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राज्य सरकार तथा अन्य राज्य प्राधिकारियों द्वारा जारी किये गये कानूनी आदेश तथा

अधिसूचनाएं

**LABOUR DEPARTMENT**

**NOTIFICATION**

**Jaipur, July 14, 2021**

**S.O.572** .-The following draft rules of Code on Wages (Rajasthan) Rules, 2021, which the State Government proposes to make in exercise of the powers conferred by section 67 of the Code on Wages, 2019 (Central Act No. 29 of 2019) are hereby published, as required by sub-section (1) of said section 67, for information of all persons likely to be affected thereby and the notice is hereby given that the said draft rules will be taken into consideration after the expiry of a period of forty five days from the date on which the copies of the Official Gazette in which this draft of rules is published are made available to the public.

Any objection and suggestion, if any, may be addressed to Labour Commissioner, Labour Department, Government of Rajasthan, ([email:- lab-comm-rj@nic.in](mailto:lab-comm-rj@nic.in)), Shram Bhawan, Hasanpura, Jaipur - 302006. The Objections and suggestions, which may be received from any person with respect to the said draft before expiry of the period specified above, will be considered by the State Government.

## **DRAFT RULES**

### **CHAPTER I**

#### **PRELIMINARY**

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

(2) They extend to the whole of the State of Rajasthan.

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

**2. Definitions.**- 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) “Board” means the State Advisory Board constituted by the State Government under sub-section (4) of section 42;
- (e) “Chairperson” means the chairperson of the Board;

- (f) "Code" means the Code on Wages, 2019 (Central Act No. 29 of 2019);
- (g) "committee" means a committee appointed by the State Government under clause (a) of sub-section (1) of section 8;
- (h) "day" means a period of 24 hours beginning at mid-night;
- (i) "Form" means a form appended to these rules;
- (j) "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 judgement or decision involved in the execution of such occupation;
- (k) "Inspector-cum-Facilitator" means a person appointed by the State Government, by notification under sub-section (1) of section 51;
- (l) "member" means a member of the Board and includes its Chairperson;
- (m) "metropolitan area" means a compact area having a population of forty lakhs or more comprised in one or more districts;
- (n) "non-metropolitan area" means a compact area having a population of more than ten lakhs but less than forty lakhs, comprised in one or more districts;
- (o) "population" means the population as ascertained at the last preceding census of which the relevant figures have been published;
- (p) "registered trade union" means a trade union registered under The Trade Unions Act, 1926 (Central Act No. 16 of 1926);
- (q) "rural area" means the area which is not the metropolitan area or non-metropolitan area;
- (r) "Schedule" means the schedule appended to these rules;
- (s) "section" means a section of the Code;
- (t) "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;
- (u) "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 and judgment; and
- (v) "unskilled occupation" means an occupation which in its performance requires the application of simply the operating experience and involves no further skills.

(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:-

- (i) the standard working class family which includes a spouse and two children apart from the earning worker; an equivalent of three adult consumption units;
- (ii) 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 wage; and
- (vi) Expenditure for children education, medical requirement, recreation and expenditure on contingencies to constitute 25 percent of minimum wage.

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

**4. Norms for fixation of minimum rate of wages.-** (1) While fixing the minimum rate of wages under section 6, the State Government may divide the concerned geographical area into three categories, that is to say the metropolitan area, non-metropolitan area and the rural area.

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

- (i) Labour Commissioner, Government of Rajasthan - Chairperson
- (ii) A representative from the Department of Skills Planning and Entrepreneurship, Government of Rajasthan, dealing with skill development  
- Member
- (iii) Director, Employment Department, Government of Rajasthan - Member
- (iv) Two technical experts in wage determination as nominated by the State Government  
Members
- (v) Additional Labour Commissioner (IR), Government of Rajasthan - Member Secretary.

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

(4) The technical committee referred in sub-rule (2) shall while advising the State Government under sub-rule (3) take into account, to the possible extent, the national classification of occupation or national skills qualification frame work or other similar frame work for the time being formulated to identify occupations.

**5. Time Interval for revision of dearness allowance.-** The revision of dearness allowance shall be made twice in a year i.e. on 1<sup>st</sup> April and 1<sup>st</sup> October on the basis of price index prepared by the Labour Bureau, Shimla.

**6. Number of hours of work which shall constitute a normal working day.-** (1) The normal working day under clause (a) of sub-section (1) of section 13 shall be comprised of eight hours of work and one or more intervals of rest which in total shall not exceed one hour.

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

(3) No woman shall be employed or permitted to work beyond 6 p.m. and earlier than 6 a.m. during 1<sup>st</sup> September to the end of February or beyond 7 p.m. and earlier than 7a.m. from 1<sup>st</sup> March to 31<sup>st</sup> August, except those who is working in the establishment which is either exempted or relaxation has been given by the State Government.

(4) The provisions of sub-rules (1), (2) and (3) 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.

(5) Nothing in this rule shall be deemed to affect the provisions of the Occupational Safety, Health and Working Conditions Code, 2020 (Central Act No. 37 of 2020).

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

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

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

**Explanation:** For the purpose of computation of the continuous period of not less than six days specified in the first proviso to this sub-rule, any day on which an employee is required to attend for work but is given only an allowance for attendance and is not provided with work, a day on which an employee is laid off on payment of compensation under the Industrial Relations Code, 2020, and any leave or holiday, with or without pay, granted by the employer to an employee in the period of six days immediately preceding the rest day, shall be deemed to be days on which the employee has worked.

(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 five days immediately before or after the rest day:

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

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

(4) An employee shall be granted,-

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

Provided that where,-

- (i) the minimum rate of wages of the employee as notified under the Code has been worked out by dividing the minimum monthly rate of wages by twenty-six; or
- (ii) the actual daily rate of wages of the employee has been worked out by dividing the monthly rate of wages by twenty-six and such actual daily rate of wages is not less than the notified minimum daily rate of wages of the employee, then, no wages for the rest day shall be payable; and
- (iii) the employee works on the rest day and has been given a substituted rest day, then,

he shall be paid, only for the rest day on which he worked, an amount equal to the wages payable to him at the overtime rate;

and, if any dispute arises whether the daily rate of wages has been worked out in accordance with the provisions of this proviso, the Labour Commissioner, Rajasthan may, on application made to him in this behalf, decide the same, after giving an opportunity to the parties concerned to make written representations:

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

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

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

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

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

- (a) a rest day for the whole day for the purposes of rule 7 shall, in this case means a period of twenty- four consecutive hours beginning from the time when his shift ends; and
- (b) the following day in such a case shall be deemed to be the period of twenty-four hours beginning from the time when such shift ends, and the hours after midnight during which such employee was engaged in work shall be counted towards the previous day.

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

- (a) engaged in any emergency which could not have been foreseen or prevented;
- (b) engaged in work of the nature of preparatory or complementary work which must necessarily be carried on outside the limits laid down for the general working in the employment concerned;
- (c) whose employment is essentially intermittent;
- (d) engaged in any work which for technical reasons has to be completed before the duty is over; or
- (e) engaged in a work which could not be carried on except at times dependent on the irregular action of natural forces,

the provisions of rules 6, 7 and 8 shall apply subject to the condition that,-

- (i) the spread over of the hours of work of the employee shall not exceed 16 hours in any day; and
- (ii) the actual hours of work excluding the intervals of rest and the periods of inaction during which the employee may be on duty but is not called upon to display either physical activity or sustained attendance shall not exceed 9 hours in any day.

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

**11. Circumstances under 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

**12. Recovery under sub-section (4) of section 18.-** Where the total deductions authorized under sub-section (2) of section 18 exceed fifty per cent. 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.

**13. The authority under sub-section (1) of section 19.-** The authority as notified by the State Government having jurisdiction over the place of work of the employee concerned shall be the authority for the purposes of sub-section (1) of section 19.

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

**15. 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 Authority referred to in rule 13 who shall, before granting or refusing the approval, give opportunity of being heard to the employee and the employer concerned.

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

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

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

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

for which he is required to account and how such damages or loss is directly attributable to the neglect or default of the employee; and

- (ii) thereafter, give the employee an opportunity to offer any explanation and deduction for any damages or loss, if made, shall be intimated to the employee within fifteen days from the date of such deduction.

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

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

**19. 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

#### STATE ADVISORY BOARD

**20. Constitution of the Board.-** (1) The Board shall consist of the persons to be nominated by the State Government representing employers and employees as specified in clauses (a) and (b) of sub-section (6) of section 42 and the independent persons and representatives of the State Governments as specified in clauses (c) and (d) of that sub-section.

(2) The persons representing employers as referred to in clause (a) of sub-section (6) of section 42 shall be twelve and the persons representing employees referred to in clause (b) of that sub-section shall also be twelve.

(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) the Chairperson;
- (ii) four members each of whom, 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 into account that the independent members under sub-rule (3) shall not exceed one-third of the total members of the Board and one-third of the members of the Board shall be women.

**21. 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.

**22. 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.

**23. Functions of Chairperson.-** The Chairperson shall,-

- (i) preside at the meetings of the Board;
- (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.

**24. 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.

**25. 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.

**26. Method of voting.-** Voting in meeting of 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.

**27. 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.

**28. 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.

**29. 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.



**30. Term of office of members of the Board.-** (1) The term of office of the Chairperson or a member, as the case may be, shall be normally two years commencing from the date of appointment or nomination, as the case may be, under sub-section (4) of section 42:

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

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

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

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

**31. 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 Class-I officer of the State Government.

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

**33. 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.

**34. 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 30 days from the date of resignation, whichever is earlier.

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

**35. 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.

**36. 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 V

### PAYMENT OF DUES AND CLAIMS etc.

**37. 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 Authority as notified by the State Government having jurisdiction, who shall disburse the amount to the person nominated by the employee after ascertaining his identity within two months of the date on which the amount was so deposited with him.

**38. Deposit of the undisbursed dues under clause (b) of sub-section (1) of section 44.-** (1) Where any amount payable to an employee under this Code remains undisbursed because either no nomination has been made by such employee or for any other reason, such amounts could not be paid to the nominee of employee until the expiry of six months from the date the amount had become payable, all such amounts shall be deposited by the employer with the the Authority as notified by the State Government having jurisdiction before the expiry of the fifteenth day after the last day of the said period of six months, through bank transfer or demand draft of a scheduled bank in favour of the Authority.

(2) The amount referred to in sub-rule (1) shall be deposited by the employer with the the Authority as notified by the State Government, having jurisdiction through bank transfer or through a crossed demand draft obtained from any scheduled bank in India drawn in favour of such Authority.

**39. 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 38 deposited with the Authority having jurisdiction shall remain with him and be invested in the State Government Securities or deposited as a fixed deposit in a scheduled bank.

(2) The Authority having jurisdiction will exhibit, as soon as may be possible, a notice containing such particulars regarding the amount as the Authority considers sufficient for information at least for fifteen days on the notice board and also publish such notice in any one newspaper being circulating in the language commonly understood in the area in which undisbursed wages were earned.

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

(4) If the undisbursed amount remains unclaimed for a period of three years, the same shall be dealt within the manner as directed by the State Government from time to time in this behalf.

## CHAPTER VI

### FORMS, REGISTERS AND WAGE SLIP

**40. 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.

**41. Appeal.-** Any person aggrieved by an order passed by the authority under sub-section (2) of section 45 may prefer an appeal under sub-section (1) of section 49 in **Form-III**,

along with documents mentioned by the appellant in such Form, to the appellate authority having jurisdiction.

**42. Form of register, etc.-** (1) All fines and all realizations thereof referred to in sub-section (8) of section 19 shall be recorded in a register to be kept by the employer in Form-I appended to these rules, electronically or otherwise and the authority referred to in said sub-section (8) shall be the Authority having jurisdiction, as notified by the State Government.

(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 along with muster roll and details of overtime work in Form-V.

(4) Every employer shall display a notice under sub-section (2) of section 50 in Form-VI along with abstract of this Code.

**43. Wage slip.-** Every employer shall issue wage slips, electronically or otherwise to the employees in Form-VII on or before payment of wages.

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

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

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

## CHAPTER VII

### MISCELLANEOUS

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

Explanation: For the purpose of this rule, the expression firm shall have the meaning as assigned to it in the Indian Partnership Act, 1932 (Central Act No. 9 of 1932).

**46. 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.

**47. Inspection Scheme.-** (1) For the purposes of the Code and these rules, there shall be formulated an inspection Scheme by the Labour Commissioner 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.

**48. Repeal and savings.-** (1) On and from the date of commencement of these rules,

- (i) The Rajasthan Payment of Wages Rules, 1961;
- (ii) The Rajasthan Payment of Wages (Procedure) Rules, 1961;
- (iii) The Rajasthan Payment of Wages (Unclaimed Amount) Rules, 1972;
- (iv) The Rajasthan Payment of Wages (Manner of Recovery of Excess Deductions) Rules, 1966;

(v) The Rajasthan Minimum Wages Rules, 1959;

(vi) The Rajasthan Minimum Wages (Undisbursed Amount) Rules, 1961; and

(vii) Rajasthan Ease of Compliance to Maintain Registers under various Labour Laws Rules, 2017,

are hereby repealed.

(2) The repeal of the rules specified in sub-rule (1) shall not,-

- (i) revive anything not in force or existing at the time of such repeal; or
- (ii) affect the previous operation of any rules so repealed and orders or anything duly done or suffered thereunder; or
- (iii) affect any right, privilege, obligation, or liability acquired, accrued or incurred under the rules so repealed or orders issued under such repealed rules;
- (iv) affect any investigation, inquiry, verification, adjudication and any other legal proceedings or recovery of arrears or remedy in respect of any such rights, privilege, obligation, liability, forfeiture or punishment, as aforesaid, and any such investigation, inquiry, verification proceedings, adjudication and other legal proceeding or recovery of arrears or remedy may be instituted, continued or enforced, and any penalty, fine, interest, forfeiture or punishment may be levied or imposed as if these rules had not been so repealed; or
- (v) affect any proceedings including that relating to an appeal, revision, review or reference, instituted before, on or after the commencement of these rules and such proceedings shall be continued under the said repealed rules as if these rules had not come into force and the said rules **had not** been repealed.

(3) The mention of the particular matters referred to in sub-rules (2) above shall not be held to prejudice or affect the general application of provisions of the General Clauses Act, 1897 (Central Act No. 10 of 1897) with regard to the effect of repeal.

#### FORM-I

[see rule 18, 42 (1), (2) and (3)]

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

Name of the Establishment:

Name of the Owner:

PAN/TAN of the Employer:

Labour Identification Number (LIN):

Sr. No. in Employee Register	Name of the employee with father / husband's name	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	Allowances
1	2	3	4	5	6	7	8	9	10

Overtime earning	Gross Payment	Deductions						
		Employee Contribution to EPF	Employee Contribution to ESIC	Other deductions	Fine imposed	Nature of acts and omissions for which fine imposed with date	Damage or loss caused by neglect or default of the employer	Amount of deductions for damages or loss
11	12	13	14	15	16	17	18	19

Total Deductions	Total amount of wages paid	Date of Payment	Signature of Employee or Bank A/c with date of remittance
20	21	22	23

**Employer's Signature**

## FORM-II

[see rule 40]

[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 (Central Act No. 29 of 2019) .....

Application No.....of 20.....

Between.....Applicant

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

And

Address.....

The application states as follows:

(1) The applicant(s) whose name(s) appear in the attached schedule was/were/has/have been employed from.....to..... as.....(category)in.....(establishment)

Shri/M/s.....engaged in.....(nature of work) which is/are covered by the Code on Wages, 2019.

- (2) The opponent(s) is/are the employer(s) within the meaning of section 2(1) of the Code on Wages, 2019.
- (3) (a) The applicant(s) has/ have been paid wages at less than the minimum rates of wages fixed for their category (categories) of employment(s) under the Code by Rs....  
.....Per day for the period(s) from.....to.....  
.....
- (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 by him/ them on each amount as under:
- (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 41)

**Appeal under Section 49(1) of the Code on Wages, 2019  
Before The Appellate Authority under the Code on Wages, 2019**

.....  
.....

(Name and Address of appellant)

Vs.

.....

.....

(Name and Address of 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**  
**EMPLOYEE REGISTER**  
[see rule 42(3)]

Name of the Establishment :

Name of the Owner :

Name of the Employer:

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.	AADHAAR	Bank A/c Number	Bank	Branch (IFSC)	Present Address	Permanent Address
14	15	16	17	18	19	20	21	22	23

Service No.	Book 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)

Employer

### FORM-V

[See rule 42 (3)]

#### Muster Roll & Details of Overtime Work

Name of the Establishment:

Address of the Establishment:

Name of the Employer / Manager:

S. No.	Name of Workmen	Father/husband's Name	Designation / Department	Attendance 1,2,3,4,5, ...	Total Days Present	No of Rest Days	No of Leaves	Total days for which payment made	Date on which OT work done	Hours of OT work	Total Hours of OT Work
1	2	3	4	5	6	7	8	9	10	11	12

Signature of Employer

### FORM-VI

[see rule-42 (4)]

#### Notice

1. Name & address of the Establishment:
2. Name & address of the Employer /Manager:
3. Rates of Minimum Wages:
  - a. Unskilled



- b. Semi-skilled
- c. Skilled
- d. Highly skilled
4. Wage Period
5. Date of Payment
6. Working Hours
7. Weekly day of Rest
8. Name and address of the Inspector cum Facilitator;

Date:

Employer

**FORM-VII**  
**[see rule 43]**  
**WAGE SLIP**

Date of issue:

Name of the Establishment.....  
 Period.....

Address.....

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 44]**

**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 :

- Particulars of the offence: .....
- .....
4. Section of the Code under which the offence is committed : :.....
5. Maximum fine provided for the offence under the Code :.....
6. Whether prosecution against the applicant is pending or not .....
7. 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.  
.....  
.....
8. Any other information which the applicant desires to provide  
.....  
.....  
.....

Dated:

Applicant (Name and signature

**Schedule**  
**See rule 4 (3)**

UNSKILLED			
S.N O.		S.N O.	
1	Beldar	2	Calfboy
3	Cattleman	4	Cleaner (Motor Shed, Tractor, Cattle, Yard, M. T.)
5	Collecting loose fodder	6	Dairy coolie
7	Mazdoor (Arportculturist Compost, Dairy'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	Stableman	26	Trolleyman
27	Valveman	28	Watchman
29	White Washer	30	Wooderman
31	Wooder Woman	32	Borryman

33	Coalman	34	Condenser
35	Attendant	36	Grass Cutter
37	Muchhers Jamadars	38	Condenser Attendant
39	Shunters	40	Turner
41	Bajri Spreader	42	Beater Women
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	Signalman
79	Strikers	80	Yaks Controller
81	Cleaner	82	Dresser/Dressing Mazdoor
83	Loader	84	Mazdoor (Male/Female)
85	Messenger (Male/Female)	86	Trammer
87	Caretaker (except in Copper, Chromite and Graphite mines where it is semiskilled)	88	Office Peon/Peon (except in Bauxite Mines)
89	Sweeper (Male/Female)	90	Carrier
91	Number Taker	92	Trolley Triper
93	Water Carrier	94	Earth Cutter
95	Survey Khalasi	96	Gate Man
97	Concrete (Hand Mixer)	98	Dismantling stocks
99	Lampman	100	Beldar/Beldar (Canteen)
101	Coolie	102	Peon
103	Cook-helper	104	Office Boy
105	Quarry Worker	106	Jelly Maker
107	Over Burden Remover	108	Waste Removing Mazdoor
109	Unloader	110	Excavating Labour
111	Digger	112	Butcher
113	Attender	114	Lorry Helper

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

### SEMI SKILLED

S.NO		S.NO	
1	Assistant (Chowdhary)	2	Attendant (Bull-calving lines, Chowkidar, Chaff Cutter, Hostel, Dry Stock, Grain Crusher, Pump Siekline)
3	Stable, Yard Stock	4	Assistant Plumber
5	Attendant	6	Bhisti
7	Brander	8	Bullman
9	Butterman	10	Coachman
11	Cobbler	12	Cultivator
13	Daftry	14	Deliveryman
15	Dhobi	16	Dresser
17	Fireman	18	Gowala
19	Hammerman	20	Helper (Blacksmith)
21	Helper	22	Jamadar (Stand)
23	Jamadar	24	Khalasi
25	Mali Senior	26	Mate/Mistry
27	Mazdoor (Literate)	28	Nalband
29	Oilman	30	Ploughman
31	Vtackers	32	Supervisor
33	Thatcher	34	Valveman
35	Valveman (Senior)	36	Wireman Fixing Tin Cables
37	Cook	38	Dandee
39	Frash	40	Hacksawman
41	Helper (Locco-Crane/Truck)	42	Manjhee (Boatman)
43	Belchawala	44	Muccadam (without competency certificate under Metalliferous Bulldozer Driver Mines Regulations, 1961)
45	Bhisti (with Mushk)	46	Boatman (Head)
47	Breaker	48	Breaker (Stone, Rock, Rock Stone, Stone Metal)
49	Canweaver	50	Chainman (Head)
51	Charpoy-Stringer	52	Checker
53	Cracker	54	Dollyman
55	Assistant	56	Driller
57	Driver (Skin)	58	Excavator

59	Ferroman	60	Fireman (Brick Kiln, Steam Road Roller)
61	Gatekeeper	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	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	Chargeman
111	Mistri (Head)	112	Muccadam
113	Night-guard	114	Runner (Post Dak)
115	Oilman	116	Quarry man
117	Quarry Operator	118	Stoneman
119	Stocker	120	Thatcher
121	Pump Attendant	122	Bearer
123	Breakman	124	Crowlder Man
125	Laboratory Boy	126	Pointsman Sencummy
127	Stone mines and other categories by whatever name called which are of Semi-Skilled nature	128	Any other category of employees by whatever name called which are of Semi-Skilled nature

<b>SKILLED</b>			
S.NO		S.NO.	
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	Meterological Observer Navghani
39	Operator (Batching Plant, Cinema Project, Clamp Shelf, Compressor, Grane, Dorricks, Diesel Engine, Doser, Dragling Drill Dumber, Excavator, Fork Lift Generator, Grader, Jack Hammer and Payment Breaker Loader, Pump, Pile Driving, Scrapper, Screening Plant, Shoal, Tractor, Vibrator, Weight Batcher, Railway Guards, Repairer (Battery))	40	Sharper/Slotter
41	Sprayer (Ashalt) Station Master	42	Surveyor (Silt)
43	Trades-Man	44	Train Examiner
45	Turner/Miller	46	Tyre Vulcaniser
47	Sawyer	48	Sawyer (Selection Grade Class-II) Serang
49	Serangpile	50	Driving Pantooms with Boiler
51	Shapesman	52	Shift-incharge
53	Sprayman	54	Sprayman (Roads)
55	Stone Cutter	56	Stone Cutter (Selection Grade, 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	Tarman
89	Line Man	90	Tiler Class-II
91	Wall (Floor Root)	92	Tiler (Selection Grade)
93	Tin-Smith	94	Tin Smith(Selection Grade Grade-II and III, Class-II) Tinker
95	Well Sinker	96	Assistant Mistry
97	Armature Winder Grade-II and III	98	Bhandari
99	Blacksmith	100	Blacksmith (Selection Grade, Grade-II, III, Class-II and III)
101	Boilerman	102	Boilerman Grade-II and III
103	Boiler Foreman Grade-II	104	Work (Assistant)
105	Brick Layer	106	Bricklayer (Selection Grade, Class-II)
107	Blaster	108	Chowkidar (Head)
109	Security Guard (without arms)	110	Carpenter
111	Carpenter (Selection Grade, Grade-II and III, Class-I and III Assistant)	112	B. I. M. Road
113	Cabinet Maker	114	Caneman
115	Cutter Maker Chageman, Class-II and Class-III, Carpenter Ordinary	116	Checkder (Junior)
117	Chick Maker	118	Chickman (Junior) Concrete Mixure Mixer
119	Concrete Mixure Operator	120	Cobbler
121	Coremaker	122	Driver
123	Driver Motor Vehicle	124	Motor Vehicle Selection Grade
125	Motor Lorry	126	Motor-Lorry Grade-II
127	Lorry Grade-II	128	Diesel Engine
129	Diesel Engine Grade-II	130	Mechanical Road Roller I/c and Cement Mixer etc.
131	Road Roller	132	Road Roller Driver Grade-II
133	Driver (Engine Static Stone Crusher, Tractor/Bull Dozer, Steam Road Roller, Water Pump, Mechanical Assistant, Road Roller, Mechanical, Steam Crane, Tractor with Bull Dozer Mechanical, Transport, Engine Static and Road	134	Engine Operator (Stone Crusher Mechanical)

	Roller Boiler Attendant		
135	Distemperer, Electrician, Electrician (Grade-II, Class-II and Class-III)	136	Fitter
137	Fitter (Selection Grade, Grade-II and III) Class-II and III Assistant, Pipe Class-II, Pipeline ending Bars for)	138	Reinforcement-cum-Mechanic, Mechanic and Plumber
139	Gharami (Head)	140	Glazier
141	Hole Drillar for Blasting	142	Joiner
143	Joiner (Cable, Cable Grade-II)	144	Lineman (Grade-II, III, High Tension/Low Tension)
145	Mason	146	Mason (Selection Grade, Grade-II, III and Class-B Mistry)
147	Stone (Stone Class-II, Brick Work, Stone Work)	148	Brick-layer
149	Tile Flooring	150	B. I. M. Muccadam (Head)
151	Stone Cutting	152	Ordinary Machanic
153	Mechanic	154	Mechanic (Class-II, Air Conditioning, Air Conditioning Grade-II)
155	Diesel Grade-II	156	Road Roller Grade-II
157	Assistant Radio	158	Manson (Gharami)
159	Mistry	160	Mistry Grade-II, Air Conditioning Grade-II, P. Way, Survey, Santras Works
161	Mason Class-A	162	Moulder
163	Moulder (Brick Tile)	164	Painter
165	Painter (Selection Grade, Grade-II and III, Class-II, Assistant Lotter and Polisher, Polisher, Rough)	166	Plasterer
167	Plasterer (Mason Grade-II)	168	Plumber
169	Plumber (Selection Grade, Class-II, Assistant Lotter and Polisher, Rough)	170	Plasterer
171	Plasterer (Mason Grade-II)	172	Plumber (Selection Grade, Class-II, Assistant Senior, Junior, Mistry Grade-II)
173	Plumbing Mistry	174	Plumber-cum-Fitter
175	Polisher	176	Polisher (Floor)
177	Sirdhar Lathe Man	178	Geologist
179	Trailors	180	Turner
181	Upholsterer	182	Upholsterer (Grade-II and III)
183	Painter Spray (Class-II)	184	Wood Cutter
185	Wood Cutter Section Grade	186	Wood Cutter Class-II
187	Work Sircar	188	Welder
189	Airwineh Haulage Operator	190	Auto-electrician
191	Painter	192	Blacksmith
193	Tailor	194	Compressor Operator
195	Blaster/Shot-firer	196	Driver
197	Head Cook	198	Carpenter



199	Concrete Mixer Operator	200	Compressor Attendant
201	Air Compressor Attendant	202	Tractor Driver
203	Vehicle Driver	204	Chemist and Assistant/Chemist
205	Sub-Overseer (Unqualified)	206	Driller
207	Handhole Driller	208	Drill Mechanic
209	Driver Auto	210	Electrician
211	Wireless Operator Asstt. Foreman	212	Foreman
213	Fitter	214	Ferry Driver
215	Issuer Loco	216	Super Foreman
217	Hoist Operator	218	IMCE Driver
219	Driver	220	Loco Driver
221	Loader Operator	222	Linesman
223	Mechanic/ Machinist	224	Mason
225	Midwife	226	Tinsmith
227	Supervisory Mechanic	228	Pump Attendant only in Gypsum, Barytes and Rock Phosphates
229	Pump Operator/Driver	230	Mining Mate with competency certificate under Metalliferous Mines Regulations, 1961
231	Mistry	232	Skilled Mazdoor
233	Turner	234	Senior Mechanic
235	Pipe Fitter	236	Supervisor
237	Drafts Man	238	Wireman
239	Timber Man/Timber Mistry Elect.	240	Stone Crusher Operator
241	Crusher Operator	242	Moulder
243	Welder	244	Operator
245	Work Mistry	246	Engine Driver
247	Mining Engine Driver Grade-II	248	Engineman
249	Valveman	250	Cutter
251	Winding Engine Driver Grade-II	252	Security Guard (Unarmed)/Head Chowkidar
253	Shovel Operator	254	Limco Loader Operator
255	Surface Supervisor	256	Dozer Operator
257	Compressor Driller	258	Dumper Tractor Operator
259	Boiler Man (with Certificate)	260	Machinery Attendant
261	Air Conditions Mechanic	262	Crech Attendant only in Magnesite, Manganese and Mica Mines
263	Power Shovel Operator	264	Power and Pump House Operator
265	Miner Grade-I	266	Tractor Operator 80. Tub Repairer 81. Lathe Mistry
267	Stationery Engine Attendant 83. Generator Operator 84. Loading Foreman	268	Diesel Mechanic
269	Ferro Printer-cum-Chairman	270	White Washing and Colour Washing Man
271	Operator Pneumatic Tools, Operator (Fitter)	272	Boreman
273	Borer	274	Wireman (Grade-II and III, Mechanic, Electrical)

275	White Washer	276	White Washer (Selection Grade, Class-II)
277	Wireman	278	Welder (Class-II, Bridge Work)
279	Welder Gas	280	Muccatam (with Competency Certificate under Metalliferous Mines Regulations, 1961)
281	Security Guard (without arms) and other categories by whatever name called which are of skilled nature	282	Assistant (Farm)
283	Assistant (Cashier)	284	Librarian
285	Telex or Telephone Operator	286	Hindi Translator
287	Telex or Telephone Operator	288	Hindi Translator
289	Accounts Clerk	290	Clerks
291	Computer/Data Entry Operator	292	Telephone Operator, Typist
293	Store Attendant	294	M. C. Clerk
295	Munshi (Matriculate, Non-Matriculate)	296	Store Clerk (Matriculate Non-Matriculate)
297	Storekeeper	298	Storekeeper Grade-I, Grade-II (Matriculate)
299	Timekeeper	300	Timekeeper (Matriculate Non-Matriculate)
301	Book Keeper	302	Work Munshi
303	Work Munshi (Subordinate)	304	Magazine Clerk
305	Teller Clerk	306	Store Clerk
307	Tally Clerk	308	Store Issuer
309	Tool Keeper	310	Computer/Date Entry Operator
311	Record Keeper	312	Tracer
313	File Clerk	314	Register Keeper
315	Timekeeper	316	Clerk
317	Munshi	318	Typist and other categories by whatever name called which are of clerical nature
319	Any other category of employees by whatever name called which are of skilled nature.		

### HIGHLY SKILLED

S.NO.		S.NO.	
1	Artificier Class-I	2	Blacksmith Class-I
3	Carpenter Class-I	4	Machine
5	Hand Class-I	6	Mason Class-I
7	Mechanic (Senior)	8	Painter (Grade-I, Class-I, Spray) Plasterer (Mason) Class-I
9	Plumber (Head Class-I)	10	Mistry Grade-I
11	Polisher (with Spray Grade-I)	12	Road Inspector Grade-I
13	Sawyer Class-I	14	Stone Cutter Class-I
15	Stone Cutter Grade-I	16	Stone Chisler Class-I
17	Stone Mason Class-I	18	Sub-Overseer (Qualified)

19	Tiler Class-I	20	Tinsmith Grade-I and Class-I
21	Upholsterer Grade-I	22	Varnisher Class-I
23	Welder-cum-Fitter and Air Conditioning Mechanic	24	Welder (Gas) Class-I
25	White Washer Class-I	26	Wireman Grade-I, Class-I
27	Wood Cutter Class-I	28	Grinder (Tool) Grade-I
29	Operator (Batching Plant Grade-I)	30	Leader Grade-I
31	Pile Driving Grade-I	32	Pump Grade
33	Scrapper Grade-I	34	Screening Plant Grade-I
35	Pump Grade-I	36	Scrapper Grade-I
37	Security Guards (with arms)	38	Armature Winder Grade-I
39	Blacksmith Grade-I and Class-I	40	Boilerman Grade-I
41	Boilerman Foreman Grade-I	42	Brick Layer Class-I
43	Cable Joiner Grade-I	44	Carpenter Grade-I and Class-I
45	Celo Cutter and Decorator	46	Chargeman Class-I
47	Checker (Sr.) Driver Lorry Grade-I	48	Motor Lorry Grade-I
49	Motor Vehicle Class-I and Diesel Engine Grade-I	50	Road Roller Grade-I
51	Pump Class Electrician Grade-I and Class-I/Grade-I	52	Fitter (Grade-I, Class-I)
53	Pipe Class-I (Head)	54	Foreman (Assistant) Line Man Grade-I Mason(Skilled Grade-I, Class-I)
55	Mast Rig	56	Mechanic Class-I and Class-II
57	Mechanic (Diesel Grade-I and Road Roller Grade-I)	58	Air Conditioning Grade-I/Class-I, Mistry Grade-I
59	Mistry (Air Conditioning Grade-I)	60	Overseer
61	Overseer (Senior and Junior)	62	Dragline Grade-I
63	Drill Grade-I	64	Dumper Grade-I
65	Excavator Grade-I	66	Fork Lift Grade-I
67	Generator Grade-I	68	Rigger Grade-I
69	Rigger Grade-II	70	Charper/Sletter Grade-I
71	Shovel and Dragline Tractor Grade-I	72	Tradesman Class-I
73	Turner/Miller Grade-I	74	Work (Assistant) Grade-I
75	Compounder	76	Surveyor
77	Winding Engine Driver	78	Operator (Heavy Earth Moving Shovel and Bulldozer)
79	Head Mistry	80	Staff Nurse with Diploma
81	Drill Operator other than Jack Hammer	82	Electrical Supervisor with Competency Certificate
83	Underground Shift Boss	84	Head Mechanic
85	Qualified and Experienced Welder	86	Machine Tool Mechanic
87	Mechanical/Plant Foreman	88	Mining Supervisor
89	Vocational Training Instructor/Teacher	90	Head Electrician
91	Accountant	92	Steno with 7 years of service
93	Store In-charge	94	Shift In-charge
95	Supervisor	96	In-charge 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 of Highly-Skilled nature
111	Any other category of employees by whatever name called which are of Highly-Skilled nature.		

**[S.No. F14(8)(1)wage code/lab/law/2021]**

**By order of the Governor,**

Patanjali Bhu,

**Additional Labour Commissioner and,  
Joint Secretary to the Government.**

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**Government Central Press, Jaipur.**