietor of the establishment shall pay to the contractor the amount payable to him or it, as the case may be, before the date of payment of wages so that payment of wages to the employees shall be made positively in accordance with the provisions of section 17.

Explanation : For the purpose of this rule, the expression "firm" shall have the meaning as assigned to it in the Indian Partnership Act, 1932 (9 of 1932).

46. **Inspection scheme.** (1) For the purposes of the Code and these rules, there shall be formulated an inspection scheme by the Labour Commissioner (Jammu and Kashmir) with the approval of the Jammu and Kashmir Government.

(2) In the inspection scheme referred to in sub-rule (1), apart from other structural facts, a number shall be specified in the scheme for each Inspector-cum-Facilitator and establishment.

(Sd.)

Commissioner/Secretary to Government,
Labour and Employment J&K.

□□□□□□

Schedule A

Schedule A

[See Rule 4 (3)]

S. No.	Unskilled
1	Beldar
2	Calfboy
3	Cattleman
4	Cleaner (Motor Shed, Tractor, Cattle, Yard, M. T.)
5	Collecting loose fodder
6	Dairy coolie
7	Mazdoor (Arportculturist Compost, Dairy Haystaking, Irrigation, Manure, Stacking, Milk-room, Ration-room Store, Anti-Malaria, M. R.)
8	Driver (Mule, Bullock, Camel, Donkey)
9	Dresser
10	Driver (Bullocks Mule)
11	Grazler
12	Dairyman
13	(Store-Mazdoor)
14	Carrier (Stone)
15	Breaker (using manual appliances)
16	Helper
17	Messenger (Office)
18	Mali

1

2

- 19 Syce
- 20 Tying and Carrying loose hay
- 21 Sweeper
- 22 Weighing and Carrying bales
- 23 Weighman (Bales pally)
- 24 Waterman
- 25 Stableman
- 26 Trolleyman
- 27 Valveman
- 28 Watchman
- 29 White Washer
- 30 Wooderman
- 31 Wooder Woman
- 32 Borryman
- 33 Coalman
- 34 Condenser
- 35 Attendant
- 36 Grass Cutter
- 37 Muchhers Jamadars
- 38 Condenser Attendant
- 39 Shunters
- 40 Turner
- 41 Bajri Spreader
- 42 Beater Women

1

2

- 43 Bell-Woman
- 44 Chain Man
- 45 Boat Man
- 46 Bucket Man
- 47 Labourer (Boiler, Cattle Yard, Cultivation, General Loading and Unloading, Bunding, Carting-Fertilizers, Harvesting, Miscellaneous Seeding, Sowing, Thatching, Transplanting, Weeding)
- 48 Cleaner (Crane, Truck, Cinder for ash Pit)
- 49 Cartman
- 50 Caretaker (Bridge)
- 51 Carrier (Water)
- 52 Chowkidar
- 53 Concrete (Hand Mixer)
- 54 Daffadar
- 55 Driver (Bullock, Camel, Donkey, Mule)
- 56 Flag Man
- 57 Flagman (Blast Train)
- 58 Khalasi not attending to machines
- 59 Gangmen
- 60 Gatingman (Permanent Way)
- 61 Handle Man, Jumper Man
- 62 Kamin (Female Work)
- 63 Khalas
- 64 Bridge

1

2

- | | |
|----|---|
| 65 | Electrical |
| 66 | Marine |
| 67 | Moplah |
| 68 | Store |
| 69 | Steam Road |
| 70 | Share |
| 71 | Roller Survey |
| 72 | Labourer (Garden) |
| 73 | Mazdoor |
| 74 | Hole Cutter |
| 75 | Lorry Trainees |
| 76 | Petrolman |
| 77 | Searcher |
| 78 | Signalman |
| 79 | Strikers |
| 80 | Yaks Controller |
| 81 | Cleaner |
| 82 | Dresser/Dressing Mazdoor |
| 83 | Loader |
| 84 | Mazdoor (Male/Female) |
| 85 | Messenger (Male/Female) |
| 86 | Trammer |
| 87 | Caretaker (except in Copper, Chromite and Graphite mines where it is semiskilled) |

1

2

88 Office Peon/Peon (except in Bauxite Mines)

89 Sweeper (Male/Female)

90 Carrier

91 Number Taker

92 Trolly Triper

93 Water Carrier

94 Earth Cutter

95 Survey Khalasi

96 Gate Man

97 Concrete (Hand Mixer)

98 Dismantling stocks

99 Lampman

100 Beldar/Beldar (Canteen)

101 Coolie

102 Peon

103 Cook-helper

104 Office Boy

105 Quarry Worker

106 Jelly Maker

107 Over Burden Remover

108 Waste Removing Mazdoor

109 Unloader

110 Excavating Labour

111 Digger

1

2

- 112 Butcher
- 113 Attender
- 114 Lorry Helper
- 115 Surface Loader
- 116 Wood Cutter
- 117 Surface Mukar
- 118 Underground Mukar
- 119 Striker (Moplah Gang)
- 120 Tall Boy
- 121 Tile
- 122 Person employed in loading and unloading
- 123 Person employed in sweeping and cleaning and other categories by whatever name called which are of unskilled nature
- 124 Any other category of employees by whatever name called which are of unskilled nature.

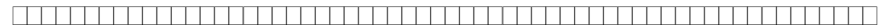
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S. No. Semi-Skilled



1 2



- 1 Assistant (Chowdhary)
- 2 Attendant (Bull-calving lines, Chowkidar, Chaff Cutter, Hostel, Dry Stock, Grain Crusher, Pump Siekline)
- 3 Stable, Yard Stock
- 4 Assistant Plumber
- 5 Attendant
- 6 Bhisti
- 7 Brander
- 8 Bullman
- 9 Butterman
- 10 Coachman
- 11 Cobbler
- 12 Cultivator
- 13 Daftry
- 14 Deliveryman
- 15 Dhobi
- 16 Dresser
- 17 Fireman
- 18 Gowala
- 19 Hammerman
- 20 Helper (Blacksmith)

1

2

- 21 Helper
- 22 Jamadar (Stand)
- 23 Jamadar
- 24 Khalasi
- 25 Mali Senior
- 26 Mate/Mistry
- 27 Mazdoor (Literate)
- 28 Nalband
- 29 Oilman
- 30 Ploughman
- 31 Vtackers
- 32 Supervisor
- 33 Thatcher
- 34 Valveman
- 35 Valveman (Senior)
- 36 Wireman Fixing Tin Cables
- 37 Cook
- 38 Dandee
- 39 Frash
- 40 Hacksawman
- 41 Helper (Locco-Crane/Truck)
- 42 Manjhee (Boatman)
- 43 Belchawala

1

2

- 44 Muccadam (without competency certificate under Metalliferous Bulldozer Driver Mines Regulations, 1961)
- 45 Bhisti (with Mushk)
- 46 Boatman (Head)
- 47 Breaker
- 48 Breaker (Stone, Rock, Rock Stone, Stone Metal)
- 49 Canweaver
- 50 Chainman (Head)
- 51 Charpoy-Stringer
- 52 Checker
- 53 Cracker
- 54 Dollyman
- 55 Assistant
- 56 Driller
- 57 Driver (Skin)
- 58 Excavator
- 59 Ferroman
- 60 Fireman (Brick Kiln, Steam Road Roller)
- 61 Gatekeeper
- 62 Gharami
- 63 Classman
- 64 Grater
- 65 Greaser-cum-Fireman
- 66 Grinder

1

2

- 67 Hammerman
- 68 Helper (Artisan)
- 69 Helper (Sawyer)
- 70 Keyman
- 71 Khalasi (Head Survey, Rivertters-Moplah Gang, Supervisory)
- 72 Labourer (Rock-Cutting)
- 73 Lascar
- 74 Mali (Head)
- 75 Stockers and Boilerman
- 76 Thoombaman (Spade Worker)
- 77 Tindals
- 78 Trolleyman (Head Motor)
- 79 Fitter (Assistant Semi-Skilled)
- 80 Jamadar (Semi-Skilled)
- 81 Mate (Stone)
- 82 Kasab
- 83 Khalasi (Structural)
- 84 Masalchi P. M. Mates
- 85 Miner
- 86 Untrained Mate/Mining Mate/Mate without Competency Certificate under Metalliferous Mines Regulations, 1961
- 87 Butler/Cook
- 88 Breaker (using mechanical appliances)
- 89 Crech Ayah/Ayah/Untrained Crech Attendant

1

2

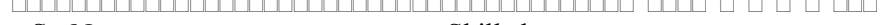
- 90 Assistant Driller
- 91 Oilman/Oiler
- 92 Chowkidar/Watchman
- 93 Helper (Mason, Carpenter, Blacksmith)
- 94 Tindals
- 95 Topas
- 96 Topkar (Big Stone Breaker)
- 97 Trolly Jamadar
- 98 Winchman
- 99 Attendance-keeper
- 100 Assistant Wireman
- 101 Mate
- 102 Mate (Blacksmith, Road, Carpenter)
- 103 Engine Driver and/or Feeder
- 104 Fitter
- 105 Gang
- 106 Mazdoor Mason
- 107 Permanent Way
- 108 Pump-Driver, Turner
- 109 Mazdoor (Heavy-weight)
- 110 Chargeman
- 111 Mistri (Head)
- 112 Muccadam

1

2

- 113 Night-guard
- 114 Runner (Post Dak)
- 115 Oilman
- 116 Quarry man
- 117 Quarry Operator
- 118 Stoneman
- 119 Stocker
- 120 Thatcher
- 121 Pump Attendant
- 122 Bearer
- 123 Breakman
- 124 Crowlder Man
- 125 Laboratory Boy
- 126 Pointsman Sencummy
- 127 Stone mines and other categories by whatever name called which are of Semi-Skilled nature
- 128 Any other category of employees by whatever name called which are of Semi-Skilled nature

□□□□□□□□



S. No. Skilled



1 2



- 1 Artificer (Class-II, III, IV)
- 2 Blacksmith
- 3 Blacksmith (Class-II)
- 4 Boilerman
- 5 Carpenter
- 6 Carpenter (Class-II) Carpenter-cum-Blacksmith
- 7 Chowdhary
- 8 Driver
- 9 Driver (Engine Tractor, M. T. Motor)
- 10 Electrician
- 11 Fitter
- 12 Mason
- 13 Mason Class-II
- 14 Machine Hand (Class-II, III, IV)
- 15 Machineman
- 16 Mate Gr.-I (Senior)
- 17 Mechanic
- 18 Milk Writer
- 19 Mistry (Head)
- 20 Moulder
- 21 Muster Writer
- 22 Operator (Tube-well)

1

2

- | | |
|----|---|
| 23 | Painter |
| 24 | Plumber |
| 25 | Welder |
| 26 | Upholsterer |
| 27 | Wireman |
| 28 | Chipper |
| 29 | Chipper-cum-Grinder |
| 30 | Cook (Head) |
| 31 | Driller |
| 32 | Driller (Well Boring) |
| 33 | Driver (Loco/Truck) |
| 34 | Electrician (Assistant) |
| 35 | Mechanic (Tube-Well) |
| 36 | Mistry (Stell, Tube-Well, Telephone) |
| 37 | Meter Reader |
| 38 | Meterological Observer Navghani |
| 39 | Operator (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorrick, Diesel Engine, Doser, Dragling Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Payment Breaker Loader, Pump, Pile Driving, Scraper, Screening Plant, Shoval, Tractor, Vibrator, Weight Batcher, Railway Guards, Repairer (Battery) |
| 40 | Sharper/Slotter |

1

2

- 41 Sprayer (Ashalt) Station Master
- 42 Surveyor (Silt)
- 43 Trades-Man
- 44 Train Examiner
- 45 Turner/Miller
- 46 Tyre Vulcaniser
- 47 Sawyer
- 48 Sawyer (Selection Grade Class-II) Serang
- 49 Serangpile
- 50 Driving Pantooms with Boiler
- 51 Shapesman
- 52 Shift-incharge
- 53 Sprayman
- 54 Sprayman (Roads)
- 55 Stone Cutter
- 56 Stone Cutter (Selection Grade, Grade-II, Class-II)
- 57 Stone Chisler
- 58 Stone Chisler (Class-II)
- 59 Stone Blasterer
- 60 Sub-Overseer (Unqualified)
- 61 Surveyors
- 62 Pump Driver
- 63 Pump Driver (Selection Grade), Grade-II and III, Class-II)

1

2

- 64 Pump Driver (Selection Grade P. E. Driver)
- 65 Pumpman
- 66 Pumpman (Assistant)
- 67 Plumber
- 68 Polisher (with spray) Grade-II
- 69 Ratan Man
- 70 Rivet Cutter (Assistant)
- 71 Rivetter
- 72 Rivetter (Cutter)
- 73 Road Inspector Grade-II, Railway Plate Layer
- 74 Rod Bender
- 75 Haulage Operator
- 76 Dispensary Attendant
- 77 Work Sakar
- 78 Mica Cutter Grade-I
- 79 Dresser Grade-I Mica
- 80 Supervisory Fireman
- 81 Fireman only in Mines
- 82 Compressor Driver
- 83 Pump Man Driver 96. Grinder in Mica Mines
- 84 Surveyors (Assistant)
- 85 Tailor
- 86 Tailor (Upholstry)

- 87 Transprayer
- 88 Tarman
- 89 Line Man
- 90 Tiler Class-II
- 91 Wall (Floor Root)
- 92 Tiler (Selection Grade)
- 93 Tin-Smith
- 94 Tin Smith(Selection Grade Grade-II and III, Class-II) Tinker
- 95 Well Sinker
- 96 Assistant Mistry
- 97 Armature Winder Grade-II and III
- 98 Bhandari
- 99 Blacksmith
- 100 Blacksmith (Selection Grade, Grade-II, III, Class-II and III)
- 101 Boilerman
- 102 Boilerman Grade-II and III
- 103 Boiler Foreman Grade-II
- 104 Work (Assistant)
- 105 Brick Layer
- 106 Bricklayer (Selection Grade, Class-II)
- 107 Blaster
- 108 Chowkidar (Head)
- 109 Security Guard (without arms)

1

2

- 110 Carpenter
- 111 Carpenter (Selection Grade, Grade-II and III, Class-I and III Assistant)
- 112 B. I. M. Road
- 113 Cabinet Maker
- 114 Caneman
- 115 Cutter Maker Chageman, Class-II and Class-III, Carpenter Ordinary
- 116 Checkder (Junior)
- 117 Chick Maker
- 118 Chickman (Junior) Concrete Mixure Mixer
- 119 Concrete Mixure Operator
- 120 Cobbler
- 121 Coremaker
- 122 Driver
- 123 Driver Motor Vehicle
- 124 Motor Vehicle Selection Grade
- 125 Motor Lorry
- 126 Motor-Lorry Grade-II
- 127 Lorry Grade-II
- 128 Diesel Engine
- 129 Diesel Engine Grade-II
- 130 Mechanical Road Roller I/c and Cement Mixer etc.
- 131 Road Roller

1

2

- 132 Road Roller Driver Grade-II
- 133 Driver (Engine Static Stone Crusher, Tractor/Bull Dozer, Steam Road Roller, Water Pump, Mechanical Assistant, Road Roller, Mechanical, Steam Crane, Tractor with Bull Dozer Mechanical, Transport, Engine Static and Road Roller Boiler Attendant
- 134 Engine Operator (Stone Crusher Mechanical)
- 135 Distemper, Electrician, Electrician (Grade-II, Class-II and Class-III)
- 136 Fitter
- 137 Fitter (Selection Grade, Grade-II and III) Class-II and III Assistant, Pipe Class-II, Pipeline ending Bars for)
- 138 Reinforcement-cum-Mechanic, Mechanic and Plumber
- 139 Gharami (Head)
- 140 Glazier
- 141 Hole Drillar for Blasting
- 142 Joiner
- 143 Joiner (Cable, Cable Grade-II)
- 144 Lineman (Grade-II, III, High Tension/Low Tension)
- 145 Mason
- 146 Mason (Selection Grade, Grade-II, III and Class-B Mistry)
- 147 Stone (Stone Class-II, Brick Work, Stone Work)
- 148 Brick-layer
- 149 Tile Flooring
- 150 B. I. M. Muccadam (Head)

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- 151 Stone Cutting
- 152 Ordinary Machanic
- 153 Mechanic
- 154 Mechanic (Class-II, Air Conditioning, Air Conditioning Grade-II)
- 155 Diesel Grade-II
- 156 Road Roller Grade-II
- 157 Assistant Radio
- 158 Manson (Gharami)
- 159 Mistry
- 160 Mistry Grade-II, Air Conditioning Grade-II, P. Way, Survey, Santras Works
- 161 Mason Class-A
- 162 Moulder
- 163 Moulder (Brick Tile)
- 164 Painter
- 165 Painter (Selection Grade, Grade-II and III, Class-II, Assistant Lotter and Polisher, Polisher, Rough)
- 166 Plasterer
- 167 Plasterer (Mason Grade-II)
- 168 Plumber
- 169 Plumber (Selection Grade, Class-II, Assistant Lotter and Polisher, Rough)
- 170 Plasterer

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- 171 Plasterer (Mason Grade-II)
- 172 Plumber (Selection Grade, Class-II, Assistant Senior, Junior, Mistry Grade-II)
- 173 Plumbing Mistry
- 174 Plumber-cum-Fitter
- 175 Polisher
- 176 Polisher (Floor)
- 177 Sirdhar Lathe Man
- 178 Geologist
- 179 Trailors
- 180 Turner
- 181 Upholsterer
- 182 Upholsterer (Grade-II and III)
- 183 Painter Spray (Class-II)
- 184 Wood Cutter
- 185 Wood Cutter Section Grade
- 186 Wood Cutter Class-II
- 187 Work Sircar
- 188 Welder
- 189 Airwineh Haulage Operator
- 190 Auto-electrician
- 191 Painter
- 192 Blacksmith
- 193 Tailor

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- 194 Compressor Operator
- 195 Blaster/Shot-firer
- 196 Driver
- 197 Head Cook
- 198 Carpenter
- 199 Concrete Mixer Operator
- 200 Compressor Attendant
- 201 Air Compressor Attendant
- 202 Tractor Driver
- 203 Vehicle Driver
- 204 Chemist and Assistant/Chemist
- 205 Sub-Overseer (Unqualified)
- 206 Driller
- 207 Handhole Driller
- 208 Drill Mechanic
- 209 Driver Auto
- 210 Electrician
- 211 Wirelesss Operator Asstt. Foreman
- 212 Foreman
- 213 Fitter
- 214 Ferry Driver
- 215 Issuer Loco
- 216 Super Foreman

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- 217 Hoist Operator
- 218 IMCE Driver
- 219 Driver
- 220 Loco Driver
- 221 Loader Operator
- 222 Linesman
- 223 Mechanic/ Machinist
- 224 Mason
- 225 Midwife
- 226 Tinsmith
- 227 Supervisory Mechanic
- 228 Pump Attendant only in Gypsum, Barytes and Rock Phosphates
- 229 Pump Operator/Driver
- 230 Mining Mate with competency certificate under Metalliferous
Mines\Regulations, 1961
- 231 Mistry
- 232 Skilled Mazdoor
- 233 Turner
- 234 Senior Mechanic
- 235 Pipe Fitter
- 236 Supervisor
- 237 Drafts Man
- 238 Wireman
- 239 Timber Man/Timber Mistry Elect.

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- 240 Stone Crusher Operator
- 241 Crusher Operator
- 242 Moulder
- 243 Welder
- 244 Operator
- 245 Work Mistry
- 246 Engine Driver
- 247 Mining Engine Driver Grade-II
- 248 Engineman
- 249 Valveman
- 250 Cutter
- 251 Winding Engine Driver Grade-II
- 252 Security Guard (Unarmed)/Head Chowkidar
- 253 Shovel Operator
- 254 Limco Loader Operator
- 255 Surface Supervisor
- 256 Dozer Operator
- 257 Compressor Driller
- 258 Dumper Tractor Operator
- 259 Boiler Man (with Certificate)
- 260 Machinery Attendant
- 261 Air Conditions Mechanic
- 262 Crech Attendant only in Magnesite, Manganese and Mica Mines



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- 263 Power Shovel Operator
- 264 Power and Pump House Operator
- 265 Miner Grade-I
- 266 Tractor Operator 80. Tub Repairer 81. Lathe Mistry
- 267 Stationery Engine Attendant 83. Generator Operator 84.
Loading Foreman
- 268 Diesel Mechanic
- 269 Ferro Printer-cum-Chairman
- 270 White Washing and Colour Washing Man
- 271 Operator Pneumatic Tools, Operator (Fitter)
- 272 Boreman
- 273 Borer
- 274 Wireman (Grade-II and III, Mechanic, Electrical)
- 275 White Washer
- 276 White Washer (Selection Grade, Class-II)
- 277 Wireman
- 278 Welder (Class-II, Bridge Work)
- 279 Welder Gas
- 280 Muccatam (with Competency Certificate under Metalliferous
Mines Regulations, 1961)
- 281 Security Guard (without arms) and other categories by
whatever name called which are of skilled nature
- 282 Assistant (Farm)
- 283 Assistant (Cashier)

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- 284 Librarian
- 285 Telex or Telephone Operator
- 286 Hindi Translator
- 287 Telex or Telephone Operator
- 288 Hindi Translator
- 289 Accounts Clerk
- 290 Clerks
- 291 Computer/Data Entry Operator
- 292 Telephone Operator, Typist
- 293 Store Attendant
- 294 M. C. Clerk
- 295 Munshi (Matriculate, Non-Matriculate)
- 296 Store Clerk (Matriculate Non-Matriculate)
- 297 Storekeeper
- 298 Storekeeper Grade-I, Grade-II (Matriculate)
- 299 Timekeeper
- 300 Timekeeper (Matriculate Non-Matriculate)
- 301 Book Keeper
- 302 Work Munshi
- 303 Work Munshi (Subordinate)
- 304 Magazine Clerk
- 305 Teller Clerk
- 306 Store Clerk

S. No. Highly Skilled

1 2

- 1 Artificier Class-I
- 2 Blacksmith Class-I
- 3 Carpenter Class-I
- 4 Machine
- 5 Hand Class-I
- 6 Mason Class-I
- 7 Mechanic (Senior)
- 8 Painter (Grade-I, Class-I, Spray) Plasterer (Mason) Class-I
- 9 Plumber (Head Class-I)
- 10 Mistry Grade-I
- 11 Polisher (with Spray Grade-I)
- 12 Road Inspector Grade-I
- 13 Sawyer Class-I
- 14 Stone Cutter Class-I
- 15 Stone Cutter Grade-I
- 16 Stone Chisler Class-I
- 17 Stone Mason Class-I
- 18 Sub-Overseer (Qualified)
- 19 Tiler Class-I
- 20 Tinsmith Grade-I and Class-I
- 21 Upholsterer Grade-I
- 22 Varnisher Class-I

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- 23 Welder-cum-Fitter and Air Conditioning Mechanic
- 24 Welder (Gas) Class-I
- 25 White Washer Class-I
- 26 Wireman Grade-I, Class-I
- 27 Wood Cutter Class-I
- 28 Grinder (Tool) Grade-I
- 29 Operator (Batching Plant Grade-I)
- 30 Leader Grade-I
- 31 Pile Driving Grade-I
- 32 Pump Grade
- 33 Scrapper Grade-I
- 34 Screening Plant Grade-I
- 35 Pump Grade-I
- 36 Scrapper Grade-I
- 37 Security Guards (with arms)
- 38 Armature Winder Grade-I
- 39 Blacksmith Grade-I and Class-I
- 40 Boilerman Grade-I
- 41 Boilerman Foreman Grade-I
- 42 Brick Layer Class-I
- 43 Cable Joiner Grade-I
- 44 Carpenter Grade-I and Class-I
- 45 Celo Cutter and Decorator

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- 46 Chargeman Class-I
- 47 Checker (Sr.) Driver Lorry Grade-I
- 48 Motor Lorry Grade-I
- 49 Motor Vehicle Class-I and Diesel Engine Grade-I
- 50 Road Roller Grade-I
- 51 Pump Class Electrician Grade-I and Class-I/Grade-I
- 52 Fitter (Grade-I, Class-I)
- 53 Pipe Class-I (Head)
- 54 Foreman (Assistant) Line Man Grade-I Mason
(Skilled Grade-I, Class-I)
- 55 Mast Rig
- 56 Mechanic Class-I and Class-II
- 57 Mechanic (Diesel Grade-I and Road Roller Grade-I
- 58 Air Conditioning Grade-I/Class-I, Mistry Grade-I
- 59 Mistry (Air Conditioning Grade-I)
- 60 Overseer
- 61 Overseer (Senior and Junior)
- 62 Dragline Grade-I
- 63 Drill Grade-I
- 64 Dumper Grade-I
- 65 Excavator Grade-I
- 66 Fork Lift Grade-I
- 67 Generator Grade-I

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- 68 Rigger Grade-I
- 69 Rigger Grade-II
- 70 Charper/Sletter Grade-I
- 71 Shovel and Dragline Tractor Grade-I
- 72 Tradesman Class-I
- 73 Turner/Miller Grade-I
- 74 Work (Assistant) Grade-I
- 75 Compounder
- 76 Surveyor
- 77 Winding Engine Driver
- 78 Operator (Heavy Earth Moving Shovel and Bulldozer)
- 79 Head Mistry
- 80 Staff Nurse with Diploma
- 81 Drill Operator other than Jack Hammer
- 82 Electrical Supervisor with Competency Certificate
- 83 Underground Shift Boss
- 84 Head Mechanic
- 85 Qualified and Experienced Welder
- 86 Machine Tool Mechanic
- 87 Mechanical/Plant Foreman
- 88 Mining Supervisor
- 89 Vocational Training Instructor/Teacher
- 90 Head Electrician

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- 91 Accountant
- 92 Steno with 7 years of service
- 93 Store In-charge
- 94 Shift In-charge
- 95 Supervisor
- 96 In-charge of Watch and Ward
- 97 Security Guard (Armed)
- 99 Crane Grade-I
- 100 Diesel Engine Grade-I
- 101 Dozer Grade-I
- 102 Clamp Shell Grade-I
- 103 Compressor Grade-I
- 104 Grader Grade-I
- 105 Tractor Grade-I
- 106 Vibrator Grade-I
- 107 Screening Plant Grade-I
- 108 Shovel Grade-I
- 109 Shovel and Dragline
- 110 Tyrevulcanser Grade-I
- 111 Security Guard (with Arms) and other categories by whatever name called which are of Highly-Skilled nature
- 112 Any other category of employees by whatever name called which are of Highly-Skilled nature.

□□□□□□

FORM-II

[See rule 39]

**[SINGLE APPLICATION UNDER SUB-SECTION (5) OF SECTION 45]
BEFORE THE AUTHORITY APPOINTED UNDER SUB-SECTION (1)
OF SECTION 45 OF THE CODE ON WAGES, 2019 (29 OF 2019)**

FOR..... AREA

Application No. of 20

Between ABC and (State the number) other Applicant

Through employees concerned or registered trade union or
Inspector-cum- Facilitator

Address

And

XYZ.....

Address

The application states as follows : □

- (1) The applicant(s) whose name(s) appear in the attached schedule was/ were/has/have been employed from to as (category) in (establishment) Shri/M/s engaged in (nature of work) which is/are covered by the Code on Wages, 2019.
- (2) The opponent(s) is/are the employer(s) within the meaning of section 2(1) of the Code on Wages, 2019.
- (3) (a) The applicant(s) has/have been paid wages at less than the minimum rates of wages fixed for their category (categories) of employment(s) under the Code by Rs. per day for the period(s) from to
- (a) The applicant(s) has/have not been paid wages at Rs. per day for the weekly days of rest from to
- (b) The applicant(s) has/have not been paid wages at overtime rate(s) for the period from to
- (c) The applicant(s) has/have not been paid wages for period from to

FORM-IV

[See rule 41(3)]

EMPLOYEE REGISTER

Name of the Establishment : Name of the Employer :
 Name of the Owner : PAN/TAN of the Employer :
 Labour Identification Number (LIN) :

Sl. No.	Employee Name Code	Surname	Gender	Father's/Spouse Name	Date of Birth	Nationality	Education Level	Date of Joining	
1	2	3	4	5	6	7	8	9	10

Designation (HS/S/SS/US)*	Category	Type of Employment	Mobile No.	UAN	PAN	ESIC IP No.	AADHAAR	Bank A/c Number	Bank
11	12	13	14	15	16	17	18	19	20

Branch (IFSC)	Present Address	Permanent Address	Service Book No.	Date of Exit	Reason for Exit	Mark of Identification	Photo	Specimen Signature/Thumb Impression	Remarks
21	22	23	24	25	26	27	28	29	30

*(Highly Skilled/Skilled/Semi-Skilled/Unskilled)

FORM-VI

[See rule 44]

APPLICATION UNDER SUB-SECTION (4) OF SECTION 56 FOR COMPOSITION OF OFFENCE

- 1. Name of applicant :
- 2. Father /Spouse Name :
- 3. Address of the applicant :
- 4. Particulars of the offence :
-
-
- 5. Section of the Code under which the offence is committed
-
- 6. Miximum fine provided for the offence under the Code :
-
- 7. Whether prosecution against the applicant is pending or not
-
- 8. Whether the offence is first offence or the applicant had committed any other offence prior to the offence. If yes, then, full details of the prior offence.....
-
-
- 9. Any other information which the applicant desires to provide
-
-
-

Dated :

Applicant (Name and Signature)