

Labour Department UT Ladakh

I. About Department: -

Brief information of the department:

The Department of Labour, is determined to work for the welfare of the labourers working in the UT Ladakh. It is trying its best to uplift the socio-economic status of the labours and their family especially in the field of education and health sector The Department has 02 Assistant Labour Commissioner office one

(01) in each district headed by 01 Deputy Labour Commissioner at UT Level.

Vision: -

our aim is to enhance the well-being of our workforce progressively and promote the safety and health of those at work

#To protect and safeguard the interest of workers by ensuring a healthy work environment for higher production and productivity besides safeguarding and ensuring the rights of the workers, also to improve the living conditions of the working mass through implementation of the welfare measures enshrined in the legislations.

#to foster harmonious labour relations through promotion of good employment practices and resolution of labour disputes;

Mission: -

Effectively and efficiently, implementing the labour policies and labour welfare programmes of the Government by way of sensitizing the public in general and the workers and the employers in particular. To make aware the provisions of Laws providing for the social security and welfare measures, the conditions of work, and the occupational health and safety of the workers and also the law against the employment of child labour and other types of exploitative labour e.g Bonded Labour etc, while ensuring strict enforcement of the labour laws against all violations.

#To improve and safeguard employees' rights and benefits in an equitable manner.

Contribute to the planned growth of the States' economy through enforcement of Labour Laws and implementation of various programmes and policies.

#Mitigation of level of confrontation between the employers and employees/workman through Labour court .

Citizen Charter:

The Citizen Charter of Labour department is an initiative to provide the citizens information regarding the basic activities, services of labour department and build a better interface based on trust and transparency between the Citizens and Labour Department,

Who's is Who: -

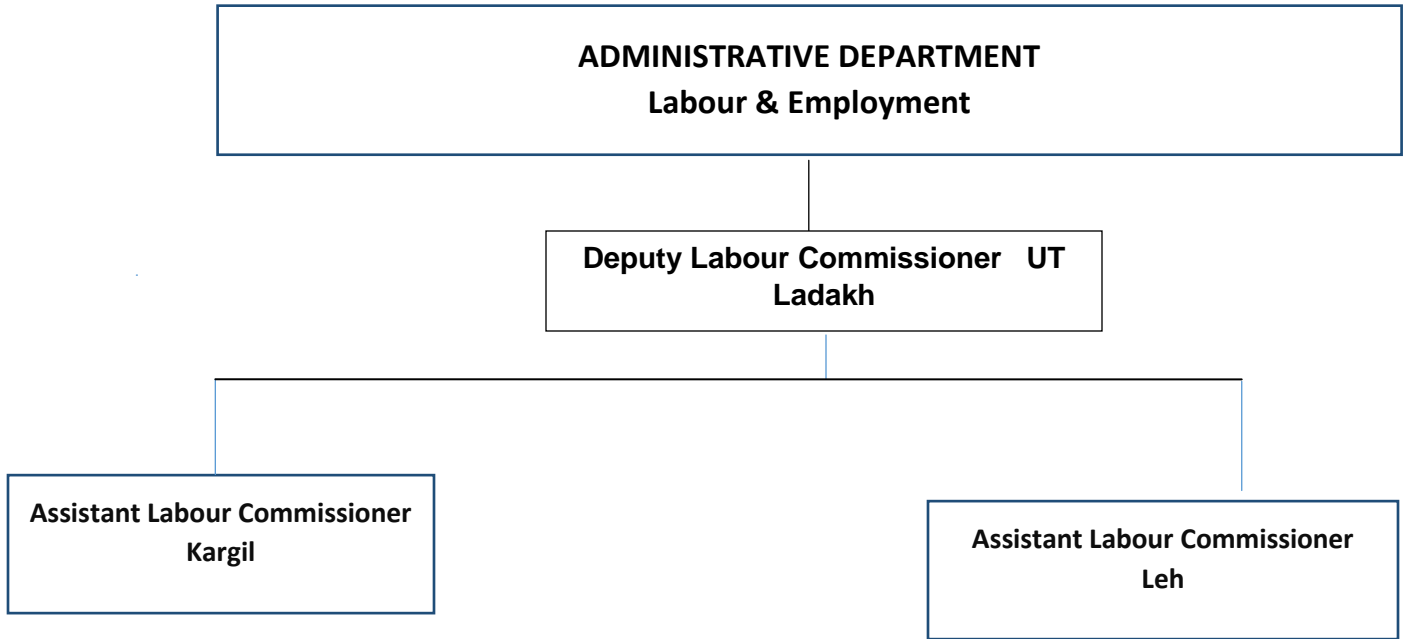
Administrative Department:

Name of the Officer	Designation	Contact No.	Email
Mr. KachoMehboob Ali Khan	Secretary		
Mr. Shakeel Ahmad	Deputy Labour Commissioner	979750244 4	dlcutladakh@gmail.com
Mr Musharaf Ali Haf	OSD	959686680	
Ms. Raziya Khatoon	Assistant Labour Commissioner Kargil	019852323 02	kargilalc@gmail.com
Mr. Delex Namgyal	Assistant Labour		alcleh@gmail.com

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II. Departmental Wings:

Under the Administrative Control of the Department of Labour there are one Deputy Labour Commissioner at UT and one (01) Assistant Labour Commissioner in each district and Level.



III. Documents: -

➤ Acts & Rules: -

➤ Payment of Wages Act, 1936

The act provides that a workmen whose earned wages have not been paid to him on time or paid less wages than the fixed under contract of service by the employer, can institute a claim before the authorities under the payment of wages act, 1936.

➤ Payment of Gratuity Act, 1972

The act provides that the workmen who has put in minimum five years of service in a factory or establishment is entitled to payment of gratuity @ 15 days wages for every year of service.

➤ Maternity Benefit Act, 1961

The maternity benefit act provides for the payment of maternity benefit to the married women employees employed in any factory/establishment. The benefit is given in the shape of leave with wages for the period not exceeding six weeks before delivery and six weeks after delivery.

➤ Industrial Dispute Act, 1947

The Act provides for mechanism and procedure investigation and settlement of industrial dispute.

- Minimum Wages Act,1948

The Act provides for fixation minimum wages payable to the skilled ,semi–skilled ,unskilled and ministerial workers employed in various schedule employments.

- Motor Transport Workers Act,1961

The Act provides for welfare of motor transport workers and regulation of conditions of their service.

- Contract Labour Act,1970:

The Act provides for regulation of employment and conditions of services of the contract labour in commercial establishments where labour is hired through contractors.

- Child labour Act

The Child Labour act 1986 puts total ban on engagement of child labour who are below the age of 14 years in any hazardous process/occupation. The act provides for regulation of employment of children in non-hazardous process or occupation. The act also provides for rehabilitation of child workers and providing support to the family on account of loss of income.

- Inter-state Migrant Workmen(Regulation of Employment and Conditions of Service)Act,1979

This Act provides for regulating the employment of interstate workmen and their conditions of service. The act applies to every establishment in which 5 or more interstate migrant workmen are employed.

- Bonded labour System(Abolition)Act,1976:

The Act puts a total ban on any kind of bonded labour system. The act also provides for rehabilitation of the bonded labours when freed

- Building and Other Construction Workers(Regulation of Employment and Conditions of service)Act,1996:

The Government of India has enacted building and other construction workers(condition of services)Act,1996. The act is applicable to the state also. The State Government in the pursuance of the act has constituted a welfare board of building and other construction workers. The offices of the Board have been established various welfare schemes related to death, injury, medical expenses, education, marriage, funeral etc. have been sanctioned. The registration officers have been appointed and the process of registration has started in the state .Unfortunately, the workforce employed in building and construction workers fall in unorganized sector and could be bound to provide certain basic facilities to this labour force. The registration of workers would be a step towards bringing this unorganized workforce into an organized sector.

- Building and Other Construction Workers Welfare Cess Act, 1996:

The Act provides for levy and collection of 1% Cess on the cost construction incurred by the employer with a view to

augmenting the resources of “ Building and Other Construction Workers Welfare Board” constituted under the main act..

➤ Shops and Establishment Act, 1996:

The Act provides for weekly of hours of work, leave wit wages that is 14 days casual leave and 1 month privilege leave etc. The Act also provides for Hygienic Environment to be provided to the workers in an establishment.

VARIOUS SCHEMES WITH THE DEPARTMENT

This Department not only help in protecting the labour rights but also provide financial assistance to meet the educational expenses. Not only has this but the department also assisted them financially for

- illness(chronic diseases),
- disability,
- maternity benefits
- and death and funeral assistance.

These assistance are as below

1. education Assistance
 - (I) form 1st to 5th class -----→2500/.
 - (II) From 6th to 8th class -----→ 3500/.
 - (III) From 9th to 10th Class-----→ 4500/
 - (IV) From 11th to 12th class -----→6000/
 - (V) Bachelor Degree course -----→ 10000/
 - (VI) ITI Course/ paramedical-----→10000/
 - (VII) PG course -----→ 15000/
 - (VIII) 3 year Diploma Course-----→ 30000/
 - (IX) Professional course such as MBBS,BE,B.tech----→ 50000/
2. Maternity Benefit for women workers-----→ 5000/
3. Death Assistance -----→ 205000/
4. **Chronic /Disability Assistance-----→ 75000/**

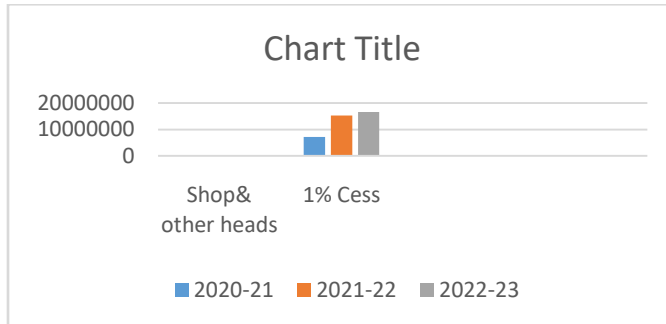
IV. Activities

Enforcement of Various Labour Laws: This Department plays a key role in protecting and safe guarding the interest of Labour community in the region by carrying out inspection from time to time, penalizing the defaulters and organizing awareness programs at regular interval. This department ensures implementation of labour laws Eg. Payment of Wages act, 1936; Minimum Wages Act, 1948;



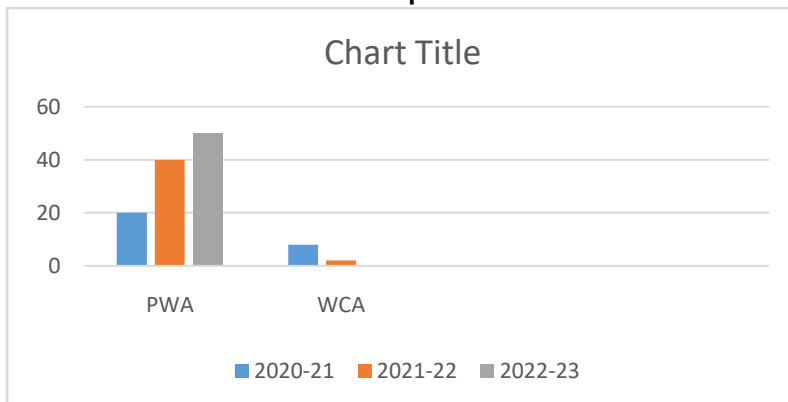
Child Labour Act 1986; Equal Remuneration Act etc.

- ✓ **Revenue Generation:** This Department generates revenue to the govt. through registration under various acts. E.g. Shops and Establishment Act, 1996; BOCW, Act, 1996; Contract Labour Act, 1970; Motor Transport Act, 1961 etc.
Since Formation of UT the chart of Revenue Generation is a below



- ✓ **Labour Court:** This Department also has the power to adjudicate disputes related to Labours and their rights through its Labour Court. E.g. Payment of Wages act, 1936; Minimum Wages Act, 1948; Equal Remuneration Act.

The Case solved chart of the department is as below:



- ✓ **Time to time inspection to the establishments and sites:** This Department carries out inspection in the establishments and construction sites from time to time to check any violation of labour rights like wages paid, safety, health and hygiene. Safety equipment's provided or not. Defaulters are penalised on spot with warning not to repeat in future.



V. Achievements: -

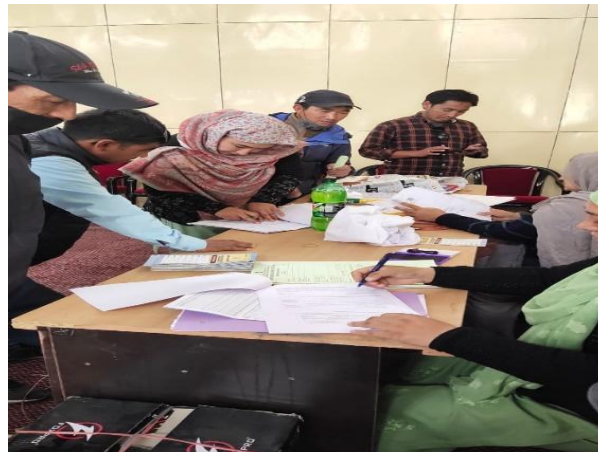
To Aware the public specially Labour Comminute this department organize awareness camp at farflung village of Zanskar , Drass , shaker-Chicktan and sankoo



V. Notifications: -

- ❖ Govt. Orders
- ❖ Circular & Notices
- ❖ Recruitment
- ❖ Tenders
- ❖ Seniority List.

VI. Media Gallery: -





VII. Right to Information Act:

- ❖ RTI Forms
- ❖ PIO/APIOs
- ❖ Disclosure of Information under Section 4

VIII. Contact us

The Administration of UT Ladakh

Office of the Secretary, Assistant Labour Commissioner Kargil

Address: near Poyen bridge

Pincode: 194103

Email: kargilalc@gmail.com

Phone: 01985-232302

Directory:-

Labour Department: -

S. No	Name	Designation	Email	Tel.no
1.	Mr. Kacho Mehboob Ali Khan	Secretary		
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3	Ms. Raziya Khatoon	Assistant Labour Commissioner Kargil	kargilalc@gmail.com	
4	Mr. Delex namgyal	Assistant Labour Commissioner Leh	alcleh@gmail.com	

XII. Quick Links:-

- Ministry of Labour & Employment central:- <https://labour.gov.in/>
- Administration of union territory of ladakh :- <https://ladakh.nic.in/>
- District Leh:- <https://leh.nic.in/>
- District Kargil:- <https://kargil.nic.in/>