



**Government of Jammu and Kashmir**  
**Labour and Employment Department, J&K**  
**Civil Secretariat, Jammu/Srinagar**

**Subject: Constitution of Committee for reviewing the functioning of Labour Department in the Union Territory of Jammu and Kashmir.**

**Government Order No.24–JK(L&E) of 2024.**  
**Dated:19.04.2024**

Sanction is hereby accorded to the constitution of Committee, comprising of the following Officers for reviewing the work of Labour Department in the Union Territory of Jammu and Kashmir: -

1.	Mr. Charandeep Singh, JKAS, Labour Commissioner, J&K	Chairman
2.	Ms. Veenakshi Koul, JKAS, Deputy Labour Commissioner, Jammu	Member
3.	Mr. Shahid Mahmood, JKAS Additional Secretary to the Government, Labour and Employment	Member
4.	Mr. Ideel Saleem, JKAS, Deputy Labour Commissioner, Central	Member
5.	Mr. Sanjeev Sharma, JKAS Deputy Secretary, Labour and Employment Department	Member
6.	Mr. Ameel Khateeb, JKAS, Assistant Labour Commissioner, Samba	Member
7.	Mr. Peer Zameer Ahmad, Assistant Labour Commissioner, Anantnag	Member
8.	Ms. Renu Bala, Assistant Labour Commissioner Reasi	Member
9.	Any other member as may be co-opted by the committee	Member

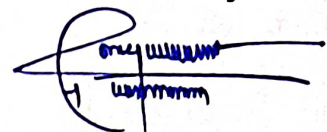
**Terms of Reference:-**

- i. To review the functioning of Labour Department and also examine best practices adopted by the other states/UT's.
- ii. To review the department's performance in implementing labour policies and programs aimed at protecting workers' rights, ensuring workplace safety, and promoting fair labor practices.
- iii. To examine the department's mechanisms for enforcing labor laws, investigating complaints, and resolving disputes between employers and employees.

- iv. To furnish the comprehensive report alongwith suggestions/ recommendations to remove existing bottlenecks.
- v. To review the disposal of cases pending before different Quasi - Judicial authorities of Labour Department In J&K and mechanism for timely disposal of Labour Cases.
- vi. To advise on conflict management resolution and family-friendly employment practices for the purpose of fostering harmonious employer -employee relations.
- vii. To advise on all the Issues pertaining to HR matters of employees of Labour Department, Including career management and progression.
- viii. To submit a comprehensive report on, how to carry out extensive Information, Education & Communication (IEC) activities for dissemination of Labour welfare provisions to the targeted groups.
- ix. To bring into the notice of the competent authority about defects or abuses not specifically covered under existing provisions.
- x. To devise a mechanism for 100% coverage of insurance for all workers and saturation of PMJJBY, PMSBY, PMSYMY & SEHAT SCHEME.
- xi. To devise a mechanism for implementation of minimum wages act and methodology for timely updation of minimum wages.
- xii. To submit a comprehensive report about compliance of child labour Act and Bonded Labour Abolition Act.
- xiii. To devise a mechanism for 100% availability of ration card to the workers registered on eShram portal and IEC campaign for awareness among workers to avail benefits of registration on eShram portal.
- xiv. To submit a report regarding up skilling of labourers as per market requirement.
- xv. To submit a proposal along with DPR for establishment of Tertiary Care Health Facilities under ESIS.
- xvi. To devise a mechanism for central automated Inspection System.

Any other suggestion / recommendation by the Committee.

***The aforementioned committee shall submit its report by or before 5: 30 P.M. of 10th May, 2024, positively.***



**By order of the Government of Jammu and Kashmir.**

**Sd/-  
(Kr. Rajeev Ranjan), IAS  
Administrative Secretary to the Govt,  
Labour & Employment Department.**

No. LE-Adm/7/2024-11-L&E

Dated: 19.04.2024

**Copy to the:**

1. Principal Secretary to Hon'ble Lieutenant Governor, J&K
2. Commissioner/Secretary to the Government, General Administration Department
3. Director Finance, Labour and Employment Department.
4. Labour Commissioner, J&K.
5. Deputy Labour Commissioner, Jammu
6. Additional Secretary to the Government, Labour and Employment Department.
7. Deputy Labour Commissioner, Central.
8. Deputy Secretaries to the Government, Labour and Employment department.
9. All concerned officers for compliance.
10. Private Secretary to Chief Secretary for kind information of Chief Secretary.
11. Private Secretary to Administrative Secretary, Labour and Employment Department for information of Secretary.
12. In-charge, Website, L&E Department.
13. Government Order/Stock file (w.2.s.cs.).

  
19.04.2024.  
**(Waheed Ahmed) JKAS  
Undersecretary to the Government,  
Labour & Employment Department.**