

In pursuance of the provision of clause (3) of article 348 of the Constitution of India, the Governor is pleased to order the publication of the following English translation of notification no. ...3.2.9)..... dated 17.3.26. for general information:

Government of Uttarakhand

329(i) Labour Section

No. VIII-1/26-60(Labour)/2019

Dehradun .1.7....March, .2026

Whereas, the State Government is satisfied that it is necessary and expedient so to do in the public interest;

And Whereas section 67 of the Code on Wages, 2019 provides that the appropriate Government (State Government) has the power to make rules, by notification in the Official Gazette and subject to the condition of previous publication, for carrying out the provisions of the said Code;

Now, therefore, the Governor, in exercise of the powers conferred by Section 67 of the Code on Wages, 2019, proposes to make the following Uttarakhand code on Wages Rules, 2026 to regulate all matters connected with the labourers/workers of Uttarakhand;

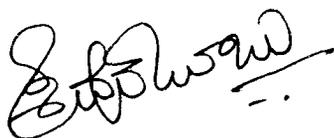
The Governor further directs under sub-section (1) of Section 67 of the said Code that any representations and objections relating to this notification by the beneficiaries and the general public affected by the said rules may be sent to Secretary, Labour Department, Government of Uttarakhand, 4 B Subhash Road, Uttarakhand Secretariat, Dehradun, Uttarakhand (secretaryswpl25@gmail.com) and Labour Commissioner, Uttarakhand (lcukhld0@gmail.com) within 30 days from the date of publication of this notification in the newspaper/website;

The Governor also directs that no representations or objections will be accepted after the said period.

**The Uttarakhand Code on Wages Rules, 2026
(Proposed Draft)**

Chapter -1

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| Short title, extent and Commencement | 1. | (1) These Rules may be called the Uttarakhand Code on Wages Rules, 2026
(2) It shall extent to whole of Uttarakhand.
(3) It shall come into force from the date of publication. |
| Definitions | 2. | (1) In these rules unless the context otherwise requires,- |



- (a) “ Authority” means Authority appointed by StateGovernment under sub-section (1) of section 45;
- (b) “ Appellate Authority” means Appellate Authority appointed by Government under sub-section (1) of section 49;
- (c) “ Appeal” means appeal filed under sub section (1) of section 49;
- (d) “ Board” means the State Advisory Board constituted by State Government under sub-section (4) of section 42;
- (e) “ Chairperson” means Chairperson of the Board;
- (f) “ Code” means the Code on Wages, 2019 (Act 29 of 2019);
- (g) “ Committee” means committee appointed by State Government under clause (a) of sub-section (1) of section 8;
- (h) “ day” means period of 24 hours commencing from midnight;
- (i) “ 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) studying, 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 State

Government from time to time;

- (j) "form" means form annexed in this rules;
- (k) "section" means section of the Code on Wages, 2019;
- (l) "Inspector cum Facilitator" means person appointed by State Government by notification under sub-section (1) of section 51;
- (m) "member" means member of Board/ Committee/ sub-committee;
- (n) "geographical area" means, the areas notified assuch by the State Government from time to time.
- (o) "population" means the population which is determinedin previous census and whose relevant data is published;
- (p) "Registered Trade Union" means that trade union which is registered under the Trade Union Act, 1926 (Act 16 of 1926) or the Industrial Relations Code, 2020, as the case may be;
- (q) "State Government" means State Government of Uttarakhand ;
- (r) "Schedule" means schedule of this rules;
- (s) "un-skilled trade" means that trade in which onlyoperation experience is required performance and it does not involve any additional skill;
- (t) "semi-skilled trade" means that trade in whichperformance requires skill acquired by experience on work and is likely to be used in supervision or guidance of skilled employee and it also include non- skilled trade;
- (u) "skilled trade" means trade which requiresperformance skill and competency acquired through trading as a trainee in technical and trading institution or by experience on work which requires initiative and judgment in its performance;
- (v) "highly skilled trade" means the trade which



requires a particular degree of excellence in its performance and which requires competence acquired through professional trading experience or technical or vocational training over an adequate period and which also requires the employee to accept full responsibility for his opinion or decision involved in performance of such trade.

- (2) The words and expressions used herein and not defined shall have the same meanings respectively assigned to them in the Code.

Chapter -2 **Minimum Wages**

**Manner to calculate
minimum rate of
labour**

3. (1) For the purpose of sub-section (5) of section 6, minimum wages shall be fixed on daily basis, while keeping in view the following criteria –

- (a) a standard working class family includes, in addition to earning worker, his wife or her husband and two children, which is equivalent to three adult consumption units,
- (b) total (net intake) consumption of 2700 calorie per consumption unit per day,
- (c) 66 meter of cloth per standard working class family per year;
- (d) residential rent expenditure which shall be 10 percent of food and cloth expenditure,
- (e) fuel, electricity or other miscellaneous expenditure item shall be 20 percent of minimum wages,
- (f) expenditure of children's education, medical requirement, entertainment and other incidental expenditure, shall be 25 percent of food and clothes expenditure,
- (g) such other items and factors which State Advisory Board deems necessary;

- (2) When one day wages rate are fixed then for fixing one hour rate such amount shall be divided by eight and to

fix the rate of wages for a month it shall be multiplied by twenty six and in such division and multiplication half or more than half decimal shall be round off to next digit and decimal which is less than half shall be ignored. In case of a five day working week, the hourly rate of minimum wages so calculated shall be used to derive the minimum wages for the day.

- (3) For the purpose of clause (b) of sub section (6) of section 6 for such category of workers engaged in the works where they tolerate extreme temperature or humidity, hazardous occupation or process or underground work shall be paid extra wages in addition to wages determined by State Government from time to time. Hazardous occupation and process shall be those as defined in Occupational Safety, Health and Working Conditions Code, 2020. In relation to determine the working condition in other related process and snow line, a committee shall be constituted, in which Labour Commissioner, Uttarakhand, officer nominated by Disaster Management Department, Additional Labour Commissioner Uttarakhand and Deputy Director, Factories Uttarakhand shall be included in which Labour Commissioner Uttarakhand shall be the Chairperson.

Criteria to fix rate of minimum wages

4. (1) While fixing the minimum rates of wages under section 6, the State Government shall take into account the following:-
- (i) geographical area,
 - (ii) experience in the area of employment, and
 - (iii) level of skill required for working under the categories of unskilled, semiskilled, skilled and highly skilled:

Provided that the State Government shall not fix minimum wages and allowances of State Government employees under this Code.



- (2) The State Government, for the purpose of giving advice to State Government regarding skill categories, arduousness of work, hazardous occupations or processes and underground work and like other categories under section 6, shall constitute a technical committee which shall consist of following members-

(i)	Labour Commissioner, Uttarakhand	-	Chairperson
(ii)	Deputy/Joint Secretary, Labour Government Uttarakhand	-	Member
(iii)	Joint/Additional Labour Commissioner Uttarakhand	-	Member
(iv)	One representative skill development and enterprise department (not below the rank of Deputy Director)	-	Member
(v)	Two technical specialist in wages determination as nominated by State Government	-	Member
(vi)	Not more than two representative each of employer and trade union	-	Member

- (3) State Government, on advice of technical committee referred in sub-rule (2) shall categorize the trade of employee in four categories, namely- non skilled, semi-skilled, skilled and highly skilled category by amending, deleting or adding any entry to the trade specified in Schedule 'A'.
- (4) Technical committee referred in sub-rule (2) at the time of giving advice to State Government under sub-rule (3) as far as possible shall take into account the National classification of trade or the national skill qualification framework or any another similar framework being developed for the time being for identification of trade.

The interval for revision of dearness allowance 5.

An effort shall be made to calculate the cost of subsistence allowance and the cash value of concession in respect of essential commodities at concessional rates once before 1st April and again before 1st October in every year for revising the dearness allowance payable to employs on minimum wages.

**Matters and 6.
situation for
purpose of clause
(ii) of section 10**

Save as otherwise provided in Standing Orders in force in any establishment under the Industrial Employment (Standing Orders) Act, 1946, or Industrial Relation Code, 2020 or any other law for the time being in force, no employee shall be entitled to receive wages for a full normal working day if failure to work is caused owing to justifiable lay-off resorted to by the employer.

Explanation- The expression "justifiable lay-off" meant a lay-off resorted to by an employer in the event of a fire, catastrophe, breakdown of machinery or stoppage of the power supply, epidemic, civil commotion, illegal strike, shortage of orders or any other trade reason, or other causes, whether of a like nature or not, beyond the control of the employer.

**The work schedule
for normal working
day**

7. (1) Under clause (a) of sub-section (1) of section 13-

(i) In any establishment/factory/Government establishment, no worker shall be compelled or permitted to work for more than ten hours in one day and 48 hours in a week and no worker shall be required to work for continuous six hours until he is given rest for more than half hour:

Provided that in case of work of urgent nature, with the prior approval of Inspector cum Facilitator, exemption in work hour or week rest may be given.

(ii) Any work exceeding ten hours or more in a day or more than 48 hours in any week shall be considered as an overtime and total number of overtime hours in three month duration shall not be more than forty four hours.

(2) In any establishment total number of hour of work in any shift including rest interval shall not be more than twelve hours.

(3) In case of employee employed in agriculture employment provision of sub rule (1) and (2) shall be

subject to such modifications as determined by State Government from time to time.

Week day for rest

8. (1) Subject to provision of this rule, employee shall be given one day of rest (hereinafter referred as rest day) every week which shall generally be Sunday but employer may fix any other day as a rest day for any employee or 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 information of fixed rest day and change in rest day afterwards shall be given to employee before change come into effect by displaying information at the place specified by Inspector cum Facilitator in this regard, in the employment place.

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 the 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 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 an 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 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 as a result of which without full rest day employee have to work for 10 days.

- (3) Where any employee work on rest day according to foregoing provisions of this rule and is given substituted rest day before or after the rest day, the rest day shall, for the purpose of calculating weekly hours of work shall be counted in that week in which substituted rest day falls.

- (4) Employee shall:-

(a) be given wages calculated on applicable rate for rest day for the next preceding day;

(b) where he work on rest day and is given the substituted rest day then he shall be given wages at over time rate and at applicable rate for next preceding day for rest day:

Provided that where-

(i) under the Code minimum employee wage rate is calculated by dividing minimum monthly rate of wage by 26; or

(ii) actual daily rate of employee wages is calculated by dividing monthly wages rate by 26, and actual daily rate of such wage is not less than notified minimum daily rate then no wages shall be payable for rest day, and

(iii) employee has worked on rest day and he is given substituted rest day then he shall be given equivalent wages payable at overtime rate only for that rest day



on the day he worked and if any dispute arises that his wages are calculated according to provisions of this provision then Assistant Labour Commissioner or higher officer having jurisdiction shall decide it after giving opportunity to concerned parties for their written representation on application given to him:

Provided that if any employee is employed on Piece rate system then applicable wage for rest day or substituted rest day, as the case maybe, will be such as determined by State Government from time to time, having regard to the minimum rate of wages prescribed under the Code in this regard.

Explanation.- In this sub rule, next preceding day means the last day on which the employee worked which comes before rest day or substitute rest day, as the case may be, and where the rest day fall on the day immediately following the rest day, next preceding day means the last day on which the employee worked and which precedes the rest day.

- (5) The provisions of this rule shall not prejudice the more favorable condition if any to which an employee is entitled under any other law or any award, contract or condition of contract and in that case employee shall be entitled for aforesaid favorable terms.

Explanation- For the purpose of this rule, week means a period of seven days starting from mid night of Saturday night.

Night shift

9. When workmen work in shift in such an employment which continue beyond after mid night then-

(a) For the purpose of rule 8. in this case, complete rest day means 24 hours continuous duration started at the end of his shift, and

(b) In such case, next day shall be 24 hours commencing from the time of completion of such shift and the hours after midnight during which such employee has worked shall be counted in

previous day.

**Emergency under 1
sub-section (2) of 0.
section 13**

The provision of rule 7 shall subject to such extent and condition apply to the following categories- If employee-

(a) Is employed in an emergency which couldnot have been foreseen or prevented;

(b) Is engaged in preparatory or supplementary nature which necessarily requires to be carried outside the limits prescribed for normal work in the employment concerned;

(c) Whose employment is necessarily intermittent .

(d) Is employed in such work which, is to be completed in duty hours due to technical reasons and

(e)is employed in such work, which cannot be done except at a time dependent on the uncontrolled action of natural powers. The provision of rule 7, 8 and 9 shall be applicable subject to the condition that-

(i) working hours of employee shall not exceed 12 hours on any working day;

(ii) the actual hours of work of an employee (including rest time or any other period) during which the employee is not required to work/ mark attendance, shall not exceed 10 hours.

Long wage period 11.

For the purpose of minimum rate of wages under section 14, the long wage period shall be one month.

Chapter- 3

Payment of wages

**Deduction under 12.
sub-clause (ii) of
clause (f) of sub-
section (2) of section
18**

Loans taken from any fund constituted by the State Government for the welfare of workers and deductions for recovery of interest due thereon shall be subject to such instructions or circulars issued by the State Government from time to time regulating the limit for sanctioning such loans and the rate of interest payable thereon.

Recovery under sub- 13.

Where the total deductions authorized under sub-



**section (4) of section
18**

section (2) of section 18 exceed fifty per cent of the wages of the employee, the excess amount shall be carried forward and recovered from the subsequent wage period or periods, as the case may be, in such instalments so that the recovery in any month does not exceed fifty per cent of the wages of the employee in that month.

**Authority under 14.
sub-section (1) of
section 19**

For the purpose of sub-section (1) of section 19, the authority shall be Assistant Labor Commissioner and higher officer.

**Manner of display of 15.
notice under sub-
section (2) of section
19**

The notice referred to in sub-section (2) of section 19 shall be displayed at prominent places in the premises of the work place where the employment is carried on so that every employee concerned can easily read the contents of the notice, which shall be in Form 'A' and a copy of the notice shall be sent to the Inspector-cum-Facilitator having authority and jurisdiction under sub-section (1) of section 10 of the Code.

**Procedure under 16.
sub-section (3) of
section 19**

The employer shall, for obtaining sanction for the imposition of penalty, give notice in writing containing the details specified therein within a period of one week to the officer mentioned in rule 14, who shall, before granting or refusing the sanction, give an opportunity of being heard to the employee concerned and the employer. The decision as to sanction or refusal shall be taken by the said officer within a period of three weeks from the date of receipt of the notice from the employer.

Notice of Deduction 17.

Where the employer makes any deduction in accordance with the provisions of sub-section (2) of section 20, he shall give notice of such deduction, along with the reasons for such deduction, to the Assistant Labour Commissioner or higher officer having jurisdiction within ten days from the date of such deduction. In case of illegal deduction, the Assistant Labour Commissioner or higher officer will

**Procedure for 18.
deduction under
sub-section (2) of
section 21**

hear the matter and take legal action.

If an employer desires to make a deduction from the wages of an employee for loss or damage under sub-section (1) of section 21, he may—

- (i) inform the employee personally and in writing in Hindi and English, specifically about the loss or damage to the goods entrusted to his care or loss of money for which he is responsible and how such loss or damage is directly attributable to the negligence or omission of the employee; and
- (ii) The employer will then give the employee seven days to provide an explanation. The employer will then hear the employee and submit a report to the competent authority. If the authority determines that the employer has not provided the employee a reasonable opportunity to be heard, the authority will hear the employee and pass an appropriate order, recording the reasons.

**Conditions 19.
regarding recovery
of advance under
section 23**

Deduction for recovery of advance of money given to an employee, as the case may be-

- (i) any advance given to an employee after the commencement of his employment under clause (b) of section 23, or
- (ii) the advance of pay of an employee which has not been earned by him under clause (c) of section 23 shall be paid by the employer from the pay of the employee concerned in such instalments as may be determined so that no any instalment or the aggregate of all the instalments shall exceed fifty per cent of the pay of the employee for that pay period and the particulars of such recovery shall be recorded in a register maintained in Form I.

**Deduction under 20.
section 24**

Deductions on loans sanctioned for construction of house or other purposes approved by the State

Government, and recovery on interest payable thereon shall be subject to the instructions or circulars issued by the State Government from time to time, regulating thereon the limit for sanctioning such loans and the rate of interest payable

Chapter- 4 **State Advisory Board**

Composition and procedure of the State Advisory Board

21. (1) The State Government shall constitute a State Advisory Board for the purpose of advising the State Government in matters relating to the fixation and revision of minimum rates of wages and for coordinating the work of the Advisory Boards.
- (2) The State Government shall nominate in the Board representatives of employers and employees as specified clause (a) and (b) of sub section (6) of section 42 of the Code, and independent persons as specified in clause (c) of sub-section (6) of section 42 of the Code.
- (3) The number of representatives of employers specified in clause (a) of sub-section (6) of section 42 shall not exceed 6. Similarly, the number of representatives of employees specified in clause (b) of that sub-section shall not be less than 6.
- (4) The independent persons nominated by the State Government under clause (c) of sub-section (6) of section 42 of the Code shall be as follows:—
- (i) Principal Secretary/Secretary, Labour- ex-officio Chairman
 - (ii) Labour Commissioner, Uttarakhand ex-Officio Member Secretary – Member
 - (iii) 04 other members shall be nominated by State Government;
- (5) The State Government shall, while nominating the members of the Board, take into account that the independent members under sub-rule (2) shall not

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

(6) Advisory Committees and Sub-Committees:-

In the constitution of advisory committees and sub-committees, persons representing employers and employees of the notified employments shall be nominated in equal numbers and not exceeding six. Independent persons shall also be nominated in the committees and sub-committees whose number shall not exceed one-third of the total number of members. The Chairperson of the Committees/Sub-Committees shall not be below the rank of Labour Commissioner.

**Duties of the 22.
chairperson**

Chairperson:-

(i) shall 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 Chairperson to preside at that meeting;

(ii) determine the agenda of each meeting of the Board;

(iii) when at a meeting of the Board, if any matter is to be decided by voting, he shall conduct secret ballot at the meeting and shall count the votes or cause to the votes to be counted.

Board meeting 23.

The Chairperson may, subject to the provisions of Rule 22, call a meeting of the Board at any time as he deems fit:

Provided that on receipt of a requisition in writing from not less than half of the members, the Chairperson shall give notice to each member within 15 (fifteen) days from the date of receipt of such requisition.

Notice of meeting 24.

The Chairperson shall fix the date, time and place of each meeting and a written notice containing the said

details along with the agenda to be transacted at the meeting shall be sent to every member by registered post and electronically at least fifteen days before the date fixed for such meeting:

Provided that in case of an emergency meeting, only 7 (seven) days' notice may be given to each member.

Quorum

25. No business shall be transacted at any meeting if at least one-third of the members and at least one representative each from the employers and employees are present:

Provided that if less than one-third of the members are present at a meeting, the Chairperson may adjourn the meeting for a period not exceeding seven days from the date of the original meeting and the business transacted at such adjourned meeting shall be valid irrespective of the number of members present:

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

Disposal of board business

26. All matters of the Board shall be considered at a meeting of the Board and shall be decided by a majority of the members present and voting, and in the case of equality of votes, the Chairperson shall have a casting vote:

Provided that the Chairperson may, if he thinks fit, direct that a decision in respect of any matter shall be taken after circulation of necessary documents and after obtaining the opinion of the members in writing:

Provided further that no decision shall be taken on any matter under the preceding proviso unless it is supported by at least two-thirds of the members.

Other functions of the Board

27. In addition to the functions of the Board specified in sub-section (4) of section 42, the Board shall also advise the State Government on such other matters as may be specified to the State Advisory Board by the



committees

under sub-section (1) of section 42:

Provided that such members shall continue to hold office notwithstanding the expiry of the period of two years with the permission of the State Government.

- (2) If a casual vacancy occurs among the members of the Board, another person to be nominated, he shall hold office for the remainder of the term of the member in whose place he is nominated.
- (3) Official members of the Board shall hold office until they are replaced by other like 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 the State Government.

Traveling allowance 33.

The Chairperson and members of the Board shall be entitled to travel and Boarding allowance for any journey performed by them in connection with their duties at such rates, as may be determined by the Finance Department for the members of other similar Boards constituted in Uttarakhand.

Officers and employees 34.

The Labour Commissioner, Uttarakhand shall act as the ex-officio Member Secretary of the Board and the officers of the Labour Commissioner's office shall provide necessary executive assistance to the Board.

Eligibility for re-nomination of members of the Board 35.

An outgoing member shall be eligible for re-nomination for membership of the Board

Resignation of the Chairperson and other members of the Board 36.

- (1) A member of the Board, other than the Chairperson, may resign from his membership by giving notice in writing to the Chairperson and the Chairperson may resign by writing to the State Government.
- (2) The resignation shall take effect from the date of intimation of its acceptance or 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 forthwith report the same to the State Government and the State Government shall, thereupon, take steps to fill the vacancy in accordance with the provisions of the Code

**Cessation from 37.
membership**

If a member of the Board is absent from three consecutive meetings without prior notice to the Chairperson, he shall cease to be a member of the Board.

Disqualification

38.

- (1) A person shall be disqualified for being a member of, and for being nominated as a member of, the Board—
- (i) if he is of unsound mind and stands so declared by a competent court, or
 - (ii) if he is an undischarged insolvent, or
 - (iii) if he has been convicted, whether before or after the commencement of this Code, of an offence involving moral turpitude.

- (2) If any question arises as to whether a disqualification has been made under sub-rule (1), the decision of the State Government thereon shall be final.

Chapter- 5

Payment of dues, claims etc.

**Payment under 39.
clause (a) of sub-
section (1) of section
44**

- (1) (a) Every employee shall make a declaration in Form-II, nominating a person conferring the right to receive the amount that may stand in his credit at the event of his death.
- (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 along with 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 remains unpaid due to him on account of his death or his whereabouts being unknown and the amount has not been paid to the employee's nominee within three months from the date on which the amount became payable to the employee, the employer shall deposit the amount with the jurisdictional Assistant Labour Commissioner or higher officer who shall, after ascertaining the identity of the person nominated by the employee, pay the amount within two months from the date of deposit of the amount with him.

Deposit of 40. (1) Where any amount payable to an employee under this Code remains undisbursed due to the employee not making a nomination or for any other reason and the amount has not been paid to the employee's nominee within six months from the date on which the amount became due, the employer shall deposit the entire amount with the Assistant Labour Commissioner or

undisbursed balance under sub-section (1) (b) of section 44



higher officer having jurisdiction before the expiry of fifteen days from the last day of the said period of six months. A separate bank account shall be opened for this purpose and the amount shall be credited thereto and a record of the same shall be maintained by the authority having jurisdiction.

- (2) The amount referred to in sub-rule (1) shall be deposited by the employer with the Assistant Labour Commissioner or higher officer having jurisdiction by way of bank transfer or by way of a crossed demand draft issued from a scheduled bank in India in favour of such Assistant Labour Commissioner or higher officer.

Manner of settlement of undisbursed dues under clause (b) of sub-section (1) of section 44

(1) The amount of money referred to in sub-rule (1) of rule 40 (hereinafter in this rule referred to as the Amount) deposited with the Assistant Labour Commissioner or higher officer having jurisdiction shall remain with him and he shall invest them in State Government securities or shall keep them in any scheduled bank as a fixed deposit.

- (2) The Assistant Labour Commissioner or higher officer of the jurisdiction concerned shall, as soon as possible, display a notice on the notice board for a minimum period of fifteen days, giving such details of the amount as the Assistant Labour Commissioner or higher officer deems fit for information. Thereafter, the family or dependents of the worker concerned shall submit a Successor Certificate or Family Membership Certificate issued by the District Administration. The dues shall be paid to one or more of the deceased worker's heirs and on the basis of no objection. Otherwise, the payment shall be made to the legal heir (s) to whom the claim is payable/declared heir (s).
- (3) If the amount disbursed remains unclaimed for a period of seven years, it shall be settled in such



manner as may be directed by the State Government from time to time in this behalf.

Chapter- 6

Form, Register and pay slip

- Form of single application** 42.
- (1) A single application, may be filed under sub-section (5) of section 45 in Form-III 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 IV 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.

- Appeal** 43.
- (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-V 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 IV 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.
- Form of register, 44. etc.** (1) The details of all fines and recoveries referred to in sub-section (8) of section 19 shall be maintained electronically or otherwise in a register to be maintained by the employer in Form-I appended to these rules and the authority referred to in the said sub-section (8) shall be the Assistant Labour Commissioner and higher authority for the area.
- (2) The details of all deductions and recoveries referred to in sub-section (3) of section 21 shall be maintained electronically or otherwise in a register to be maintained by the employer in Form-I appended to these rules.
- (3) Every employer of any establishment on which this code is applicable he shall keep register under sub-section (1) of section 50 under form-I and form-VI in electronic or any other form.
- Salary slip 45.** Every employer at the time of payment or before shall issue a salary slip under sub-section (3) of section 50 under Form-VII in electronic or any other form.
- Appointment of inquiry officer under sub-section (1) of section 53 46.** The appointment of enquiry officer shall be made by State Government through separate order.
- Manner of imposition of penalty and compounding of offences under sub- 47. (1)** Any accused person seeks compounding of an offence under sub-section (1) of section 56 may make an application in Form VIII, electronically or otherwise, to the officer notified under the said sub-section (1).

sections (1) and (4)
of section 56

- (2) The officer notified under sub-rule (1) shall, on receipt of such application, ascertain whether the offence is compoundable under the Code and, if so, may compound the offence with a sum not exceeding fifty per cent of the maximum penalty provided for such offence under the Code. The notified officer may also examine the application for compounding of the offence.

Chapter-7
Miscellaneous

Other Powers to be exercised by Inspector-Cum-Facilitator 48.

In addition to the powers conferred under section 51, the Inspector-cum-Facilitator shall, subject to such instructions or guidelines as may be issued by the State Government from time to time, advise employers and workers regarding compliance with the provisions of the Code and inspect establishments as may be assigned by the State Government.

Payment of Wages 49.

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).

Technical Committee for working Journalist. 50.

The State Government may, for the purpose of fixing minimum wages under the code for the working journalist as defined in clause (zym) of section 2 of the Occupational Safety, Health and Working Conditions Code, 2020 (37 of 2020) appoint a technical advisory committee under clause (a) of sub-section (1) of section 8 to recommend the State



Government in respect of such fixation.

- Responsibility for payment of minimum bonus.** 51. 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.
- Annual Return** 52. 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.
- Uploading on the official website of the department** 53. These rules will be uploaded on the official website of the Labour Department within one month from the date of their final notification.
- Repeal and Saving** 54. (1) The Uttarakhand (Uttar Pradesh) Payment of Wages Rules, 1936 and the Uttarakhand (Uttar Pradesh) Minimum Wages Rules, 1952 shall be deemed to be repealed from the date of final notification of these rules.
- (2) Notwithstanding such repeal under sub-rule (1), anything done or any action taken under the rules so repealed, including any notification, nomination, appointment, order or direction thereunder or the amount of wages provided under any provision of such rules for any purpose, shall be deemed to have been done or taken or provided for such purpose under the corresponding provisions of this rule and shall, to the extent it is not contrary to the provisions of this rule, continue to be in force under the



corresponding provisions of this rule or until repealed by a notification to that effect by the State Government.

- (3) Without prejudice to the provisions of sub-rule (2), the provisions of section 6 of the General Clauses Act, 1897 (10 of 1897) shall apply to the repeal of such rules.



FORM A

Notice Under Section 19 (2) of the Code On Wages

See Rule 15

.....Name of the
Establishment with Full Address.

.....Name of the employee with
designations and employee code.

Particulars of Acts and Omission specified

As per section 19 (1) of the Code on Wages 2019.

- 1.
- 2.
- 3.

Date _____ Signature of the
Employer/Authorized Manager

Copy forwarded to :

- 1-Inspector-cum-facilitator of concerned region
- 2- Authority under section 19(1) of code on wages.



FORM-I

[See rule-19 and 44]

Register of Wages, Advance Recovery, Overtime, Fine, Deduction for damage and Loss

Name of the Establishment:.....

Name of the Employer:.....

Name of the Owner:

TAN of the Employer:.....

Labour Identification Number (LIN)/Employee Code in absence of LIN:

Sr. No. in Employee Register	Name of the employee	Designation / Department	Duration of Payment of Wages (Monthly/Fortnightly/Weekly/Daily/Piece rated)	Wage Period From-To	Total no. of days worked during the period	Total overtime (hours worked or production in case of piece workers)	Rates of wages		
							Basic	DA	
1	2	3	4	5	6	7	8	9	10

Overtime earning	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	Amount of deduction from wages/ Amount of Advance Recovery	Total amount of wages paid	Date of Payment	Attendance	
							Date	Signature
11	12	13	14	15	16	17	18	19

FORM-II
(See rule 39)
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/Kuemployed 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-III

[See rule 42]

[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 (State the number) and..... other.....Applicant
(Through employees concerned or registered trade union or Inspector- cum- Facilitator)
Address.....

And
XYZ.....
Address.....

in between

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(l) 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.....
(b) The applicant(s) has/ have not been paid wages at Rs.....Per day for the weekly



days of rest from to.....

- (c) The applicant(s) has/ have not been paid wages at overtime rate(s) for the period from.....to.....
 - (d) The applicant(s) has/have not been paid wages for period from.....to.....
 - (e) Deductions have been made which are in contravention of the Code, from the wage(s) of the applicant(s) as per details specified in the annexure appended with this application.
 - (f) The applicant(s) has/have not been paid minimum bonus for the accounting year.....
- (4) The applicant(s) estimate(s) the value of relief sought byhim/ them on each amount asunder:
- (a) Rs.....
 - (b) Rs.....
 - (c) Rs.....
- Total Rs.....
- (5) The applicant(s), therefore, pray(s) that a direction may be issued under section 45(2) of the Code on Wages, 2019 for;
- (a) payment of the difference between the wages payable under the Code and the wages actually paid,
 - (b) payment of remuneration for the days of rest
 - (c) payment of wages at the overtime rates,
 - (d) Compensation amounting to Rs.....
- (6) The applicant(s) do hereby solemnly declare(s) that the facts stated in this application are true to the best of his/their knowledge, belief and information.

Signature or thumb-impression of the employed person(s),or official of a registered trade union duly authorized or Inspector- cum-Facilitator.

Note: The applicant(s), if required, may append annexure containing details, with this application



FORM IV

(See rule 42 and rule 43)

(A). FORM OF NOTICE TO THE RESPONDENT TO BE ISSUED BY THE AUTHORITY UNDER SUBSECTION(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

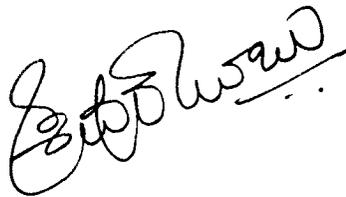
Take notice that an appeal (copy of which is enclosed) under section 49 of the Code on Wages, 2019 has been presented by_____(name of appellant) before this appellate authority, and that the ____ day of ____20__ has been fixed by this appellate authority for the hearing of the appeal.



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

A handwritten signature in black ink, appearing to read "Z. P. Saw", written in a cursive style. The signature is positioned in the center of the page.

FORM V

(See rule 43)

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 : Number and date:

The authority, who has passed the impugned order:

Amount awarded:

Compensation awarded, if any:

2. 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).

3. Grounds for appeal:

4. 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.

5. Reliefs sought :

In view of the facts mentioned above the appellant prays for the following relief(s):—
[Specify below the relief(s) sought]

6. 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

A handwritten signature in black ink, consisting of a stylized initial 'J' followed by a horizontal line and a diagonal stroke.

FORM VI

[See rule 44]

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 Code	Name	Surname	Gender	Father's / Spouse Name	Date of Birth	Nationality	Education Level	Date of Joining	Designation	Category (HS/S/S S/U S)*	Type of Employment
1	2	3	4	5	6	7	8	9	10	11	12	13

Mobile No.	UAN	PAN	ESIC IP No.	AADHAAR	Bank A/c Number	Bank	Branch (IFSC)	Present Address	Permanent Address
14	15	16	17	18	19	20	21	22	23

Service Book No.	Date of Exit	Reason for Exit	Mark of Identification	Photo	Specimen Signature/Thumb Impression	Remarks
24	25	26	27	28	29	30

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



FORM VII

[See rule 45]

WAGE SLIP

Date of issue:

Name of the Establishment..... Address.....

Period.....

1. Name of employee :
2. Father's /Spouse name :
3. Designation:
4. UAN:
5. Bank Account No.
6. Wage period:
7. Rate of wages payable: a.) Basic b.) D.A.c.) other 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 VIII

[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)**



Schedule 'A'

(See rule 4 (3))

S.No.	UNSKILLED
1	Beldar
2	Calf boy
3	Cattleman
4	Cleaner (Motor shed, Tractor, Cattle, Yard, M.T)
5	Collecting loose fodder
6	Dairy coolie
7	Mazdoor (Arportculturist 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 (Bullocks Mule)
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	Stable man,
26	Trolly man
27	Valveman,
28	Watchman,
29	White Washer,
30	Wooderman,
31	Wooder Woman,
32	Borryman,
33	Coalman,



34	Condenser,
35	Attendant,
36	Grass Cutter,
37	MuchhersJamadars,
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	Cart man,
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,
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	Trimmer
87	Caretaker (except in Copper, Chromite and Graphite mines where it is semiskilled)
88	Office Peon /Peon (except in Bauxite Mines)
89	Sweeper (Male / Female)
90	Carrier
91	Number Taker
92	TrollyTriper
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
112	Butcher
113	Attender
114	Lorry Helper
115	Surface loader
116	Wood Cutter
117	Surface Mukar
118	Under Ground 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



S.No**SEMI SKILLED**

1	Assistant (Chowkidar)
2	Attendant (Bull-calving lines, Chowkidar, Chaff cutter, Hostel, Dry Stock, Grai crusher, Pump, Siekline, Stable, Yard Stock)
3	Stables, Corral, Stock
4	Assistant-Plumber
5	Attendant
6	Bhisti
7	Brander
8	Bullman
9	Butter man
10	Coachman
11	Cobbler
12	Cultivator
13	Daftry
14	Deliveryman
15	Dhobi
16	Dresser
17	Fireman
18	Gowala
19	Hammer man
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	Valve man
35	Valve man (Senior)



36	Wireman fixing tin cables
37	Cook
38	Dandee
39	Frash
40	Hacksaw man
41	Helper (locco-Crane/Truck)
42	Manjhee (Boatman)
43	Belchawala
44	Muccadam (without competency certificate under Metalliferous Bulldozer Drive 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	Gate Keeper
62	Gharami
63	Classman
64	Grater
65	Greaser-cum-Fireman
66	Grinder
67	Hammer man
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 Boiler man
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
90	Assistant Driller
91	Oilman/Oiler
92	Chowkidar/ Watchman
93	Helper (Mason, Carpenter, Blacksmith)
94	Tindals
95	Topas
96	Topkar (Big Stone Breaker)
97	Trolley 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	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	PointsmanSencummy
127	Stone mines and other cateogires by whatever name called which are of sem skilled nature



S.No**SKILLED**

1	Artificer (Class-II, III, IV)
2	Blacksmith
3	Blacksmith (Class II)
4	Boiler man
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 Meteorological Observer Navghani
- 39 Operator (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Gran
Dorricks, Diesel
Engine, Doser, Dragging Drill Dumber, Excavator, Fork Lift Generator, Grade
Jack
Hammer and Payment breaker Loader, Pump, Pile Driving, Scrapper, Screening
Plant,
Shovel, Tractor, Vibrator, Weight Batchers, Railway Guards, Repairer (Battery)
- 40 Sharper/Slotter
- 41 Sprayer (Asphalt) 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 Shapes man
- 52 Shift-incharge
- 53 Spray man
- 54 Spray man (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)
- 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	Tran sprayer
88	Tar man
89	Line Man
90	Tiler Class II
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	Boiler man
102	Boiler man 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 Roa Roller,Water Pump, Mechanical Assistant, Road Roller, Mechanical, Stea Crane,Tractor with Bull Dozer Mechanical, Transport, Engine Static and Roa Roller Boiler Attendant
135	Engine Operator (Stone Cursher Mechanical)
136	Distemprer, Electrician, Electrician (Grade II, Class II and Class III)
137	Fitter Fitter (Selection Grade, Grade II and III) class II and III Assistant, Pipe class I
138	Pipe Line ending Bars for
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, Stone work)
149	Brick-layer
150	Tile Flooring
151	B.I.M Muccadam (Head)
152	Stone cutting
153	Ordinary Machines
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 Mine 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, Bridge work)
281	Welder gas
282	Muccatam (with Compentency Certificate under Metalliferous Mine Regulations, 1961).
283	Security Guard (without arms)and other cateogires 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 cateogires by whatever name called which are of clerical nature



S. No.**HIGHLY SKILLED**

1	Artificer 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
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 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 Airconditioning Grade I/Class I, Mistry Grade I
- 59 Mistry (Airconditioning 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 Auditor
- 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)
- 98 Crane Grade I
- 99 Diesel Engine Grade I
- 100 Dozer Grade I
- 101 Clamp Shell Grade I
- 102 Compressor Grade I
- 103 Grader Grade I
- 104 Tractor Grade I
- 105 Vibrator Grade I
- 106 Screening Plant Grade I
- 107 Shovel Grade I
- 108 Shovel and Dragline
- 109 Tyrevulcanser Grade I
- 110 Security Guard (with Arms) and other categories by whatever name called which are Highly- skilled nature

