

**CHANDIGARH ADMINISTRATION
LABOUR DEPARTMENT
NOTIFICATION**

No. 662869-HII(2)-2026/6249

Chandigarh, dated the 02.07.2026

The following draft rules, which the **Administrator, UT, Chandigarh** proposes to make, in exercise of the powers conferred by sub-section (2) of section 67 of the Code on Wages, 2019 (Central Act No. 29 of 2019) (hereinafter referred to as 'said code'), and all other powers enabling him in this behalf, is hereby published as required by sub-section (1) of section 67 of the said code, for information of the persons likely to be affected thereby.

Notice is hereby given that the draft will be taken into consideration by the **State Government** on or after the expiry of a period of **thirty days** from the date of publication of this notification in the Official Gazette of the Chandigarh Administration, together with any objections or suggestions, if any, which may be received in the office of **The Labour Commissioner, Labour Welfare Centre Building, Sector 30-B, UT, Chandigarh in writing or on email alclcd-chd@chd.nic.in**, from any person before the expiry of the period so specified with regard to the proposed draft, namely:-

DRAFT RULES

CHAPTER I

PRELIMINARY

1.Short title, extent and commencement.-

- (1) These rules may be called the **Chandigarh Code on Wages Rules, 2026**.
- (2) They extend to the whole of **Union Territory of Chandigarh**.
- (3) They shall come into force from 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 **State Government** under sub-section (1) of section 45;
- (b) "appellate authority" means the appellate authority appointed by the **State Government** under sub- section (1) of section 49 ;
- (c) "appeal" means an appeal preferred under sub-section (1) of section 49;
- (d) "agriculture labourer" means labourer includes any person involved in connection with cultivating of soil, planting, irrigating, weeding and fruits, vegetables or with raising or harvesting of any agricultural or horticultural commodity management of livestock, bees, poultry, fish farming and cultivating trees.
- (e) "Board" means the State Advisory Board constituted by the **State Government** under sub-section (4) of section 42;
- (f) "Chairperson" means the Chairperson of the Board;
- (g) "Code" means the Code on Wages, 2019 (Central Act No. 29 of 2019);
- (h) "committee" means a committee appointed by the **State Government** 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) "Financial Year" means (F.Y.) is the period between 1st April and 31st March – the year;
- (l) "Form" means a form appended to these rules;
- (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 **State Government** by notification under sub-section (1) of section 51;
- (o) "Geographical Area" means, the areas notified as such by the State Government from time to time.
- (p) "member" means a member of the Board and includes its Chairperson;
- (q) "normal working day" means is any day of a week on which the establishment is operational and the worker is required to perform his duty but does not include the day which is a weekly off for that worker.
- (r) "population" means the population as ascertained at the last preceding census of which the relevant figures have been published;
- (s) "registered trade union" means a trade union registered under The Trade Unions Act, 1926 (Central Act No. 16 of 1926);
- (t) "Schedule" means the schedule appended 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 initiating the judgment;
- (x) "unskilled occupation" means an occupation which in its performance requires the application of simply the operating experience and involves no further skills.
- (y) "State" means Union Territory of Chandigarh.
- (z) "State Government" means Administrator, Union Territory of Chandigarh.

(2) All other words and expressions used herein in these rules and not defined 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:-

Sections 6,
6(5) and 67
(2) (a)

- (I) the standard working class family which includes a spouse and two children apart from the earning employee; an equivalent of three adult consumption units;
- (II) a net intake of 2700 calories per day per consumption unit;
- (III) 66 meters' cloth per year per standard working class family;

- (IV) housing rent expenditure to constitute 10 per cent of food and clothing expenditure;
- (V) fuel, electricity and other miscellaneous items of expenditure to constitute 20 percent of minimum wages; 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 case of there are five working days in a working week, the hourly rate of minimum wages so calculated shall be used to derive the minimum wages for the day.

Sections
6(6), 67 (2)
(b) and 67
(2) (c)

4. Norms for fixation of minimum rate of wages. - (1) While fixing the minimum rate of wages under section 6, the **State Government** shall constitute a technical committee for the purpose of advising in respect of skill categorization of occupation, arduousness of work, hazardous occupations or processes and underground work and like other categorization, which shall consist of the following members, namely:-

- (i) The Labour Commissioner, UT Chandigarh - Chairman
 - (ii) The Assistant Labour Commissioner, UT, Chandigarh - Member Secretary
 - (iii) A representative from the Department of Skill Development, State Government and Entrepreneurship dealing with skill development. - Member
 - (iv) Two technical experts in wage determination as nominated by the State Government - Members
 - (v) Two representatives of the Employers Registered Associations - Members
 - (vi) Two representatives of the Worker's Registered Union - Members
- (2) The State Government shall, on the advice of the technical committee referred to in sub-rule (1), 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.
- (3) The technical committee referred to in sub-rule(1)shall, while advising the State Government under sub-rule (2), 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.
- (4) If an employee employed in any scheduled 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 committees constituted under sub-rule (1) of this rule shall be final.
- (5) Employees who have been working continuously in the same category (unskilled, semi-skilled, skilled, or highly-skilled) for more than five years shall be entitled to a 5% increase over the prevailing wages for that category, upon completion of every successive five-year period in the same category.
- (6) The Employer shall ensure that the employee is paid at least the minimum rate of wages prescribed under law for the establishment where the employee is employed, regardless of the Head Quarters/Branch of Employer.
- (7) Any increase or decrease in the published CPI (for UT, Chandigarh) will be uniformly applied to the whole area of UT, Chandigarh.

Section -7

5. Time Interval for revision of dearness allowance.—The Labour Commissioner, UT, Chandigarh shall, twice every year – before 1stApril and before 1stOctober – review and adjust the basic rate of wages, the cost-of-living allowance (COLA), and the cash-value of any concession on essential commodities (if applicable), based on the average Consumer Price Index (CPI) received for all regions of Chandigarh during the preceding six-month period. Such adjustments shall apply to employees whose wages are fixed at or linked to the minimum wages.

6. Components of Minimum Wages: - At the time of fixation of minimum wages, the components mentioned in the section 7(b) and (c) shall be taken into account at the time of fixation of minimum wages.

Section
13

7. 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 and one or more intervals of rest which in total shall not exceed one hour. The State Government may, by notification, increase the interval period, keeping in view the category of industries/establishments and the working hours of a specific industry/establishment. However, where any such increase in interval(s) is provided, the overall working time shall be as per sub rule (2).

(2) The normal 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 State Government.

8. Weekly day of rest. — (1) Subject to the provisions of this rule, an employee shall be allowed a day of rest every week (hereinafter referred to as “the rest day”) which shall ordinarily be Sunday in case of six working days in a week. However in case there are less than six working days in a week it shall include Saturday and Sunday. But the employer may fix any other days of the week as the rest day for any employee or class of employees:

Provided that in six days 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 days working week for a continuous period of not less than six days and in case of less than six days 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 day, and of any subsequent change in the rest day, before the change is effected, by display on a notice board to that effect or at the conspicuous place at the place of employment.

Explanation.— For the purpose of computation of the continuous period of not less than six days specified in the first proviso, any day on which an employee is required to attend for work but is given only an attendance allowance without being provided with work, a day on which an employee is laid off with compensation under the Industrial Relations Code, 2020 (Central Act No. 35 of 2020), and any leave or holiday, with or without pay, granted by the employer during the six days immediately preceding the rest day, shall be deemed to be days on which the employee has worked.

(2) No such employee shall be required or allowed to work on the rest day unless he has been, or will be, given a substituted rest day for a whole day on one of the five days immediately before or after the rest day:

Provided that no substitution shall be made if it results in the employee working for more than ten consecutive days without a whole rest day.

(3) Where, in accordance with the foregoing provisions of this rule, an employee works on a rest day and is given a substituted rest day on any one of the five days before or after the rest day, the substituted 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 the rest day, wages calculated at the rate applicable to the next preceding day; and

(b) where he works on the rest day and is given a substituted rest day, wages for—

(i) the rest day on which he worked, at overtime rates the normal rate of wages; and

(ii) the substituted rest day, at the rate applicable to the next preceding day:

Provided that where—

(i) the minimum rate of wages of the employee as notified under the Code has been calculated by dividing the minimum monthly rate of wages by twenty six; or

(ii) the actual daily rate of wages of the employee has been calculated by dividing the monthly rate of wages by twenty-six and such daily rate 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) where the employee works on the rest day and has been given a substituted rest day, he shall be paid only for the rest day on which he worked, an amount equal to the wages payable at the overtime rate.

If any dispute arises as to whether the daily rate of wages has been calculated in accordance with this proviso, the officer appointed by the State Government through notification, having territorial jurisdiction, may decide the matter upon an application made to him, after giving the concerned parties an opportunity to make written representations.

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

Explanation: In this sub-rule, “next preceding day” means the last day on which the employee worked preceding the rest day or substituted rest day, as the case may be. Where the substituted rest day falls on the day immediately after the rest day, the “next preceding day” shall mean the last day on which the employee worked preceding the rest day.

(5) The provisions of this rule shall not operate to the prejudice of any more favorable terms to which an employee may be entitled under any other law or under the terms of any award, agreement, or contract of service. In such cases, the employee shall be entitled only to the more favorable terms.

Explanation: For the purposes of this rule, “week” means a period of seven days beginning at midnight on Saturday night.

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

Section 13 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/her 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.

10. 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;

Sections 13 and 67 (2) (e) (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 of the employee 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.

Sections
14 and 67
(2) (f)

11. Longer wage period- The longer wage period for the purposes of minimum rate of wages under section 14 shall be by the month.

12. Wages of employee under circumstances mentioned in clause (ii) of the proviso to section 10 – An employee shall not be entitled to receive wages for a full normal working day under section 10, if he is not entitled to receive such wage under any other law for the time being in force.

CHAPTER-III PAYMENT OF WAGES

Sections
18 (4)
and 67
(2) (h)

13. 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.

Sections
19 (1) and
67 (2) (i)

14. The authority under sub-section (1) of section 19.-The Assistant Labour Commissioner, Chandigarh shall be the authority for the purposes of sub-section (1) of section 19.

Sections
19 (2) and
67 (2) (j)

15. 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 or any 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 to easily read the contents of the notice and a copy of the notice shall be sent electronically or manually to the Inspector-cum-Facilitator having jurisdiction.

Sections
19 (3)
and 67
(2) (k)

16. The procedure under sub-section (3) of section 19. -The employer shall give an intimation in writing specifying therein the detailed particulars for obtaining the approval of the imposition of fine to the officer appointed by the notification of the State Government referred to in rule 14 who shall, before granting or refusing the approval, give opportunity of being heard to the employee and the employer concerned.

Section
20(2)

17. Intimation of deduction.- (1) Where an employer makes any deduction in pursuance of the proviso to subsection (2) of section 20, he shall make intimation of such deduction to the Inspector-cum-Facilitator having jurisdiction within 10 days from the date of such deduction explaining therein the reason of such deduction. It shall be the duty of the employer to enter the details of clause (1) in Form I.

(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.

18. 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,-

Sections
21 (2)
and 67
(2) (n)

(i) explain to the employee in writing the value of 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.

(iii) It shall be the duty of the employer to enter the details of clause (i) and (ii) in Form I.

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

(a) advances of money given to an employee after the employment begins under clause (b) of section 23; or

(b) 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 per cent, 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-I.

20. Deduction under section 24:- Deductions for recovery of loans granted for house building or other purposes approved by the State Government, and the interest due in respect thereof shall be, subject to any direction made or circular issued by the State Government 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

PAYMENT OF BONUS

21. Calculation of set on or set off for the sixth accounting year: - Calculation of set on or set off for the seventh accounting year, computation of gross profits under clauses (a) and (b), of section 32 deduction of further sums under clause (c) of section 34, manner of carrying forward under sub-sections (1) and (2) of section 36 shall be such, as may be prescribed by the Central Government.

CHAPTER V

STATE ADVISORY BOARD

22. Constitution of the Board:-

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

(1) The Board shall consist of the persons to be nominated by State Government representing employers and employees as specified in clauses (a) and (b) of sub-section (6) of section 42 and the independent persons 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 State Government shall consist of the following, namely:-

- (i) Secretary (Labour), Chandigarh Administration - Chairman;
- (ii) Labour Commissioner, UT, Chandigarh - Member Secretary
- (iii) Special Secretary (Finance), Chandigarh Administration - Member
- (iv) Secretary Industries, UT, Chandigarh – Member
- (v) One member shall be a professional in the field of wages and labour related issues;

(4) The State Government shall, while nominating the members of the Board, take account that the independent members under sub rule (2) shall not exceed one-third of the total members of the Board and one-third of the members of the Board shall be women. However, the Board may invite special invitees as per requirement.

Sections
23,67 (2)
(p) and 67
(2) (q)

Sections
24 and 67
(2) (r)

Sections
42 (10) &
67 (2) (s)

(5) Provided that if the Chairperson is unable to hold the meeting, the Vice Chairperson shall be eligible to hold the meeting.

Section 42

23. Meeting of the Board. - The Chairperson may, subject to the provisions of rule 23, 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.

Section 42

24. 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 and 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.

Section 42

25. 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.

Section 42

26. 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.

Section 42

27. 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.

Section 42

28. 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.

Section 42

29. 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 State Government 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.

Section 42

30. 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.

Section 42

31. Appointment of the committees.-The State Government 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:

32. Term of office of members of the Board:-

Sections 42
(11) and 67
(2) (t)

(1) The term of office of the Chairperson or a member, as the case may be, shall be normally be three years commencing from the date of his appointment or nomination, as the case may be, under sub-section (6) of section 42:

Provided that such Chairperson or a member shall, notwithstanding the expiry of the said period of three 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 **State Government**.

Section 42

33. 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 the **State Government**

Section 42

34. Officers and Staff.- The State Government may provide a Secretary not below the rank of Labour Commissioner, other officers and staff to the Board, as it may think necessary for the functioning of the Board.

Section 42

35. 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.

Section 42

36. 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 and the Chairperson may resign by a letter addressed to the **State Government**.

(2) A resignation shall take effect from the date of communication of its acceptance or on the expiry of thirty 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 **State Government** immediately and the **State Government** shall, then, take steps to fill the vacancy in accordance with the provisions of the Code.

Section 42

37. 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.

Section 42

38. 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 State Government thereon shall be final.

CHAPTER VI

PAYMENT OF DUES & CLAIMS, etc.

Section 44
(1)(a)

39. Payment under clause (a) of sub-section (1) of section 44.—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 State Government for this purpose having jurisdiction of UT, Chandigarh, who*** shall disburse the amount to the person nominated by the employee after ascertaining his identity or his/her Legal heir as defined in rule 41 (2) within two months of the date on which an application is moved by nominee/Legal heirs of the deceased.

40. 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 amount 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 by the employer *with the Assistant Labour Commissioner, UT, Chandigarh for this purpose having jurisdiction of UT, Chandigarh* before the expiry of the fifteenth day after the last day of the said period of three months.

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

Section 44
(1) (b) and
67 (2) (u)

41. 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 39 and 40 (hereinafter in this rule referred to as the amount) deposited with ***the Assistant Labour Commissioner, UT, Chandigarh having jurisdiction of UT, Chandigarh*** and shall be invested in the Central or State Government Securities or deposited as a fixed deposit in a scheduled bank.

(2) ***The Assistant Labour Commissioner, UT, Chandigarh*** will exhibit, as soon as maybe 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), the Assistant Labour Commissioner, UT, Chandigarh shall release the amount to the nominee or to that person who has claimed such amount, as the case may be, in whose favour such officer concerned has decided, after giving the opportunity of being heard, the amount to be paid.

(4) If the employee/workman or legal heir or nominee does not claim the amount within seven years from the Assistant Labour Commissioner, U.T, Chandigarh, such amount shall be treated as undisbursed amount being unclaimed for a period of seven years. Further, the State Government shall direct the Assistant Labour Commissioner from time to time to deal with such undisbursed amount.

CHAPTER VII

FORMS, REGISTERS AND WAGE SLIP

42. Authority to hear and determine the claims under the code:—The State Government may, by notification in the Official Gazette, appoint any Gazetted officer to act as the authority for the purposes of sub-section (1) of Section 45, to hear and determine claims thereunder.

Sections 45
(5) and 67
(2) (V)

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

Sections
49 (1) &
67 (2) (w)

44. 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, along with documents mentioned by the appellant in such Form, to the Appellate Authority, UT, Chandigarh.

Section 67 (2) and (zc) 2) No appeal under Rule 43 shall lie unless the memorandum of appeal is accompanied by a certificate of the competent authority certifying deposit of the amount, along with interest, if any, payable in terms of the impugned order.

45. Form of register, etc.-(1) All fines and all realizations thereof referred to in sub-section (8) of section 19 shall be recorded in a register to be kept by the employer in Form-I appended to these rules, electronically or otherwise and the authority referred to in said sub-section (8) shall be with the officer appointed through notification by State Government for this purpose having jurisdiction of UT, Chandigarh.

Sections 19 (8), 21(3), 50(1) and 67 (2) (X)

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

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

(4) The register maintained under above sub rules shall be preserved for a period of five years after the last entry in it and shall be produced before the Inspector-cum-Facilitator on demand.

Sections 50(3) and 67 (2) (y)

46. 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.

Section 50

47. 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 Code on Wages, 2019 (29 of 2019). A copy of such return shall also be forwarded electronically to the Director General, Labour Bureau, Chandigarh.

Section 67(2) (zc)

48. Collection of Statistics.- The employer shall submit the details of Minimum Wages, Payment of Wages, Payment of Bonus given to the employee, as statistics require under these rules electronically in the relevant forms and manner from time to time, to the State Government as well as to the office of Director General, Labour Bureau, Chandigarh.

CHAPTER VIII INSPECTOR-CUM-FACILITATOR

Sections 51(2) **49. Inspection scheme.**- (1) For the purposes of the Code and these rules, there shall be formulated an inspection scheme by the Labour Commissioner UT, Chandigarh with the approval of the State Government.

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

50. Powers of Inspector-cum-Facilitator. The **State Government** may, by notification in the Official Gazette, appoint such persons as it thinks fit to be Inspector-cum-Facilitator for the purposes of this Act, and define the local limits within which they shall exercise their functions:

(a) enter, at all reasonable hours, with such assistants (if any), being persons in the service of the Government or any local or other public authority, as he thinks fit, any premises or place where employees are employed or work is given out to out-workers whether unskilled occupation, skilled occupation, semi-skilled occupation and highly skilled occupation in respect of which minimum rates of wages have been fixed under this Act, for the purpose of examining any register, record of wages or notices required to be kept or exhibited by or under this Act or rules made there under, and require the production thereof for inspection;

Sections 51(5) and 67 (2) (z)

(b) examine any person whom he finds in any such premises or place and who, he has reasonable cause to believe, is an employee employed therein or an employee to whom work is given out therein and require any person giving out-work and any out-workers, to give any information, which is in his power to give, with respect to the names and addresses of the persons to, for and from whom the

work is given out or received, and with respect to the payments to be made for the work;

(c) seize or take copies of such register, record of wages or notices or portions thereof as he may consider relevant in respect of an offence under this Act which he has reason to believe has been committed by an employer; and

(d) supervise the payment of wages to persons employed in any factory or industrial or any other establishment;

(e) exercise such other powers as may be prescribed;

(f) Every Inspector-cum-Facilitator shall be deemed to be a public servant within the meaning of THE BHARATIYA NYAYA SANHITA, 2023 (45 of 2023)

(g) Any person required to produce any document or thing or to give any information by an inspector-cum-facilitator under sub-rule (a) to (e) shall be deemed to be legally bound to do so within the meaning of section 210 and section 211 of THE BHARATIYA NYAYA SANHITA, 2023 (45 of 2023)

CHAPTER IX

OFFENCES AND PENALTIES

51. Manner of holding enquiry under sub section (1) of Section 53—(1)

Section 53

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 Central Government or by an employee aggrieved or a registered trade union registered under the Trade Unions Act, 1926 or an Inspector-cum-Facilitator, the officer, after considering such evidences as produced before him by the complainant, is of the opinion that an offence has been committed, shall issue summons to the offender on the address specified in the complaint fixing a date for his appearance.

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

(3) The officer shall, after the complainant's evidence is complete, provide opportunity of 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.

52. The manner of imposing fine under sub-section (1) of section 56.—(1) An accused person desirous of making composition of offence under sub section (1) of Section 56 may make an application in form VI electronically or otherwise to the officer notified under said sub-section (1).

Sections
56 (1)
and 67
(2) (za)

(2) 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, compromise the offence for a sum of fifty per cent of the maximum fine provided for such offence under the Code, to be paid by the accused within thirty days of the order of composition issued by such officer.

(3) Where the offence has been compromised under sub-rule (2) after the institution of the prosecution, then, the officer shall send a copy of such order made by him for intimation to the officer referred to in sub-section (1) of section 53 for needful action under sub-section (6) of section 56.

CHAPTER X

MISCELLANEOUS

53. Timely Payment of Wages.-Where employees are engaged in an establishment through a contractor, it shall be the duty of the contractor to disburse wages to such workers on or before the prescribed date of payment of wages in accordance with the provisions of Section 17, and to comply with all other statutory requirements such as EPF, ESI, Labour Welfare Fund, etc. Thereafter, the contractor shall raise a bill, supported by proof of compliance under the various labour legislations. Upon verification of the same, the Principal Employer shall release the payment to the contractor.

Provided that, in the event the contractor fails to make payment of wages within the prescribed period or makes short payment, the Principal Employer-i.e., the company, firm, association, or any other person who is the proprietor/owner of the establishment-shall be liable to make payment of the full wages or the unpaid balance, as the case may be, to the contract labour employed by the contractor. The Principal Employer may recover the amount so paid from the contractor, either by deduction from any amount payable to the contractor under any contract or as a debt recoverable from the contractor.

54. 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.

55. Repeal and saving -

- (i) The Punjab Payment of Wages Rules, 1937, as applicable to UT, Chandigarh;
- (ii) The Punjab Payment of Wages (Procedure) Rules, 1965, as applicable to UT, Chandigarh;
- (iii) The Punjab Minimum Wages Rules, 1950, as applicable to UT, Chandigarh;

Provided that any order issued or any action taken under the aforesaid rules so repealed, shall be deemed to have been issued or taken under the corresponding provisions of these rules.

By order and in the name of
Administrator,
Union Territory, Chandigarh.

No.662869-HII(2)-2026/ 6250

Dated: 2-7-2026

A copy is forwarded to the Controller, Printing & Stationery, Union Territory, Chandigarh for information and necessary action. It is requested that this notification may please be published in the Chandigarh Administration Gazette Extra - ordinary.

Joint Secretary Labour
for Secretary Labour,
Chandigarh Administration.

No.662869-HII(2)-2026/ 6251

Dated: 2-7-2026

A copy is forwarded to the Labour Commissioner, U.T. Chandigarh for previous publication of above said notification on the official website for inviting objections and suggestions from the general public and other stakeholders within the prescribed period.

Joint Secretary Labour
for Secretary Labour,
Chandigarh Administration.

FORM-I

[See rule-17, 18 and rule-45 (1), (2) and (3)]

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

Name of the Establishment:
Name of the Owner:

Name of the Employer:
PAN/TAN of the Employer:

Labour Identification Number (LIN):

Sr. No. in Empl oyee Registe r	Nam e of the empl oyee	Designati on / Departm ent	Duration of Payment of Wages (Monthly/F ortnightly /Weekly/D aily/Piece rated)	Wage Perio d From - To	Total no. of days work ed duri ng the perio d	Total overtim e (hours worked or produc tion in case of piece work)	Rates of wages			
							Min imu m rate s of wag es	Basi c	D A	Allowan ces
1	2	3	4	5	6	7	8	9	10	11

Overtime earned	Natu re of acts and omis sions for whic h fine impo sed with date	Amou nt of fine impose d	Damag e or loss caused to the employ er by neglect or default of the employ ee	Ded ucti ons for reco ver of loan s		Deduc tions in respec t of House Accom modati on and supply of Essent ial Comm odities at Conce ssional Rates provid ed by Emplo yer	Amou nt of deduct ion from wages	Total amou nt of wages paid	Dat e of Pay men t	Attendance	
										Date	Signatur e
12	13	14	15	16	17	18	19	20	21	22	
Date and Amo unt	Purpose for which advance made		Post pon eme nt	D at e on	Remarks						

of adva nce made		gro und	w hi ch a m ou nt re pa id			
23	24	25	26	27		

FORM-II

[See rule 43 & 44]

[SINGLE APPLICATION UNDER SUB-SECTION (5) OF SECTION 45]

BEFORE THE AUTHORITY APPOINTED UNDER SUB SECTION (1)
OF SECTION 45 OF THE CODE ON WAGES, 2019 (29 OF 2019)

FOR..... AREA.....

Application No of 20.....

Between ABC and (State the number).....othersApplicants

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

Address.....

And

XYZ.....

Address.....

The application states as follows:

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

Dated.....

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 annexures containing details, with this application.

FORM III

(See rule 43 & 44)

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

FORM IV

[See rule 45(3)]

EMPLOYEE

REGISTER

Name of the Establishment:

Name of the Employer:

Name of the Owner:

PAN/TAN of the Employer:

Labour Identification Number (LIN):

Sl. No.	Employee Code	Name	Surname	Gender	Father's / Spouse Name	Date of Birth	Nationality	Education Level	Date of Joining	Designation	Category (HS/S/SS/US)*	Type of Employment
1	2	3	4	5	6	7	8	9	10	11	12	13

Mobile No.	UAN	PAN	ESIC IP No.	AADHAR	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 V
[See rule 44]
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 VI
[See rule 52]
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

UNIFIED ANNUAL RETURN
(Under the Code on Wages, 2019 and the Code on Social Security, 2021)

FORM

(See rule 47 of the Chandigarh Code on Wages Rules, 2026 and Rule 39(3) of the Chandigarh Code on Social Security Rules, 2026)

Return for the year ending 31st December_____

PART A – GENERAL INFORMATION

1. Name of the Establishment
2. Complete Postal Address of the Establishment
House/Flat No _____ Street /Plot No.____
Town/City_____ District____ State _____
PIN Code _____
Email ID_____ Phone No_____
3. Nature of Establishment / Industry
4. Date of Commencement of Establishment

PART B – EMPLOYER / MANAGEMENT DETAILS

5. Name and Residential Address of Employer / Owner / Contractor
6. Name and Address of Managing Director / Partner / Managing Agent / Person In-charge of day-to-day affairs
7. Person Responsible for Payment of Wages
Name
Address
Email
Mobile No.

PART C – REGISTRATION / LICENCE DETAILS

8. Registration / Licence details under Labour Codes:

S. No.	Code	Registration No.
i)	Code on Wages, 2019	
ii)	Code on Social Security, 2020	
iii)	Code on OSH, 2020 (if applicable)	
iv)	Any other applicable law	

PART D – WORKING DAYS & HOURS

9. Number of working days during the year
10. Number of man-days worked during the year
11. Daily hours of work
12. Weekly day of rest

PART E – EMPLOYMENT DETAILS

13. Average Daily Employment
14. Maximum Number of Persons Employed on any day
Category Male Female Adolescents (14–18) Total
Total
15. Skill-wise & Gender-wise Employment

Sr. No.	Skill Category	Male	Female	Adolescents (14–18)	Total
	Highly Skilled				
	Skilled				
	Semi-Skilled				
	Unskilled				
	Grand Total				

PART F – WAGES & PAYMENTS

16. Total Wages Paid During the Year Rs
17. Wage Details
Particulars Amount (Rs.)
Gross Wages
Deductions (Total)
Net Wages Paid
18. Details of Deductions

Nature of Deduction	No. of Cases	Amount (Rs.)
Fines		
Damage / Loss		
Breach of Contract		
Any other permissible Deductions		
19. Balance of Fine Fund at the end of the year Rs..		
20. Arrears of wages of previous years paid during the year Rs		

PART G – BONUS

21. Number of employees eligible for bonus
 22. Percentage of bonus declared. %
 23 . Total amount of bonus paid Rs.
 24. Date(s) of payment of bonus

PART H – CONTRACT LABOUR (IF APPLICABLE)

25. Number of contractors engaged during the year
 26. Total number of days contract labour was engaged
 27. Total man-days worked by contract labour

PART I – WELFARE & SOCIAL SECURITY

28. Statutory Welfare Amenities Provided
 Sr. No. Nature of Amenity Statutory (specify the
 statute)

PART J – MATERNITY BENEFIT

29. Total number of female employees
 30. Number of employees granted maternity benefit / ESI
 31.Total maternity leave days granted
 32. Creche facility provided (Yes / No)

PART K – EMPLOYEES’ COMPENSATION

33. Accidents during the year:
 Nature No.of Cases
 Death
 Permanent Disablement
 Temporary Disablement
34. Amount of compensation paid (Rs.)

DECLARATION

I hereby certify that the information furnished above is true and correct to the best of my knowledge and belief and that I have complied with the provisions of the Code on Wages, 2019 and the Code on Social Security, 2020 and the rules framed thereunder.

Place:
 Date :

Signature of
 Employer
 Name: _____
 Designation: _____

SCHEDULE A
{See Rule 4(3)}

S.No.	UNSKILLED
1	Beldar
2	Calf boy
3	Cattleman
4	Cleaner (Motor shed, Tractor, CattleYard, 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	Cartman,
50	Caretaker (Bridge),
51	Carrier (Water),
52	Chowkidar,
53	Concrete (Hand Mixer),
54	Daffadar,
55	Driver (Bullock, Camel, Donkey, Mule),
56	Flag Man,
57	Flagman (Blast Train),
58	Khalasi not attending to machines
59	Gangmen,
60	Gatingman (Permanent Way),
61	Handle Man, Jumper Man,
62	Kamin (Female Work),
63	Khalas,
64	Bridge,
65	Electrical,
66	Marine,
67	Moplah,
68	Store,
69	Steam Road,
70	Share,
71	Roller Survey,
72	labourer (Garden),
73	Mazdoor,
74	Hole Cutter,
75	Lorry Trainees,
76	Petrolman,
77	Searcher,
78	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 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 cateogires by whatever name called which are of unskilled nature

S.N o	SEMI SKILLED
1	Assistant (Chowdhary)
2	Attendant (Bull-calving lines, Chowkidar, Chaff cutter, Hostel, Dry Stock, Grain crusher, Pump, Siekline,
3	Stable, Yard Stock)
4	Assistant-Plumber
5	Attendant
6	Bhisti
7	Brander
8	Bullman
9	Butterman
10	Coachman
11	Cobbler
12	Cultivator
13	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	Hacksaw man
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 (Brick Kiln, 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-Moplah Gang, Supervisory)
72	Labourer (Rock-Cutting)
73	Lascar
74	Mali (Head)
75	Stockers and Boilerman
76	Thoombaman (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	TrollyJamadar
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 categories by whatever name called which are of semi-skilled nature

S.N o	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	Operaor (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorrick, Diesel Engine, Doser, Dragling Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Payment breaker Loader, Pump, Pile Driving, Scrapper, 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	TyreVulcaniser
47	Sawyer
48	Sawyer (Selection Grade Class II) Serang
49	Serangpile
50	Driving Pantooms with Boiler
51	Shapesman
52	Shift-incharge
53	Sprayman
54	Sprayman (Roads)
55	Stone Cutter
56	Stone Cutter (Selection Grade, Grade II, Class II)
57	Stone Chisler
58	Stone Chisler (Class II)
59	Stone Blasterer
60	Sub-Overseer (Unqualified)
61	Surveyors
62	Pump Driver
63	Pump Driver (Selection Grade), Grade II and III, Class II)
64	Pump Driver (Selection Grade, P.E., Driver,
65	Pumpman
66	Pumpman (Assistant)
67	Plumber
68	Polisher (with spray) Grade II
69	Ratan Man
70	Rivet Cutter (Assistant)
71	Rivetter

72	Rivetter (Cutter)
73	Road Inspector Grade II, Railway Plate Layer
74	Rod Bender
75	Haulage Operator
76	Dispensary Attendant
77	Work Sakar
78	Mica Cutter Grade -I
79	Dresser Grade -I Mica
80	Supervisory Fireman
81	Fireman only in Mines
82	Compressor Driver
83	Pump Man Driver 96. Grinder in Mica Mines
84	Surveyors (Assistant)
85	Tailor
86	Tailor(Upholstry)
87	Transprayer
88	Tar man
89	Line Man
90	Tiler Class II
91	Wall(Floor, Roofs)
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 Cursher Mechanical)
136	Distemprer, 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, Stone work)
149	Brick-layer
150	Tile Flooring
151	B.I.M Muccadam (Head)
152	Stone cutting
153	Ordinary Machanis
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, SantrasWorks)
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	Airwineh 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, Bridge work)
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