

संघ राज्य प्रशासन, लद्दाख



सत्यमेव जयते

THE ADMINISTRATION OF
UNION TERRITORY OF LADAKH

श्रम एवं रोजगार विभाग, संघ राज्य
सचिवालय, लेह, लद्दाख

LABOUR & EMPLOYMENT
DEPARTMENT

F.No. Secy/L&E/UTL/2025-26/634-36

ई-मेल/email:

secy.labemp@gmail.com

यूटी सचिवालय, लेह/UT Secretariat, Leh.

Dated: 30.08.2025

NOTICE

Whereas, the Jammu and Kashmir Shop and Establishment Act 1966 has ceased to be in force in the Union Territory of Ladakh after the reorganization of the erstwhile state of Jammu and Kashmir

Whereas, this created a vacuum in law for regulating the service conditions in wages for employees engaged in Shops and Establishments, thus adversely affecting the welfare of workers engaged in this sector.

Whereas, it has been decided that the service conditions of workers employed in Shops and Establishments shall be regulated through rules issued under the Minimum Wages Act, 1948.

Whereas, employment in shops and establishments needs to be included in the schedule of the Minimum Wages Act, 1948, before the administration of the Union Territory of Ladakh can issue rules in this regard.

Now, therefore, the employment in Shops and Establishments are proposed to be added to the schedule of the Minimum Wages Act, 1948 and hence, in exercise to the powers conferred under Section 27 of the Minimum Wages Act, 1948 the Administration of UT Ladakh issues this draft S.O. in public domain for inviting objections/suggestions/comment from the stakeholders, if any, for a period of 3 months from the date of publication of this notification in the official gazette.

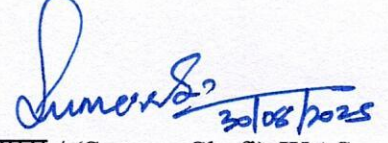
The comments/suggestions may be sent via mail at secylabemp@gmail.com or by post to the office of the Under Secretary, Labour and Employment Department, UT Secretariat, Leh-194101.

Sd/-
(Sanjeev Khirwar, IAS)
Principal Secretary,
Labour and Employment
UT of Ladakh

30/08/2025

Copy to the:

1. All Administrative Secretaries, UT of Ladakh.
2. DIO, NIC UT Secretariat, Leh, with the request to upload the notice on the official website of the UT Administration, Ladakh.
3. Office File.



(सुमैरा शफ़ी) जेकेएस / (Sumera Shafi) JKAS,
अवर सचिव /Under Secretary,
श्रम एवं रोजगार विभाग, / Labour & Employment Department,
केंद्रशासित प्रदेश लद्दाख /UT Ladakh.



संघ राज्य प्रशासन, लद्दाख
THE ADMINISTRATION OF UNION TERRITORY OF LADAKH
श्रम एवं रोजगार विभाग, संघ राज्य सचिवालय,
LABOUR & EMPLOYMENT DEPARTMENT, UT SECRETARIAT,
लेह, लद्दाख
LEH, LADAKH

Notification
Ladakh, the of August, 2025

S.O. .-The Jammu and Kashmir Shops and Establishments Act, 1966, which earlier governed conditions of employment in shops and establishments, has ceased to be in force in the Union territory of Ladakh after its reorganisation as a Union territory w.e.f. 31st October, 2019. In the absence of a local law regulating the service conditions and wages for employees engaged in shops and establishments, there exists a legal vacuum, adversely affecting the welfare of the workers engaged in this sector.

The Minimum Wages Act, 1948 not only provides the statutory mechanism for fixation and enforcement of minimum rates of wages in employments declared as "scheduled employments" but also empowers the appropriate Government to prescribe the service conditions of such employees. In order to safeguard the interests of the workers employed in shops and establishments in the Union territory of Ladakh, it has become necessary to bring such employment within the ambit of the Minimum Wages Act, 1948.

Accordingly, in exercise of the powers conferred under section 27 of the Minimum Wages Act, the Administration of the Union territory of Ladakh hereby proposes that the following employment shall be added to the Schedule to the Act and shall be deemed to be a scheduled employment for the purposes of the said Act, namely:-

"Employment in Shops and Establishments".

By order of the Lieutenant Governor of the Union territory of Ladakh.

Sd/-

(Sanjeev Khirwar, IAS)
Principal Secretary to Government,
Labour and Employment Department

Copy to:-

1. Joint Secretary MHA, Jammu, Kashmir and Ladakh.

2. All the Administrative Secretaries UT Ladakh.
3. Inspector General of Police Ladakh.
4. Deputy Commissioner/CEO, LAHDCs Leh/Kargil.
5. OSD to Hon'ble Lieutenant Governor, Union Territory of Ladakh for information of Hon'ble Lieutenant Governor.
6. Private Secretary to Advisor for kind information of the Advisor.
7. District Informatics Officer, NIC, Ladakh for uploading on the UT Website.
8. I/C Archives, Archaeology and Museums.
9. Office/Order File.

(सुमैरा शाफी) जेकेएस / (Sumera Shafi)JKAS,
अवर सचिव /Under Secretary,
श्रम एवं रोजगार विभाग,/ Labour & Employment
Department,
केंद्रशासित प्रदेश लद्दाख /UT Ladakh