

भारत सरकार
GOVERNMENT OF INDIA



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Part II - Section 3

केन्द्र-शासित प्रदेश लद्दाख प्रशासन

ADMINISTRATION OF UNION TERRITORY OF LADAKH

DEPARTMENT OF LABOUR
NOTIFICATION

Ladakh, the 28th of July , 2026

S.O.231— Whereas, the draft Code on Wages (Ladakh) Rules, 2026 rules which the Administration of the Union Territory of Ladakh proposed 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 Jammu and Kashmir Payment of Wages Rules, 1972 and the Jammu and Kashmir Minimum Wages Rules, 1972, made by the Government of Jammu and Kashmir in exercise of the powers conferred by the Payment of Wages Act, 1936 (4 of 1936) and the Minimum Wages Act, 1948 (11 of 1948), respectively, which stand repealed under section 69 of the Code on Wages, 2019, except as respects things done or omitted to be done before such repeal, were published, as required under sub-section (1) of section 67 of the said Code, vide Notification S.O. 182 dated the 29th April, 2026, inviting objections and suggestions from all persons likely to be affected thereby before the expiry of a period of forty-five days from the date on which the copies of the Official Gazette containing the said notification were made

available to the public;

And whereas, no objections or suggestions have been received from any person or stakeholder by the Labour and Employment Department, Administration of the Union Territory of Ladakh, within the stipulated period;

Now, therefore, in exercise of the powers conferred by sub-section (1) of section 67 of the Code on Wages, 2019 (29 of 2019), the Administration of the Union Territory of Ladakh hereby makes the following rules, namely:—

CHAPTER I PRELIMINARY

1. **Short title, extent and commencement.** - (1) These rules may be

called the Code on Wages (Ladakh) Rules, 2026.

(2) They shall extend to the whole of Union Territory of Ladakh.

(3) They shall come into force on the date of their publication in the Official Gazette.

2. **Definitions.**-(1) In these rules, unless the subject or context otherwise requires,—

a) **“Authority”** means the authority appointed by the Administration of Union Territory of Ladakh under sub-section(1) of section 45;

b) **“Appellate Authority”** means the appellate authority appointed by the Administration of Union Territory of Ladakh under sub-section (1) of section 49;

c) **“Appeal”** means an appeal preferred under sub-section (1) of section 49;

d) **“Agriculture Labourer”** includes any person involved in connection with cultivating of soil or with raising or harvesting of any agricultural or horticultural commodities, management of live-stocks, bees, poultry etc.

e) **“Board”** means the State Advisory Board constituted by the Administration of Union Territory of Ladakh under sub- section (4) of section 42;

f) **“Chairperson”** means the Chairperson of the Board;

g) **“Code”** means the Code on Wages, 2019 (29 of

2019);

h) **“Committee”** means a committee appointed by the Administration of Union Territory of Ladakh under clause (a) of sub-section (1) of section 8;

i) **“Day”** means a period of 24 hours beginning at mid-night;

j) **“Family”** means all or any of the following relatives of an employee namely:—

(a) a spouse;

(b) a minor legitimate or adopted child

dependent upon the
employee;

(c) a child who is wholly dependent on the
earnings of the

employee, and who is—

(i) receiving education, till he attains the
age of twenty-one years; and

(ii) an unmarried daughter;

(d) a child who is infirm by reason of any
physical or mental abnormality or injury and is
wholly dependent on the earnings of the
employee, so long as the infirmity continues;

(e) dependent parents (including father-in-law
and mother-in-law of a woman employee),
whose income from all sources does not exceed
such income as may be specified by the Central
Government from time to time;

k) **“Form”** means a form appended to these rules;

l) **“Geographical Area”** means, the areas notified as such by the
Administration of Union territory of Ladakh from time to time.

m) **“Highly skilled occupation”** means an occupation which
calls in its performance a specific level of perfection and
required competence acquired through intensive technical
or professional training or practical occupational
experience for a considerable period and also requires of
an employee to assume full responsibility for his
judgment or decision involved in the execution of such
occupation;

n) **“Inspector-cum-Facilitator”** means a person
appointed by Administration of the Union Territory of
Ladakh by notification under sub-section (1) of section
51.

o) **“Member”** means a member of the Board and includes its

Chairperson;

- p) **“Municipal Area”** means an area falling within the boundaries of municipal area;
- q) **“Population”** means the population as ascertained at the last preceding census of which the relevant figures have been published;
- r) **“Registered trade union”** means a trade union registered under The Industrial Relations Code, 2020 (35 of 2020);
- s) **“Rural area”** means the area which does not fall within the municipal area;
- t) **“Schedule”** means the schedule annexed to these rules;
- u) **“Section”** means a section of the Code;
- v) **“Semi-skilled occupation”** means an occupation which in its performance requires the application of skill gained by the experience on job which is capable of being applied under the supervision or guidance of a skilled employee and includes supervision over the unskilled occupation;
- w) **“Skilled occupation”** means an occupation which involves skill and competence in its performance 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 judgment;
- x) **“Unskilled occupation”** means an occupation which in its performance requires the application of simple operating experience and involves no further skills; and
- y) **“Year”** means "Financial Year" which starts from 1 April and ends on 31 March of the following year.

(2) All other words and expressions used herein in these rules and not defined but defined in the Code shall have the meanings respectively assigned to them under the Code.

CHAPTER II

Minimum Wages

3. Manner of calculating the minimum rate of wages.

– (1) For the purposes of sub section (5) of section 6, the minimum rate of wages shall be fixed on the day basis keeping in view the following criteria, namely: -

- (i) the standard working class family which includes a spouse and two children apart from the earning worker; an equivalent of three adult consumption units;
- (ii) A net intake of 2700 calories per day per consumption unit;

- (iii) 66 meters of 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 percent of minimum wage; and
- (vi) Expenditure for children education, medical requirement, recreation and expenditure on contingencies to constitute 25 percent 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. In the case of a five-day working week the hourly rate of minimum wages so calculated shall be used to derive the minimum wages of the day.

4. Norms for fixation of minimum rate of wages.-

(1) While fixing the minimum rate of wages under section 6, the Administration of Union Territory of Ladakh shall divide the concerned geographical area into two categories, that is to say, the municipal area and the rural area. The Administration of the Union Territory of Ladakh may, in specific areas, permit an additional percentage over and above the prescribed minimum wages, having regard to difficult living conditions and geographical remoteness, subject to proper justification and prior approval.

(2) The Administration of Union Territory of Ladakh shall constitute a technical committee for the purpose of advising the Administration of Union territory in respect of skill categorization, which shall consist of the following members, namely: -

- (i) Administrative Secretary, Labour Department, UT Ladakh
Chairperson
- (ii) Deputy/Under Secretary, Labour Department, UT Ladakh
Member
- (iii) Chief Engineer, PW(R&B) Department UT, Ladakh

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Member

- (iv) Director, Technical Education - Member
- (v) Chief Engineer, Irrigation & Flood Control, UT Ladakh - Member
- (vi) Deputy Labour Commissioner, UT, Ladakh - Member Secretary
- (vii) Two technical experts in wage determination as nominated by the Administration of Union Territory of Ladakh - Members

(3) The Administration of Union Territory of Ladakh shall, on the advice of the technical committee referred to in sub-rule (2), categorize the occupations of the employees into four categories that is to say unskilled, semi-skilled, skilled and highly skilled by modifying, deleting or adding any entry in the categorization of such occupations specified in Schedule A.

(4) The technical committee referred in sub-rule (2) shall while advising the Administration of Union Territory of Ladakh take into account, to the possible extent, the national classification of occupation or national skills qualification frame work or other similar frame work for the time being formulated to identify occupations.

(5) If a worker employed in any employment is not specifically mentioned by the name of its trade or job under any of the categories/classes in this notification or in earlier notifications fixing or revising minimum rate of wages, even then such employee shall be paid minimum wages of the category of the class where he can be most accurately placed. In case of disagreement about a category or classification of an occupation as mentioned in Schedule A, the decision of the Technical committee as mentioned in the sub rule 2 of this Rule shall be final.

- 5. Time Interval for revision of dearness allowance.** - Endeavour shall be made so that the cost-of-living allowance and the cash value of the concession in respect of essential commodities at concession rate shall be computed once before 1st April and then before 1st October in every year to revise the dearness allowance payable to the employees on the minimum

wages considering the Average Consumer Price Index Number for Industrial Workers published by the Labour Bureau, Ministry of Labour and employment, Government of India.

6. Number of hours of work which shall constitute a normal working day.-

(1) The normal working day under clause (a) of sub-section (1) of section 13 shall be comprised of eight hours of work.

(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 Administration of Union Territory of Ladakh.

7. Weekly day of rest.— (1) Subject to the provisions of this rule, an employee shall be allowed rest of one day or more than one day as the case may be, every week (hereinafter referred to as “the rest days”) which in case of six day week shall ordinarily be Sunday and in case less of than six day week shall include Saturday and Sunday, but the employer may fix any other days of the week as the rest days for any employee or class of employees.

Provided that in a six-day working week or less than six days working week, as the case may be, the remaining days of the week shall be paid rest days for such employees.

Provided that an employee shall be entitled for the rest days under this sub-rule if he has worked under the same employer in case of six-day week for a continuous period of not less than six days and in case of less than six day working week for a continuous period of the stipulated number of working days as the case may be.

Provided further that the employee shall be informed of the days fixed as the rest days and of any subsequent change in the rest days, before the change is effected, by display of a notice to that effect, at a conspicuous place in the place of employment.

Explanation:-

For the purpose of

computation of the continuous period of not less than six days or the stipulated number of working days in a week specified in the second proviso to this sub rule,

(a) 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,

(b) any day on which an employee is laid off on payment of compensation under the Industrial Relations Code, 2020 (35 of 2020), and

(c) any leave or holiday, with or without pay, granted by the employer to an employee in the period of six days or during the stipulated number of working days of a week as the case may be, immediately preceding the rest days, shall be deemed to be days on which the employee has worked.

(2) Any such employee shall not be required or allowed to work on the rest day unless he has or will have a substituted rest day for a whole day on one of the working days in a week immediately before or after the rest day:

Provided that no substitution shall be made which will result in the employee working for more than ten days consecutively without a rest day for a whole day.

(3) Where in accordance with the foregoing provisions of this rule, any employee works on a rest day and has been given a substituted rest day on any one of the working days before or after the rest day, the rest day shall, for the purpose of calculating the weekly hours of work, be included in the week in which the substituted rest day occurs.

- (4) An employee shall be granted,
- a) for rest day, wages calculated at the rate applicable to the next preceding day; and
 - b) where he works on the rest day and has been given a substituted rest day, then, he shall be paid wages for the rest day on which he worked, at the overtime rate and wages for the substituted rest day at the rate applicable to the next preceding day:

Provided that in case of six-day week where-

- i. the minimum rate of wages of the employee as notified under the Code has been worked out by dividing the minimum monthly rate of wages by twenty- six; or
- ii. the actual daily rate of wages of the employee has been worked out by dividing the monthly rate of wages by twenty-six and such actual daily rate of wages is not less than the notified minimum daily rate of wages of the employee, then, no wages for the rest day shall be payable; and
- iii. the employee works on the rest day and has been given a substituted rest day, then, he shall be paid, only for the rest day on which he worked, an amount equal to the wages payable to him at the overtime rate; and, if any dispute arises whether the daily rate of wages has been worked out in accordance with the provisions of this proviso, the officer appointed through notification by Administration of Union territory of Ladakh for the purpose 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, he shall be paid wages for the rest day on which he works, at the overtime rate and wages for the substituted rest day at the rate applicable to the next preceding day.

Explanation:-

In this sub-rule 'next preceding day' means the last day on which the employee has worked, which precedes the rest day or the substituted 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 mean 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 shift ends, and the hours after midnight during which such employee was engaged in work shall be counted towards the previous day.

9. The extent and conditions for the purposes of sub-section (2) of section 13.—In case of employees—

(a) engaged in any emergency which could not have been foreseen or prevented;

(b) engaged in work of the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned;

(c) whose employment is essentially intermittent;

(d) engaged in any work which for technical reasons has to be completed before the duty is over; and

(e) engaged in a work which could not be carried on except at times dependent on the irregular action of natural forces;

the number of hours of work which shall constitute a normal working day inclusive of one or more specified intervals and the spread over of the hours of work of the employee may exceed the number of hours as specified by general or special order, issued from time to time, under Rule 6.

- 10. Longer wage period.**-The longer wage period for the purposes of minimum rate of wages under section 14 shall be by the month and monthly wages for the Agricultural Labour too.

CHAPTER III PAYMENT OF WAGES

- 11. Recovery under sub-section (4) of section 18.**- Where the total deductions authorized under sub-section (2) of section 18 exceed fifty percent of the wages of an employee, the excess shall be carried forward and recovered from the wages of succeeding wage period or wage periods, as the case may be, in such installments 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 in physical form or electronically in Hindi, English and Local language 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 electronically or by registered post to the Inspector- cum-Facilitator having jurisdiction.
- 14. The procedure under sub-section (3) of section 19. –** The employer shall give an intimation electronically or in writing specifying therein the detailed particulars for obtaining the approval of the imposition of fine to 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 and shall dispose of the matter within Thirty days from the date of receiving such intimation, failing which it shall be deemed to be approved.
- 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 electronically or by

registered post of such deduction to the Inspector-cum-Facilitator having jurisdiction within Ten 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 there under, he shall initiate appropriate action under the Code against the employer within thirty days from the date of receipt of such intimation.

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 for custody or for loss of money for which he is required to account and how such damages or loss is directly attributable to the neglect or default of the employee; and
- (ii) thereafter, give the employee an opportunity to offer any explanation and deduction for any damages or loss, if made, shall be intimated to the employee within fifteen days from the date of such deduction.

17. Conditions regarding recovery of advance under section 23.-The recovery, as the case may be of-

- (i) advances of money given to an employee after the employment begins under clause (b) of section 23; or
- (ii) advances of wages to an employee not already earned under clause (c) of section 23, shall be made by the employer from the wages of the concerned employee in installments determined by the employer, so as any or all installments in a wage period shall not exceed fifty percent of the wages of the employee in that wage period and the particulars of such recovery shall be recorded in the register maintained in **Form-IV**.

18. Deductions under section 24.-Deductions for recovery of loans granted for house building or other purposes approved by the Administration of Union Territory of Ladakh, and the interest due in respect thereof shall be, subject to any directions given or circular issued by the Administration of Union

Territory of Ladakh from time to time regulating the extent to which such loans may be granted and the rate of interest shall be payable thereon.

CHAPTER IV

STATE ADVISORY BOARD

A.Procedure of Ladakh Advisory Board under sub-section (10) of section 42

- 19. Constitution of the Board:-**(1) The Ladakh Advisory Board shall consist of the persons to be nominated by Administration of Union Territory of Ladakh representing employers and employees as specified in clauses (a) and (b) of sub-section (6) of section 42 and the independent persons and representatives of the Administration of Union Territory of Ladakh as specified in clauses (c) of that sub-section.
- (2) The persons representing employers as referred to in clause (a) of sub-section (6) of section 42 shall be five and the persons representing employees referred to in clause (b) of that sub-section shall also be five.
- (3) The independent persons specified in clause (c) of sub-section (6) of section 42 to be nominated by the Administration of Union Territory of Ladakh shall consist of the following, namely: -
- i. Administrative Secretary, Labour Department, Administration of Union Territory of Ladakh shall be the Chairperson;
 - ii. Deputy Labour Commissioner, Labour Department, UT, Administration of Ladakh shall be Member Secretary;
 - iii. Additional Secretary, Finance Department, Administration of Union Territory of Ladakh shall be the member;
 - iv. Chief Engineer, P W (R&B) Department, Administration of Union Territory of Ladakh shall be the member;
 - v. One member shall be a professional in the field of wages and labour related issues;
- (4) The Administration of Union Territory of Ladakh shall, while nominating the members of the Board, take into account that the independent members under clause (c) of sub-section (6) of Section 42 shall not

exceed one-third of the total members of the Board and one-third of the members of the Board shall be women.

- 20. Meeting of the Board.-** The Chairperson may, subject to the provisions of rule 22, call a meeting of the Board, at any time he thinks fit:

Provided that on requisition in writing from not less than one half of the members, the Chairperson shall call a meeting within thirty days from the date of the receipt of such requisition.

- 21. Notice of meetings.-** The Chairperson shall fix the date, time and place of every meeting and a notice in writing containing the aforesaid particulars along with a list of business to be conducted at the meeting shall be sent to each member by registered post or electronically at least fifteen days before the date fixed for such meeting: Provided, that in the case of an emergent meeting, notice of seven days only may be given to every member.

- 22. Functions of Chairperson.-**The Chairperson shall-
- (i) preside at the meetings of the Board: Provided that in the absence of the Chairperson at any meeting, the members shall elect from amongst themselves by a majority of votes, a member who shall preside at such meeting;
 - (ii) decide agenda of each meeting of the Board;
 - (iii) where in the meeting of the Board, if any issue has to be decided by voting, conduct the voting and count or cause to be counted the secret voting in the meeting.

- 23. Quorum.-** No business shall be transacted at any meeting unless at least one-third of the members and at least one representative member each of both the employers and an employee are present:

Provided that, if at any meeting less than one-third of the members are present, the Chairperson may adjourn the meeting to a date not later than seven days from the date of the original meeting and it shall thereupon be lawful to dispose of the business at such adjourned meeting irrespective of the number of members present:

Provided further that the date, time and place of such adjourned meeting shall be intimated to all the members electronically or by a Registered post.

- 24. Disposal of business of the Board.** - All business of the Board shall be considered at a meeting of the Board, and shall be decided by a majority of the votes of members present and voting and in the event of an equality of votes, the Chairperson shall have a casting vote:

Provided that the Chairperson may, if he thinks fit, direct that any matter shall be decided by the circulation of necessary papers and by securing written opinion of the members:

Provided further that no decision on any matter under the preceding proviso shall be taken, unless supported by not less than two-thirds majority of the members.

- 25. Method of voting.**-Voting in the Board shall ordinarily be by show of hands, but if any member asks for voting by ballot, or if the Chairperson so decides, the voting shall be by secret ballot and shall be held in such manner as the Chairperson may decide.

- 26. Proceedings of the meetings.**- (1) The proceedings of each meeting of the Board showing inter alia the names of the members present thereat shall be forwarded to each member and to the Administration of Union Territory of Ladakh as soon after the meeting as possible, and in any case, not less than seven days before the next meeting.

(2) The proceedings of each meeting of the Board shall be confirmed with such modification, if any, as may be considered necessary at the next meeting.

- 27. Summoning of witnesses and production of documents.**-(1) The Chairperson may summon any person to appear as a witness if required in the course of the discharge of his duty and require any person to produce any document.

(2) Every person who is summoned and appears as a witness before the Board shall be entitled to an allowance for expenses by him in accordance with the scale for the time being in force for payment of such allowance to witnesses appearing before a civil court.

- 28. Appointment of the committees.**-The Administration of Union Territory of Ladakh may constitute as many committees under clause (a) of sub-section (1) of

section 8 as it considers necessary for the purposes specified in that clause.

B. Terms of office of members of the Board under sub-section (11) of section 42

29. Term of office of members of the Board. -(1)The term of office of members other than an ex-officio member, shall be normally two years commencing from the date of his appointment or nomination, as the case may be, under sub-section(1) of section 42:

Provided that such a member shall, notwithstanding the expiry of the said period of two years, continue to hold office until his successor is appointed or nominated, as the case may be.

(2) An independent member of the Board nominated to fill a casual vacancy shall hold office for the remaining period of the term of office of the member in whose place he is nominated.

(3) The official members of the Board shall hold office till they are replaced by respective such other official members.

(4) Notwithstanding anything contained in sub-rules (1), (2), and (3), the members of the Board shall hold office during the pleasure of Administration of Union Territory of Ladakh.

30. Travelling allowance.-The Chairman and every member of the Board shall be entitled to draw travelling and halting allowance for any journey performed by him in connection with his duties at the rates and subject to the conditions applicable to a Group 'A' officer of Administration of Union Territory of Ladakh.

31. Officers and Staff. -The Administration of Union Territory of Ladakh may provide a Secretary not below the rank of Under Secretary, Labour Department, other officers and staff to the Board, as it may think necessary for the functioning of the Board.

32. Eligibility for re-nomination of the members of the Board.- An outgoing member shall be eligible for re-nomination for the membership of the Board for not

more than total two terms.

33. Resignation of the Chairperson and other members of the Board.-(1) A member of the Board, other than the Chairperson, may, by giving notice in writing to the Chairperson, resign his membership.

(2) A resignation shall take effect from the date of communication of its acceptance or on the expiry of 30 days from the date of resignation, whichever is earlier.

(3) When a vacancy occurs or is likely to occur in the membership of the Board, the Chairperson shall submit a report to the Administration of Union Territory of Ladakh immediately and the Administration of Union Territory of Ladakh shall, then, take steps to fill the vacancy in accordance with the provisions of the Code.

34. Cessation of membership.- If a member of the Board, fails to attend three consecutive meetings, without prior intimation to the Chairperson, he shall, cease to be a member thereof.

35. Disqualification.- (1) A person shall be disqualified for being nominated as, and for being a member of the Board—

- (i) If he is declared to be of unsound mind by a competent court; or
- (ii) If he is an un-discharged insolvent; or
- (iii) if before or after the commencement of the Code, he has been convicted of an offence involving moral turpitude.

(2) If any question arises whether a disqualification has been incurred under sub- rule (1), the decision of the Administration of Union Territory of Ladakh thereon shall be final.

CHAPTER V

PAYMENT OF DUES AND CLAIMS

36. Payment under clause (a) of sub-section (1) of section 44.-

(1) (a) Every employee shall make a declaration in **Form-VII**, nominating a person conferring the right to receive the amount that may stand in his credit at the event of his death before that amount standing to his credit has become payable or where the amount has become payable, before payment has been made.

(b) If the employee has a family at the time of making nomination, the nomination shall be in favour of the spouse or the spouse in preference followed by one or more members of his family;

Provided that nomination made by an employee having a family in favour of a person other than member of his family shall be invalid;

Provided further that a fresh nomination towards his spouse shall be made by the employee on his marriage and any nomination made before such marriage shall be deemed to be invalid.

(c) Where the nomination is wholly or partly in favour of a minor, the employee may appoint a major person of his family, to be the guardian of the minor nominee or where there is no major person in the family, he may at his discretion, appoint any other person to be a guardian of the minor nominee.

(d) If the employee nominates more than one member, he shall specify in the nomination, the amount or share payable to each of his nominees at his own discretion so as to cover the whole of the amount that may stand to his credit.

(2) Where any amount payable to an employee under the Code is due after his death or on account of his whereabouts not being known, and the amount could not be paid to the nominee of the employee until the expiry of three months from the date the amount had become payable, then, such amount shall be deposited by the employer with the officer appointed through notification by the Administration of Union territory of Ladakh having jurisdiction, who shall disburse the amount to the person nominated by the employee after ascertaining his identity within two months of the date on which the amount was so deposited with him.

37. Deposit of the undisbursed dues under clause (b) of sub-section (1) of section 44.-(1) Where any amount, payable to an employee under this Code, remains undisbursed because either no nomination has been made by such employee or for any other reason, such amounts could not be paid to the nominee of employee until the expiry of six months from the date the amount had become payable, all such amounts shall be deposited with the Assistant Labour Commissioner having jurisdiction before the expiry of the fifteenth day after the last day of the said period of six months.

(2) The amount referred to in sub-rule (1) shall be deposited by the employer with the Assistant Labour Commissioner having jurisdiction through bank transfer or through a crossed demand draft obtained from any scheduled Bank in India drawn in favour of such officer for this purpose.

38. Manner of dealing with the undisbursed dues under clause (b) of sub-section (1) of section 44. - (1) The amount referred to in sub rule (1) of rule 37 (hereinafter in this rule referred to as the amount) deposited with the officer nominated for this purpose shall remain with him and be invested in the Central or Administration of Union territory of Ladakh Securities or deposited as a fixed deposit in a scheduled bank.

(2) Assistant Labour Commissioner having jurisdiction will exhibit, as soon as may be possible, a notice containing such particulars regarding the amount as he considers sufficient for information at least for fifteen days on the notice board and also publish such notice in any two local newspapers of vernacular language commonly understood in the area in which undisbursed wages were earned.

(3) Subject to the provision of sub-rule (4), Assistant Labour Commissioner having jurisdiction shall release the amount to the nominee or to that person who has claimed such amount, as the case may be, in whose favour he has decided, after giving an opportunity of being heard, the amount to be paid.

(4) If the undisbursed amount remains unclaimed for a period of seven years, the same shall be dealt in the manner as directed by the Administration of Union territory of Ladakh from time to time in this behalf.

39. Authority to hear and determine the claims under the code:- The Administration of Union Territory of Ladakh may, by notification, appoint any Gazette officer for the purpose of sub-section (1) of Section 45 as the authority to hear and determine the claims.

CHAPTER VI FORMS, REGISTERS AND WAGE SLIP

40. The form of a single application. – (1) A single application,

may be filed under sub-section (5) of section 45 in **Form-II** manually or electronically along with documents specified in the said Form.

(2) Where an application under sub-section (5) of section 45 is entertained, the authority shall serve upon the employer electronically or by registered post a notice in **Form VIII** to appear before him on the date specified in the notice with all relevant documents and witnesses, if any, and shall inform the applicant of the date so specified.

(3) If the employer or his representative fails to appear on the specified date, the authority may hear and determine the application ex-parte.

4) If the applicant or his representative fails to appear on the specified date without any reasonable cause shown in advance, the authority may dismiss the application.

41. Appeal.- (1) 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** electronically or by registered post, along with documents mentioned by the appellant in the said Form, to the appellate authority having jurisdiction. Provided that no appeal by an employer shall be admitted unless at the time of preferring the appeal, the appellant has deposited the claim amount with the appellate authority.

(2) Where an appeal under sub-section (1) of section 49 is entertained, the appellate authority, shall serve upon the respondent electronically or by registered post a notice in **Form VIII** to appear before him on the date specified in the notice and shall inform the appellant of the date so specified.

(3) The appellate authority shall after hearing the appellant and the respondent shall, by order, decide the appeal.

42. Form of register, etc..-(1) Every employer of all establishments to which the Code applies shall maintain under sub-section(1) of section 50, electronically or in physical form in the formats appended to these Rules, the following registers:

- i) Employee Register in Form I,
- ii) Register of Wages, Overtime, Advances, Fines and Deductions for Damage and Loss in Form IV, and
- iii) Attendance Register-cum-Muster Roll in Form IX.

(2) All fines and all realisations thereof referred to in sub section (8) of section 19 shall be recorded in a register to be kept by the employer electronically or in physical form in Form - IV appended to these rules, and the authority referred to in said sub-section (8) shall be an officer appointed by notification of the Administration of UT Ladakh having jurisdiction.

(3) All deductions and all realisations referred to in sub section (3) of section 21 shall be recorded in a register to be kept by the employer electronically or in physical form in Form IV appended to these rules.

(4) Registers required to be maintained under these rules shall be preserved for a period of five years after the date of last entry made therein.

43. 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.

44. 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 Administration of Union territory of Ladakh or by an employee aggrieved or a registered trade union registered under the Industrial Relations Code, 2020 (35 of 2020) 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 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 defence 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 defence 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.

CHAPTER VII INSPECTOR-CUM- FACILITATOR

45. Inspection scheme. - (1) For the purposes of the Code and these rules, there shall be formulated an inspection scheme by the Secretary, Labour Department UT, Ladakh with the approval of the Administration of Union Territory of Ladakh.

(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.

CHAPTER VIII OFFENCES AND PENALTIES

46. Officer for holding enquiry— For the purpose of Section 53 (1), the Administration of Union Territory of Ladakh may appoint any officer not below the rank of Under Secretary Labour, or an officer of equivalent rank in the Administration of Union Territory of Ladakh, as the case maybe, for holding enquiry in such manner, as may be prescribed by the Central Government.

47. Officer and manner of compounding of offences under sub-section (1) of section 56.-

(1) The Administration of Union Territory of Ladakh may, by notification, appoint any Gazetted Officer for the purpose of sub-section (1) of section 56 (hereinafter referred to as the compounding officer) for composition of offences.

- (2) 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 Gazette Officer notified under said sub-section(1) of section 56.
- (3) The 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, compound 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.
- (4) Where the offence has been compounded 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 to in sub-section(1) of section 53 for needful action under sub-section (6) of section 56.

48. Form of application for the compounding of an offence specified under sub- section (4) of section 56- 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 manually to the Officer and in such manner as may be prescribed in Rule 47 of the Code on Wages (Ladakh) Rules, 2026.

CHAPTER IX MISCELLANEOUS

49. 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, in respect of the wages of employees in accordance with the provisions of the Code.

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).

50. Responsibility for payment of minimum bonus.- Where in an establishment, the employees are employed through contractor and the contractor fails to pay minimum bonus to them under

section 26, then, the company or firm or association or other person as referred to in the proviso to section 43 shall, on the written information of such failure, given by the employees or any registered trade union or unions of which the employees are members and on confirming such failure, pay such minimum bonus to the employees.

- 51. Annual Return:-**The return under these rules shall be filed electronically by every employer of an establishment to which the Code applies in the relevant columns of the Form specified for such purpose in the rules made under the Occupational, Safety Health and Working Conditions Code, 2020 (37 of 2020). A copy of such return shall also be forwarded electronically to the Labour Bureau, Ministry of Labour and Employment, Government of India.

FORM-I

FORM I (See rule 42)	
EMPLOYEE REGISTER	
Name of the Establishment	
Name of the Employer	
Name of the Owner	
PAN/TAN of the Employer	
Registration Number of the establishment (Labour Identification Number (LIN) shall be the Registration Number of the Establishment)	
1.	Employee Code
2.	Name
3.	Surname
4.	Gender
5.	Father's/Mother's/Spouse Name
6.	Date of Birth
7.	Place of Birth
8.	Nationality
9.	Education Level
10.	Date of Joining
11.	Designation
12.	Category (HS/S/SS/US)*
13.	Type of Employment (P/T/FT/T/B)**
14.	Details of Posting
15.	Pay
16.	Promotion
17.	Mobile Number
18.	Universal Account Number (UAN)
19.	PAN
20.	Nominee (To be filled on the basis of Nomination form)
21.	Details of Family
22.	EPS/NPS
23.	ESIC IP No.
24.	AADHAAR
25.	Bank A/c Number
26.	Bank
27.	Branch (IFSC)
28.	Present Address
29.	Permanent Address
30.	Service Book No.
31.	Date of Exit
32.	Reason for Exit
33.	Mark of Identification
34.	Photo
35.	Specimen Signature/Thumb Impression
36.	Remarks

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

** (Permanent/Temporary/Fixed Term/Trainee/Badli)

FORM II

[See rule 40]

SINGLE APPLICATION

UNDER SUB-SECTION (5) OF SECTION 45 OF THE CODE ON WAGES, 2019

**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

A.B.C. and _____ other applicant(s)

(Through the employee(s) concerned / registered trade union / Inspector-cum-Facilitator)

...Applicant(s)

Versus

X.Y.Z. Company

The applicant(s) named above respectfully submit(s) as follows:—

1. The applicant(s) whose name(s) appear in the attached schedule was/were employed from _____ to _____ as _____ (category/designation) in the establishment of the opposite party.
2. The opponent(s) is/are the employer(s) within the meaning of section 2 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 (skill category) of employment under the Code by ₹ _____ per day/month for the period from _____ to _____.

and/or

(b) The applicant(s) has/have not been paid wages at the overtime rate for the period from _____ to _____.

and/or

(c) The applicant(s) has/have not been paid wages for the weekly rest day(s).

and/or

(d) The employer has made the following deduction(s) from the wages of the applicant(s), which are not authorised under the Code or the rules made thereunder:

Sl. No. Nature of deduction Amount (₹) Period

- 1.
- 2.

3.

and/or

(e) The wages due to the applicant(s) have been delayed for the period from _____ to _____.

4. The applicant(s), therefore, pray(s) that this Authority may be pleased to—

- (a) direct the employer to pay the amount due to the applicant(s) towards the difference in wages together with compensation as provided under section 45 of the Code;
- (b) direct payment of overtime wages due;
- (c) direct payment of wages for the weekly rest day(s);
- (d) direct refund of the unauthorised deductions made from wages together with compensation;
- (e) direct payment of delayed wages together with compensation;
- (f) pass such other order(s) as this Authority may deem fit and proper in the facts and circumstances of the case.

Verification

I/We, the above-named applicant(s), do hereby verify that the contents of this application are true and correct to the best of my/our knowledge, information and belief and that nothing material has been concealed therefrom.

Place: _____

Date: _____

Signature/Thumb Impression of the Applicant(s)

or

Signature of the Registered Trade Union

or

Signature of the Inspector-cum-Facilitator

Schedule

Sl. No.	Name of Applicant	Father's/Spouse's Name	Designation	Period of Employment	Amount Claimed (₹)	Signature/Thumb Impression
1.						
2.						
3.						

Note: Strike out whichever is not applicable.

FORM III
(See rule 41)

APPEAL UNDER SECTION 49(1)
OF THE CODE ON WAGES, 2019
BEFORE THE APPELLATE AUTHORITY
UNDER THE CODE ON WAGES, 2019

A.B.C

Address..... APPELLANT

Vs.

C.D.E.

Address..... RESPONDENT

DETAILS OF APPEAL:

1. Particulars of the order against which the appeal is made:

2. Number and date:

The authority who has passed the impugned order:

Amount awarded:

Compensation awarded , if any :

3. Facts of the case :

(Give here a concise statement of facts in a chronological order, each paragraph containing as nearly as possible a separate issue or fact).

4. Grounds for appeal :

5. Matters not previously filed or pending with any other Court or any Appellate Authority:

The appellant further declares that he had not previously filed any appeal, writ petition or suit regarding the matter in respect of which this appeal has been made, before any Court or any other Authority or Appellate Authority nor any such appeal, writ petition or suit is pending before any of them.

6. Reliefs sought :

In view of the facts mentioned above the appellant prays for the following relief(s)

:— [Specify below the relief(s) sought]

7. List of enclosures:

1.

2.

3.

4.

.....

Date :

Place :

Signature of the appellant.

For office use

Date of
filing or
Date of receipt by post
Registration No.

Authorized Signatory

FORM IV

FORM-IV (See rule 17 and rule 42)	
REGISTER OF WAGES, OVERTIME, ADVANCES, FINES AND DEDUCTIONS FOR DAMAGE AND LOSS	
Name of the Establishment	
Name of the Employer	
Name of the Owner	
PAN/TAN of the Employer	
Registration number of the establishment (Labour Identification Number (LIN) shall be the registration number of the establishment	

Sl. No.	Sr. No. in Register/Employee Code	Name of the employee	Designation	Department	Duration of payment of wages (monthly/ fortnightly/ weekly/daily/ piece rated)	Wages period From-to	Total no. of days worked during the wage period	Total overtime hours worked or overtime production in case of piece workers	Rate of wages		
									Basic	D A	Allo wanc es
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)

Amount of wages earned					Deductions									Net payment
Basic	DA	Allowances	Over time	Total Wages earned	EPF	ESIC	Society	Income Tax	Insurance	Others	Recovery of fine	Recovery on account of damages/losses	Total deductions	
(13)	(14)	(15)	(16)	(17)	(18)	(19)	(20)	(21)	(22)	(23)	(24)	(25)	(26)	(27)

Date of Payment	Receipt by employee/Bank transaction ID	Nature of acts and omissions for which fine imposed with date	Amount of fine imposed	Damage or loss caused to the employer by neglect or default of the employee	Signature of Employer/Employer Representative*
(28)	(29)	(30)	(31)	(32)	(33)

*Note: Required in case register is maintained physically.

FORM V

FORM V (See rule 43)		
WAGE SLIP		
Date of issue		
Name of the Establishment		
Address		
Period		
1.	Name of employee	
2.	Father's/Mother's/Spouse Name	
3.	Designation	
4.	UAN	
5.	Bank Account Number	
6.	Wage period	
7.	Rate of wages payable	
	a.	Basic
	b.	DA
	c.	Allowances
8.	Total attendance/unit of work done	
9.	Overtime wages	
10.	Gross wages payable	
11.	Total deductions	
	a.	PF
	b.	ESI
	c.	Others
12.	Net wages paid	
Employer / Pay-in-charge signature		

FORM VI
[See rule 47]

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

- 1. Name of applicant :
- 2. Father’s / Spouse name :
- 3. Address of the applicant :
- 4. Particulars of the offence:.....
.....
.....
.....
.....
.....
.....
- 5. Section of the Code under which the offence is committed
:.....
- 6. Maximum 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)

FORM-VII

(See rule 36)

NOMINATION

FORM

1. Name of person making nomination:

(In block letters):

2. Father's/Spouse's Name:

3. Date of Birth:

4. Sex:

5. Marital Status:

6. Address:

Permanent:

Temporary:

I hereby nominate the person(s)/cancel the nomination made by me previously and nominate the person(s) mentioned below to receive any amount due to me from the employer in the event of my death:-

Name of nominee/nominees	Address	Nominee's relationship with the employee	Date of Birth	Total amount of share of accumulations in credit to be paid to each nominee	If the nominee is minor, name, relationship, and address of the guardian who may receive the amount during the minority of nominee
(1)	(2)	(3)	(4)	(5)	(6)

- 1. Certified that I have no family and if I acquire a family hereafter, the above nomination shall be deemed as cancelled.
- 2. Certified that my father/mother is/are dependent upon me.
- 3. Strike out whichever is not applicable.

Signature or the thumb impression of the employee

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed/thumb impressed before me by Shri/Smt/Ku employed in my establishment after he/she has read the entry/entries or have been read over to him/her by me and got confirmed by him/her in either of the cases.

Signature of the employer or other authorised officer of the establishment and

Designation Place:

Date:

Name and Address of the Factory/Establishment and rubber stamp thereof

FORM VIII
(See rule 40(2) and rule 41(2))

(A). FORM OF NOTICE TO THE RESPONDENT TO BE ISSUED BY THE
AUTHORITY UNDER SUB- SECTION (5) OF SECTION 45
(Title of the application)

To
Name
Address

Whereas (name of the applicant) has made the above said application tome under the Code on Wages, 2019, you are hereby summoned to appear before me in person or by a duly authorized representative, and required to answer all material questions relating to the application, or shall be, accompanied by some person duly authorized by you and able to answer such question on the.....Day of.....20....at.....AM/PM, to answer the claim in application and as the day fixed for the appearance is appointed for the final disposal of the application, you must be prepared to produce on that day all the witnesses upon whose evidence and the documents upon which you intend to rely in support of your defense.

Take notice that in default of your appearance on the day mentioned here above, the application will be heard and disposed of in your absence.

Date..... Signature of the authority with
seal

(B). FORM OF NOTICE TO THE RESPONDENT TO BE ISSUED BY THE
APPELLATE AUTHORITY UNDER SUB-SECTION (1) OF SECTION 49
(Title of the appeal)

To
Name
Address

Take notice that an appeal (copy of which is enclosed) under section 49 of the Code on Wages, 2019 has been presented by_(name of appellant) before this appellate authority, and that the ____ day of ____20__ has been fixed by this appellate authority for the hearing of the appeal.

If no appearance is made by you in person or by a duly authorized representative to act for you in this appeal, it will be heard and decided in your absence.

Date..... Signature of the Appellate authority with seal

FORM IX

Form IX (See rule 42)																			
ATTENDANCE REGISTER CUM MUSTER ROLL																			
Name of the Establishment																			
Name of the Employer																			
Name of the Owner																			
Registration Number of the establishment (Labour Identification Number (LIN) shall be the Registration Number of the Establishment)																			
For the Month of																			
Sl. No.		Employee Code		Name		Designatio n		Shift		Place of work/Section/Department									
(1)		(2)		(3)		(4)		(5)		(6)									
Date and Time of attendance (7)																			
Date	1	2		3		4	5	6	7	8	9	10		11					
Time	In	Out	In	Out		In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out
Signature																			

Date	12	13	14	15	16	17	18	19	20	21										
Time	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out
Signature																				
Date	22	23	24	25	26	27	28	29	30	31										
Time	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out	In	Out
Signature																				

Total number of days worked	Total number of overtime hours worked	Brief details of tour or assignment outside the work place, if any	Signature of Register keeper*
(8)	(9)	(10)	(11)

*Note: Required in case register is maintained physically.

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 (Arboriculturist Compost, Dairy's Haystaking, Irrigation, Manure, Stacking, Milk- room, Ration room Store, Anti-Malaria, M.R.)
8	Driver(Mule, Bullock, Camel, Donkey)
9	Dresser
10	Driver (BullocksMule)
11	Grazler
12	Dairyman
13	(Store-Mazdoor)
14	Carrier(Stone),
15	Breaker (using manual appliances)
16	Helper
17	Messenger(Office)
18	Mali
19	Syce
20	Tying and Carrying loose hay
21	Sweeper,
22	Weighing and Carrying bales,
23	Weighman (Bales pally),
24	Waterman,
25	Stableman,
26	Trollyman
27	Valveman,
28	Watchman,
29	White Washer,
30	Wooder man,
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,
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	FlagMan,
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,
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	Petrol man,
77	Searcher,
78	Signal man,
79	Strikers,
80	Vaks 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 semi skilled)
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	Overburden Remover
108	Waste removing mazdoor
109	Unloader
110	Excavating Labour
111	Digger
112	Butcher
113	Attender
114	Lorry Helper
115	Surface loader
116	Wood Cutter
117	Surface Mukar
118	Under GroundMukar
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.

S. No	SEMI SKILLED
1	Assistant (Chowdhary)
2	Attendant (Bull-calving lines, Chowkidar, Chaff cutter, Hostel, Dry Stock, Grain crusher, Pump, Siekline, Stable, YardStock)
3.	Assistant-Plumber
4.	Attendant
6	Bhisti
7	Brander
8	Bullman
9	Butterman
10	Coachman
11	Cobbler
12	Cultivator
13	Dafttry
14	Deliveryman
15	Dhobi
16	Dresser
17	Fireman
18	Gowala
19	Hammerman
20	Helper(Blacksmith)
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
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 (BrickKiln, Steam Road Roller)
61	Gate Keeper
62	Gharami
63	Classman
64	Grater
65	Greaser-cum-Fireman
66	Grinder
67	Hammerman
68	Helper(Artisan)
69	Helper(Sawyer)
70	Keyman
71	Khalasi (Head Survey, Rivertters-MoplahGang, Supervisory)
72	Labourer (Rock-Cutting)
73	Lascar
74	Mali(Head)
75	Stockers and Boilerman
76	Thoomba man (Spade worker)
77	Tindals
78	Trollyman (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
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 (Heavyweight)
110	Charge-man
111	Mistri (Head)
112	Muccadam
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	Stonemines 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	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)
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	Meterorogical Observer Navghani
39	Operator (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorricks, Diesel Engine, Doser, Dragline 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
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, GradeII, ClassII)
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)
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 (Upholstery)
87	Transprayer
88	Tarman
89	Line Man
90	Tiler ClassII
91	Wall (Floor, Roof)
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)
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	Celotex
116	Cutter Maker Chargeman, Class II and Class III, Carpenter Ordinary)
117	Checkder (Junior)
118	Chick Maker
119	Chickman (Junior) Concrete Mixure Mixer
120	Concrete Mixure Operator
121	Cobbler
122	Coremaker

123	Driver
124	Driver Motor Vehicle
125	Motor Vehicle Selection Grade
126	Motor Lorry
127	Motor-Lorry Grade II
128	Lorry Grade II
129	Diesel Engine
130	Diesel Engine Grade II
131	Mechanical Road Roller I. C. and Cement Mixer etc.
132	Road Roller
133	Road Roller Driver Grade II
134	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
135	Engine Operator(Stone Crusher Mechanical)
136	Distemprrer, Electrician, Electrician (Grade II, Class II and Class III)
137	Fitter
138	Fitter (Selection Grade, Grade II and III) class II and III Assistant, Pipe class II, Pipe Line ending Bars
139	Reinforcement Cum-mechanic, Mechanic and Plumber)
140	Gharami (Head)
141	Glazier
142	Hole Drillar for Blasting
143	Joiner
144	Joiner (Cable, Cable Grade II)
145	Lineman (Grade II, III, High Tension/Low Tension)
146	Mason
147	Mason (Selection Grade, Grade II, III and Class B Mistry)
148	Stone (Stone Class II,Brick Work, Stonework)
149	Brick-layer
150	Tile Flooring
151	B.I.M Muccadam (Head)
152	Stonecutting
153	Ordinary Machanic
154	Mechanic
155	Mechanic(Class II, Air conditioning, Air conditioning Grade II
156	Diesel Grade II
157	Road Roller Grade II
158	Assistant, Radio
159	Manson(Gharami)
160	Mistry
161	Mistry Grade II, Air conditioning Grade II ,P. Way, Survey, Santras Works)

162	Mason Class A
163	Moulder
164	Moulder (Brick Tile)
165	Painter
166	Painter (Selection Grade, Grade II and III, Class II, Assistant Lotter and Polisher, Polisher, Rough)
167	Plasterer
168	Plasterer (Mason Grade II)
169	Plumber
170	Plumber (Selection Grade, Class II, Assistant Lotter and Polisher, Rough),
171	Plasterer
172	Plasterer (Mason Grade II)
173	Plumber (Selection Grade, Class-II, Assistant Senior, Junior, Mistry Grade II)
174	Plumbing Mistry
175	Plumber-cum-Fitter
176	Polisher
177	Polisher (Floor)
178	Sirdhar Lathe Man
179	Geologist
180	Trailors
181	Turner
182	Upholsterer
183	Upholsterer (Grade II and III)
184	Painter Spray (Class II)
185	Wood Cutter
186	Wood Cutter Section Grade
187	Wood Cutter Class II
188	Work Sircar
189	Welder
190	Airwinch Haulage Operator
191	Auto-electrician
192	Painter
193	Blacksmith
194	Tailor
195	Compressor Operator
196	Blaster/Shot-firer
197	Driver
198	Head cook
199	Chargeman
200	Carpenter
201	Concrete Mixer Operator
202	Compressor Attendant

203	Air Compressor Attendant
204	Tractor Driver
205	Vehicle Driver
206	Chemist and Assistant/Chemist
207	Sub-overseer(unqualified)
208	Driller
209	Handhole Driller
210	Drill Mechanic
211	Driver Auto
212	Electrician
213	Wireless Operator Asstt. Foreman
214	Foreman
215	Fitter
216	Ferry Driver
217	Issuer Loco
218	Super Foreman
219	Hoist Operator
220	IMCE Driver
221	Driver
222	Loco Driver
223	Loader Operator
224	Linesman
225	Mechanic/Machinist
226	Mason
227	Mid Wife
228	Tinsmith
229	Supervisory Mechanic
230	Pump Attendant only in Gypsum, Barytes and Rock Phosphates
231	Pump Operator/Driver
232	Mining Mate with competency certificate under Metalliferous Mines Regulations, 1961.
233	Mistry
234	Skilled Mazdoor
235	Turner
236	Senior Mechanic
237	Pipe Fitter
238	Supervisor
239	Drafts Man
240	Wireman
241	Timber Man/Timber Mistry Elect.
242	Stone Crusher Operator
243	Crusher Operator
244	Moulder

245	Welder
246	Operator
247	Work Mistry
248	Engine Driver
249	Mining Engine Driver Grade-II
250	Engineman
251	Valveman
252	Cutter
253	Winding Engine Driver Grade-II
254	Security Guard(Unarmed)/Head Chowkidar
255	Shovel Operator
256	Limco Loader Operator
257	Surface Supervisor
258	Dozer Operator
259	Compressor Driller
260	Dumper Tractor Operator
261	Boiler Man (with Certificate)
262	Machinery Attendant
263	Air-conditions Mechanic
264	Crech Attendant only in Magnesite, Manganese and Mica Mines
265	Power Shovel Operator
266	Power and Pump House Operator
267	Miner Grade-I
268	Tractor Operator 80. Tub Repairer 81. Lathe Mistry
269	Stationery Engine Attendant 83. Generator Operator 84. Loading Foreman
270	Diesel Mechanic
271	Ferro Printer cum-chairman
272	White Washing and Colour Washing Man
273	Operator Pneumatic Tools, Operator (Fitter)
274	Boreman
275	Borer
276	Wireman (Grade II and III, Mechanic, Electrical)
277	White Washer
278	White Washer (Selection Grade, Class II)
279	Wireman
280	Welder (Class II, Bridgework)
281	Welder gas
282	Muccatam (with Competency Certificate under Metalliferous Mines Regulations, 1961).
283	Security Guard (without arms) and other categories by whatever name called which are of skilled nature
284	Assistant (Farm)

285	Assistant (Cashier)
286	Librarian
287	Telex or Telephone Operator
288	Hindi Translator
289	Telex or Telephone Operator
290	Hindi Translator
291	Accounts Clerk
292	Clerks
293	Computer/Data Entry Operator
294	Telephone Operator, Typist
295	Store Attendant
296	M. C. Clerk
297	Munshi (Matriculate, Non-matriculate)
298	Store Clerk (Matriculate Non-matriculate)
299	Store Keeper
300	Store Keeper Grade I, Grade II, (Matriculate)
301	Time Keeper
302	Time Keeper (Matriculate Non-Matriculate)
303	Book Keeper
304	Work Munshi
305	Work Munshi (Subordinate)
306	Magazine Clerk
307	Teller Clerk
308	Store clerk
309	Tally Clerk
310	Store Issuer
311	Tool Keeper
312	Computer/Date Entry Operator
313	Record Keeper
314	Tracer
315	File Clerk
316	Register Keeper
317	Time Keeper
318	Clerk
319	Munshi
320	Typist and other categories by whatever name called which are of clerical nature
321	Any other category of employees by whatever name called which are of skilled nature.

S. No.	HIGHLY SKILLED
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	Tin smith Grade I and Class I
21	Upholsterer Grade I
22	Varnisher Class I
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	Scraper Grade I
34	Screening Plant Grade I
35	Pump Grade I
36	Scraper 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
46	Chargeman Class I
47	Checker (Sr) Driver Lorry Grade I
48	Motor Lorry Grade I
49	Motor Lorry 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
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
91	Accountant
92	Steno with 7 years of service
93	Store Incharge
94	Shift Incharge
95	Supervisor
96	Incharge 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	Tyre vulcanser 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

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