

THE ADMINISTRATION OF UNION TERRITORY OF LADAKH
LABOUR AND EMPLOYMENT DEPARTMENT
UT SECRETARIAT, LEH, LADAKH

Telephone: 01982- 255786

Email: secy.labemp@gmail.com

Notification

Leh, the 2nd November, 2022

S.O. 117- Whereas, in terms of clause (a) of Sub-section (1) of Section 5 of the Minimum Wages Act, 1948, the UT Level Advisory Committee for fixation of the Minimum wages in the UT of Ladakh after considering existing wages notified vide SRO 460 of 26th October, 2017 issued by the then J&K Government, applicable in the UT of Ladakh along with the rates of wages applicable to BRO / rates applicable as per Central Labour Commissioner wage rate and also the rates fixed by the Deputy Commissioner of Leh & Kargil districts, arrived at the minimum wages to be applicable in the UT of Ladakh.

Now, therefore in exercise of the powers conferred by Sub-section (2) of Section 5 of the Minimum Wages Act, 1948 (Act No. XI of 1948), the Administration of UT of Ladakh, hereby revise the minimum rates of wages in respect of the scheduled employments shown in **Annexure 'A'** as under:

Sr. No.	Category	Minimum Wages per Day (in Rs.)
1	Un-Skilled	450
2	Skilled	575
3	Highly Skilled	835
4	Administrative/Ministerial/Accounts Staff	535

***The minimum wages in the tehsils of Zanskar, Durbuk and Nyoma (due to difficult living condition and geographical distance) shall be 10% additional to the notified minimum wages in respective categories.**

The guiding definitions of Un-skilled, Skilled and Highly Skilled works and classification of works thereof, are only illustrative/ indicative in nature and not exhaustive, and are given in **Annexure 'B'**.

These rates shall come into force with effect from the date of 'Notification'.

By order of Administration of Union Territory of Ladakh.

Sd/-

(K. Mehboob Ali Khan), IRS
Secretary,
Labour and Employment,
UT Ladakh

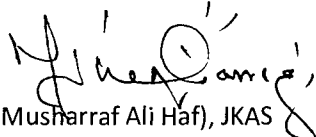
No.: Secy/Lab&emp/UTL/min.wages/5777- 86

Dated: 02.11.2022

Copy to the:-

- Secretary to Government of India, Ministry of Labour and Employment, Shram Shakti Bhawan, New Delhi- 11001.
- All Administrative Secretaries, UT of Ladakh.

3. Deputy Commissioner/ CEO, LAHDC, Leh/Kargil.
4. Chief Engineer, R&B/Irrigation/Mechanical/Electrical/Himank/Vijayak/Yojak.
5. Deputy Labour Commissioner, UT Ladakh.
6. Assistant Labour Commissioner, Leh/Kargil.
7. OSD with Hon'ble Lieutenant Governor, UT of Ladakh for kind information of the Hon'ble LG.
8. OSD with Secretary, Labour and Employment, UT of Ladakh for information of the Secretary.
9. Private Secretary to Advisor, UT of Ladakh for kind information of the Advisor.
10. Office order file.


(Musharraf Ali Haf), JKAS
Deputy Secretary, 2-11-22
Labour and Employment,
UT Ladakh.

Annexure 'A'

Part-I	
1	Employment in any Woolen Carpet making or shawl weaving Establishment
2	Employment in any Rice Mill, Floor Mill or Dal Mill
3	Employment in any Tobacco (including bidi making) manufacturing
4	Employment in any plantation, that is to say, any estate which is maintained for the purpose of growing cinchona, rubber, tea or coffee
5	Employment in any Oil Mills (Including Kohloos)
6	Employment under any local authority
7	Employment on the construction or maintenance of roads or in building operations
8	Employment in Stone Breaking or Stone crushing
9	Employment in any lac manufacturing
10	Employment in any mica works
11	Employment in Public Motor transport
12	Employment in Tanneries and Leather Manufacturing
13	Employment in Embroidery including Chain-stitch, Gubba Embroidery and Namdah making
14	Employment in Wood Carving
15	Employment in Workshop
16	Employment in Private Brick & Tile Making
17	Employment in Shops and Establishments
18	Employment in Private Transport Industry
19	Employment in Forest industry
20	Employment in Light Engineering Works
21	Employment in Steel and Metal Rollins Mills
22	Employment in Silicate and Chemical Works
23	Employment in Auto body Fabrication
24	Employment in manufacture of Wood Products including paper and paper products
25	Employment in manufacture of Food Products
26	Employment in manufacture of Metal and Steel Utensils
27	Employment in Rosin & Turpentine Products
28	Employment in manufacture of Soap & Detergent
29	Employment in manufacture of Sports Goods
30	Employment in Saw Mills and Joinery Products
31	Employment in Electricals and Electric Goods
32	Employment in Arms & Ammunition including private security agencies
33	Employment in Tailoring and Garment working
34	Employment manufacture of Drinks & Beverages
35	Employment in Ice Factories & Cold Storages
36	Employment in Hair Cutting Saloons
37	Employment in manufacturing of Medicines and Hospital Equipments as well as Private Hospitals and Nursing Homes.
38	Employment in Walnut Processing Units
39	Employment in Private Educational Institutions
40	Employment in Private Coaching Centers
41	Employment in Sweeping and Cleaning
42	Employment in Brick Kiln Industry
43	Employment in Cement Industry
44	Employment in Plastic Industry
45	Employment in hotel/Restaurant/Tea Stall & Cinemas
Part-II	

J. K. Singh
02-11-22

1	Employment in agriculture, that is to say, in any form of farming, including the cultivation and tillage of the soil, dairy farming, the production, cultivation, growing and harvesting of any agricultural or horticultural commodity, the raising of live-stock, bees or poultry, and any practice performed by a farmer on a farm as incidental to or in conjunction with farm operations (including any forestry or timbering operations) and the preparation for market and delivery to storage or to market or to carriage for transportation to market of farm produce .
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N. K. Singh
02-11-22

Annexure 'B'

Definitions

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

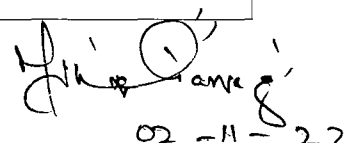
(ii) **"Skilled Work"** means work which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institute and the performance of which calls for initiative and judgement;

(iii) **"Highly Skilled Work"** means work which calls for a degree of perfection and full competence in the performance of certain tasks including clerical work acquired through intensive technical or professional (training or practical work experience for certain reasonable period and also requires a worker to assume full responsibility for the judgement or decision involved in the execution of the tasks;

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

Classification

UNSKILLED					
Construction Industry					
S. No.	Name of employment	S. No.	Name of employment	S. No.	Name of employment
1	Bajri-spreader	22	Daffadar	43	Tatti Boy
2	Belder	23	Flag Man	44	Tile Turner
3	Beater Women	24	Gang Man	45	Trolly Man
4	Belowman	25	Handle Man	46	Valve Controller
5	Chain Men	26	Jumper Man	47	white Washer
6	Boat Man	27	Kamin (Female Worker)	48	Coal man
7	Bucket Man	28	Khalasi	49	Condenser Attendant
8	Carrier (Stone/Water)	29	Lamp Man	50	Grass Cutter
9	Cart Man	30	Petrol Man	51	Mucher Jamadar
10	Concrete Hand Mixer	31	Searcher	52	Belchawala
11	Driver (Bullock, Camel, Donkey, Mule)	32	Signal Man	53	Bhisti
12	Shuttlers	33	Slings	54	Canner Weaner
13	Boatman (Hand)	34	Beaker	55	Cherpoy Stringer
14	Chainman	35	Checker	56	Dolly Man
15	Cracker	36	Daftri	57	Charami (Thatcher)
16	Excavator	37	Foreman/fireman	58	Lascar
17	Greaser	38	Grinder	59	Store man
18	Dil Man	39	Quarry Man	60	Thoomba Man (Spade Worker)
19	Stocker	40	Thatcher	61	Jamadar
20	Tindals	41	Trolly Man		
21	Crowbar Man	42	Strikers		
Forest Industry					
1	Rope Man (Fielding Operation)	7	Dragger ghalla labour (Pathree)	13	Clooper carriages
2	Wage Driver	8	Galla labour (Nallah mahan)	14	Nursery & plantation



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3	Porter	9	Bhallas	15	Water Carrier
4	Hammer Man (Fielding Operation)	10	Bhajies (Camp carriage)	16	Grass Cutter
5	Delimber/Debarkar (egging operation)	11	Nakise Carriage (River Mahan) labour and helpers		
6	Stacking carriage Labour Machine (Sawing)	12	Resin tin carriers		

Agriculture Industry

1	Preparation of Soil embanking	3	Manuring/Irrigation	5	Storing
2	Presowing activities	4	Thrashing/Winnowing Miscellaneous work	6	Herdman

Rice, Flour, Dal Mills Industry

1	Pipe Man	11	Goal man	21	Water Carrier
2	Bag Man	12	Truck Cleaner	22	Refractioner
3	Manker	13	Cart Man	23	Ganer
4	Guard man	14	Grease man	24	Silkman
5	Weighman	15	Motor Attendant	25	Ropeman
6	Chakki man	16	Whole man	26	Oilman
7	Wireman	17	Washerman	27	Switchman
8	Machine man	18	Fireman	28	Asstt. Fitter
9	Beltman	19	Leatherman		
10	Wheat Cleaner	20	Palleder		

Hotels/Restaurants, Tea Stalls and Cinemas

1	Waiter	5	Masalchi	9	Torch Boy
2	Bearer	6	Waterman		
3	Room/Table Boy	7	Ticket Collector		
4	Pantry Man	8	Cleaner/Kneeder/Guide		

General

1	Peon	5	Chowkidar/Watchman	9	Loader/Unloader
2	Caretaker	6	Mazdoor/labourer	10	Helper
3	Gatekeeper/Gateman	7	Sweeper/Cleaner	11	Security guard (Un-armed)
4	Malli	8	Salesman	12	Any other categories by whatever name called which are of un-skilled nature

SKILLED

Construction Industry

1	Mistry	15	Quarry Operator	29	Armature
2	Bhandari	16	Blacksmith	30	Boiler Man
3	Mason	17	Carpenter	31	Blasterer
4	Cabinet Maker	18	Cane Man	32	Celotax Cutter Maker
5	Chick-Maker	19	Concrete mixer Operator	33	Cobbler
6	Caremaker	20	Electrician	34	Plumber
7	Painter	21	Polisher	35	Moulder
8	Lineman	22	Charmi	36	Moulder
9	Plasterer	23	Distemperer	37	Clezior
10	Pumpman	24	Pump Driver	38	R.E Driver
11	Rattan Man	25	Rivetter	39	Road Inspector
12	Road binder	26	Surveyor	40	Tarman
13	Turner	27	Upholsterer	41	Welder
14	Bore/well Driller	28	Glassman	42	Shuttering

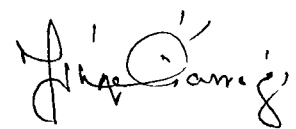
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Forest Industry					
1	Fillings Mistry, Saw and Setters	9	Pacci Nalli Mistry	17	Nallah Mahan, Mohri Mistry
2	Hand Sawing Meyana Mistry	10	Gravity Rope Spileer	18	River Mahan buffalo Skin Swimmers
3	Machine Sawing Mechanics	11	Crane Operator and Cable Machine Mistry	19	Boom Mistry
4	Fellers	12	Danga Mistry	20	Resin Taper
5	Sawyers	13	Leg Cutters	21	Machine Sawyers/Mistries/Saw Setters
6	Looper	14	Log Carver	22	Pathroo Mistries
7	Axeman (Pachhaiwala)	15	Sorter Fangman	23	Pacci Nalli Operator
8	Crane Operator	16	Technician/Mechanic		
Agriculture Industry					
1	Tractor Driver	3	Tube-well Driver	5	Weeding
2	Ploughing	4	Sowing/Transplanting	6	Harvesting
Brick Kiln Private Industry					
1	Mistry	4	Pump Driver	7	Vehicle Driver
2	Fireman	5	Nikasi Walla	8	Pathera wala (Boulder)
3	Bhariyas	6	Brick Layers	9	Belder
Rice, Flour, Dal Mills Industry					
1	Foreman	7	Welder	13	Truck Driver
2	Technician	8	Carpenter	14	Car Driver
3	Electrician	9	Mistry	15	Groovier
4	Blacksmith	10	Driver	16	Mechanic
5	Fitter	11	Engine Driver	17	Packer
6	Operator	12	Turner		
Hotels/Restaurants, Tea Stalls and Cinemas					
1	Butler	5	Cook	9	Head Bearer
2	Head Waiter	6	Confectioners	10	Painter
3	Electrician	7	Projector Operator		
4	Tandooria	8	Steward		
General					
1	Machine Operators	18	Head Cooks	35	Embroidery
2	Head Salesman	19	Shawl weaving	36	Head clerks
3	Managers	20	Guides (with formal training)	37	Copper smith
4	Silk weaving	21	Espresso man	38	Steward
5	Paper Machine	22	Computer Operators	39	Carpet weaving
6	Packers	23	Machine repairer	40	Bath fitter
7	Boiler Man	24	Tailor	41	Artificial flooring fitter
8	Sharper/Slotter	25	Head Bearer	42	Crusher operator
9	Sprayer	26	Film repairer (Film distribution)	43	Steel/Iron/metal fabricators/moulders
10	Cinema Operator	27	Black smith	44	Bakery maker
11	Dry cleaners (Machine Operator)	28	Cobbler	45	Denting/smoothing
12	Washer man	29	A.C / Refrigerator/coolers mechanics/repairers	46	Barber
13	Mobile/computer/T-V/ Radio etc. repairer	30	Navghani	47	Photography/ Videography
14	Ironman and Dyer (both in dry- cleaning)	31	Technicians (without diploma or degree)	48	Stone/Wood Polisher
15	Mechanic/Mistry	32	Electrical Motor Binder	49	Laboratory/library

J. S. Dangi
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					Assistants
16	Gardener	33	Security guard (armed)	50	Any other job which requires a minimum qualification of graduation in any stream/ any other categories by whatever name called which are of a skilled nature
17	Motor Vehicle Drivers	34	Wood carving		
HIGHLY SKILLED					
1	Gold Smith	12	Beautician	23	Technicians (with diploma or degree)
2	Overseer (Diploma holder)	13	Pharmacists	24	Fashion designer
3	Librarian	14	Manager with diploma or degree	25	Computer Programmer
4	Computer operator with degree or diploma	15	Computer analyst	26	Trawler/Bulldozer/JCB/ Lorry drivers
5	Architects	16	Thresher/harvester machine drivers	27	Repairers of Electronic and electric appliances/gadgets (with degree of diploma)
6	Mobile/computer/T.V/ Radio etc. repairer (with degree or diploma)	17	Metallurgical analyst	28	Draftsman
7	Chemical analyst	18	Soil analyst	29	Calligraphy
8	Geologist	19	Analyst/Editor (Videography/Photography)	30	Painter (portrait maker/art paintings)
9	Designer/Reader (Carpet/Shawl weaving/Embroidery/Wood Carving)	20	Engineers	31	Laboratory technicians
10	X-ray/ CT scan/MRI Scan/ USG/ECG technicians	21	Medical Assistants/Technologists	32	Anesthesia/dialysis technician
11	Operation Theatre technicians	22	Paramedical staff and Nurses	33	Any other job which requires a skill gained through a professional qualification/post graduation in any stream/ any other categories by whatever name called which are of a high skilled nature
Administrative/Ministerial/Accounts Staff					
1	All clerical works	7	Cashier/Accountant	13	Record Keeper
2	Store Issuer/Keeper	8	Booking clerks	14	Supervisor
3	Tally Clerk	9	Telephone Operator	15	Any other categories by whatever name called which are of Administrative/ Ministerial/ Accounts/ Clerical nature
4	Time-Keeper	10	Receptionist		
5	Xerox/Fax machine operator	11	Gestetner operator		
6	Munshi	12	Typists		

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


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