



GOVERNMENT OF JAMMU AND KASHMIR  
Directorate of Agriculture, Kashmir

**Subject:-Rationalization of wages for weekly day of rest as per J&K Minimum Wages Act – Instructions thereof.**

**CIRCULAR**

Instances have come to the notice of this Directorate that attendance of Seasonal/Casual and DRW's is not being maintained properly by the concerned Officers/DDOs, under whom they are working and the Sundays and other Holidays are being accounted for payment of wages to such manpower without observing the standing norms.

In this connection, the attention of all Jt. Directors/CAOs, Divisional Heads/DDOs/District Heads is invited to Rule (23) titled as Weekly day of rest of JK Minimum Wages Act 1948 updated with J&K Minimum Wage Rules, 1972 Notifications, Circulars and Orders, according to which an employee in a scheduled employment 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 in that scheduled employment Provided that the employee has worked in the scheduled employment under the same employer for **continuance period of not less than six days. Therefore any absentee during the week will debar them from the right to have wages for the Rest Day as well as the day of absence.**

In view of above, it is enjoined upon all the Jt. Directors/CAOs, Divisional Heads/DDOs/District Heads to implement the Minimum Wages Act with regard to payment of wages to all Casual/Seasonal/DRWs and **in case of their absence on any working day, the Sunday called as Rest Day or any other Holiday should not ordinarily be accounted for payment of wages.**

Moreover, as defined in Notification (Para: 2 sub para b & c) issued by Labour Commissioner J&K Govt. in 2013, no worker shall have to work for more than 48 hours in a week or more than 09 hours a day including one hour rest. Regarding interval of rest, the period of work for each day shall be so fixed that no period shall exceed 05 hours before the worker has/had an interval of rest of at least one hour.

In this context circular instructions already under this office No: Agri/Ps/2019-20/100-134 dated 16.04.2019 be also implemented in letter and spirit.

Any lapse on this account shall squarely rest upon the defaulters.

(Altaf Aijaz Andrabi)

Director Agriculture Kashmir

Dated:03.08.2019

No: Agri/Ps/2019-20/1210-1250

Copy to the:-

- Director Finance, Agriculture Production Department, Civil Secretariat.
- Joint Director,(Extension) /Inputs/PCM/Engg.DOA –K Srinagar.
- Director, Rakhs and Farms Srinagar.

KTO

- Chief Agriculture Officer Anantnag/Pulwama/Shopian/kulgam/Srinagar/Budgam/  
Ganderbal/Baramulla/Bandipora/Kupwara
- Dy Director, FTEC Ganderbal/(Central)/Planning (M&D)/Law Enforcement
- FDO/Agriculture Chemist ,/Seed Pathologist, Agrostologist/Soil Survey Officer
- SPO/PPO, DSCO/PDO /Manager SM Farm Padgampora/Seed Analyst,
- Asstt.Agrostologist/Asstt.Entomologist (Apiculture) DOA Srinagar.
- Accounts Officer,DOA,Srinagar.
- Pvt Secretary to Administrative Secretary APD.
- I/C IT Section for information and uploading on website.
- I/C Receipt/Dispatch Section, DOA-K.