

**GOVERNMENT
OF
JAMMU & KASHMIR**

**REPLY TO
CUT MOTIONS
(12.02.2026)**

DEMAND NO. 25

Labour and Employment Department

**Union Territory of Jammu and Kashmir
Labour and Employment Department
Civil Secretariat, J&K**

BUDGET SESSION

REPLIES TO CUT MOTIONS

**DEMAND NO. : 25
LABOUR AND EMPLOYMENT DEPARTMENT**

Account Head:

2230 - Labour & Employment

**4250 - Capital Outlay on Other Social
Services**

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Mr.M.Y.Tarigami, Hon'ble MLA to move the following Cut Motions:-

1. I move a cut of Rs.100/- in demand No:25 in order to discuss separately the category-wise the total number of labourers registered with the labour department in J&K including unorganized sector workers, construction workers and industrial labourers.

Reply:

Total number of Labourers registered with the Labour and Employment Department through JKBOCWWB as on 09.02.2026 is 5,80,929. The category wise details of registered construction workers are enclosed as **Annexure-“A-1”**.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

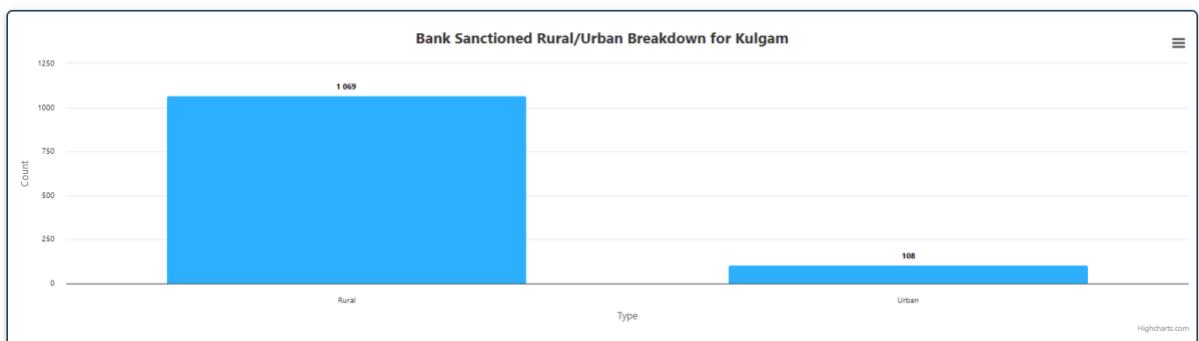
2. I move a cut of Rs.100/- in demand No:25 in order to discuss the details of enterprises established under Mission YUVA in district Kulgam with amount disbursed so far.

Reply:

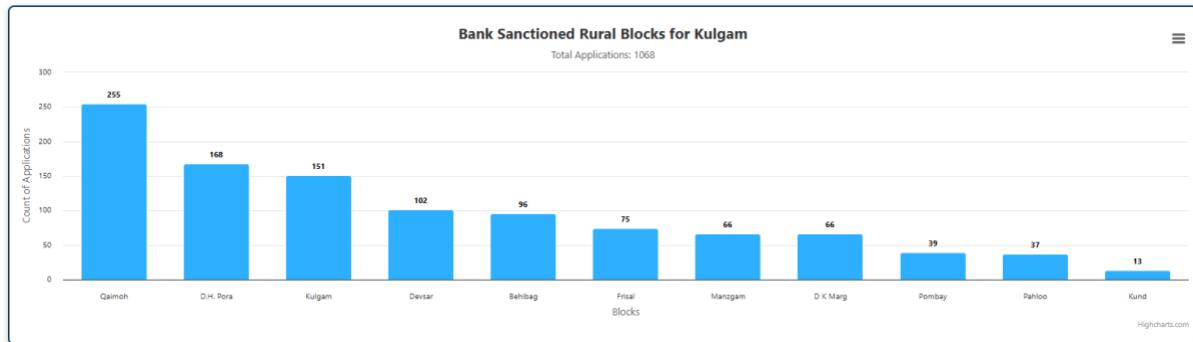
1012 Cases have been disbursed under three Schemes of Mission YUVA in District Kulgam till today and an amount of Rs. 52.39 crore has been disbursed in favour of the concerned beneficiaries.

S.No.	Name of scheme	No. of cases Disbursed	Amount Disbursed (in Crore)
01.	Nano Enterprises	993	50 crore
02.	MSME in Focus and Sunrise Sectors	18	0.40 crore
03.	Existing Enterprises	01	1.99 crore
Total		1012	52.39

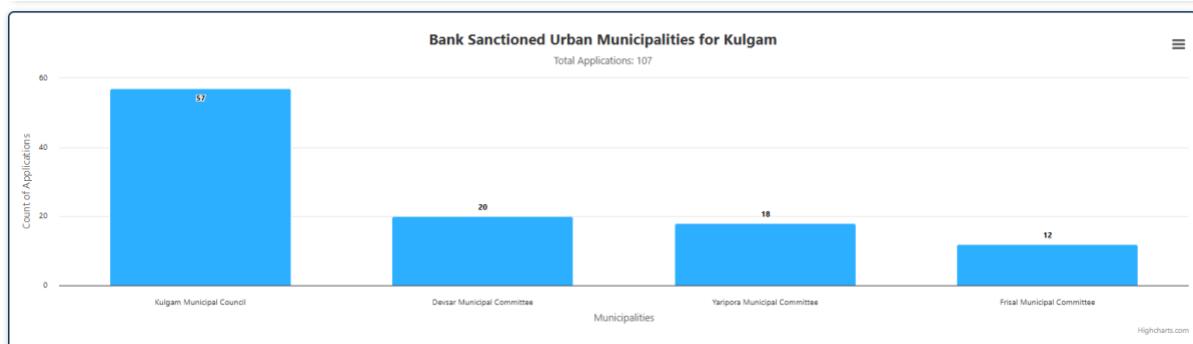
Breakup of Sanctioned cases in Rural/Urban area of Kulgam



Block wise breakup of Sanctioned Cases:



Breakup of Sanctioned cases of Urban areas:



Status of Capacity Building Courses in District Kulgum:

A total of 842 entrepreneurs have completed the training, 167 are undergoing training and 17 are enrolled in yet to start batch.

17

Numbers of Applicants registered for hybrid module (Yet to be Started)

167

Numbers of Applicants undergoing hybrid module

842

Numbers of Applicants completed hybrid module

—Together, these outcomes demonstrate that Mission YUVA has moved decisively from **policy intent to delivery at scale**, transforming entrepreneurship into a people-led movement across the district of Kulgum. By placing special emphasis on **first-generation entrepreneurs, women**—particularly those associated with Self-Help Groups—and **youth from rural areas**, the Mission has normalised entrepreneurship as a respectable and achievable livelihood option, inspiring young people to become job creators rather than job seekers as evident from the fact that Mission has **received applications from 95% of the panchayats of Kulgum district**. Anchored in evidence from baseline surveys and secondary research, the introduction of the **Nano Enterprise** model—tailored to the widely preferred ₹5–6 lakh investment range—has provided a credible, low-risk entry point into enterprise creation, firmly advancing the vision of **Self-reliant Kulgum** as a lived economic reality.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization

of funds and achieving the intended objectives. The Cut Motion, therefore, does not merit acceptance.

3. I move a cut of Rs.100/- in demand No:25 in order to discuss the details of welfare schemes being implemented for labourers in the unorganized sector, registered construction workers and industrial workers along with the eligibility criterion indicating separately the district-wise details of funds allocated, released and utilized for labour welfare during the last three years.

Reply:

The details as well as eligibility criteria indicating District wise funds allocated, release and utilized for Labour welfare during the last three years of Welfare Schemes run by the Labour Department through by JKBOCWWB is enclosed as **Annexure-“A-2”, “A-3” and “A-4”**.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

4. I move a cut of Rs.100/- in demand No:25 in order to discuss the need for removal of sheer discrimination and injustice with the workforce of J&K in respect of payment of minimum wages(category-wise) which stands very low as compared to UTs of Delhi, Puducherry, Ladakh and other states across the country.

Reply:

The Government of J&K has issued notification vide SO-513 dated: 12.10.2022 for revision of Minimum rates of Scheduled Employments, which is strictly in vogue in UT of J&K.

However, the Minimum Wages are put to review and such interval/ time period shall not exceed five years as per Section 3(1)(b) of Minimum Wages Act, 1948.

Moreover, the Government of India has made effective four Labour Codes, whereunder Code on Wages, 2019, the States/UT cannot fix Minimum Rate of Wages below the National Floor wages to be set by Central Government. Once, the Labour Codes are fully implemented, the revision of wages shall be carried out in accordance with the relevant provisions of Code on Wages, 2019.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed in achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

5. I move a cut of Rs.100/- in demand No:25 in order to discuss the need for allowing the registered trade unions to function at district levels to pursue the welfare issues of constructional workers with the authorities forcefully for implementation of the welfare schemes of the government.

Reply:

The Government fully appreciates and acknowledges the concern raised by the Hon'ble Member regarding the effective functioning of registered trade unions and their role in pursuing welfare-related issues of workers with the authorities, particularly with a view to ensuring timely and effective implementation of Government welfare schemes.

The Government recognizes that trade unions have historically played an important role in representing workers' interests and in acting as a bridge between workers and the administration. Accordingly, the endeavor of the Government has always been to facilitate such engagement within the framework of law.

Under the earlier legal regime, trade unions were governed by the Trade Unions Act, 1926, which permitted registration of trade unions in relation to a particular industry or establishment. With the enactment of the Industrial Relations Code, 2020, the provisions relating to registration, recognition and functioning of trade unions are now consolidated under Chapter III of the said Code.

As per section 2(zl) of the Industrial Relations Code, 2020, a Trade Union is defined as a body formed for regulating relations between workers and employers or between workers themselves within the scope of an industry or industrial establishment. The Code further lays down the statutory mechanism governing registration and functioning of trade unions under sections 6 to 9, with section 6(2) linking registration to workers engaged or employed in an industry or industrial establishment as defined under sections 2(p) and 2(r) of the Code.

The Code recognizes a registered trade union through its registered head office, as defined under section 2(ze), and provides under section 11(1) that all official communications with a registered trade union shall be addressed to the said registered office. At present, the Industrial Relations Code, 2020 does not provide a statutory framework for separate recognition of district-level offices of registered trade unions.

The Government assures the House that registered trade unions are free to raise, pursue and represent welfare-related matters of workers before the competent authorities through all legally permissible channels. The issues concerning implementation of welfare schemes continue to receive due attention through established institutional mechanisms and administrative processes.

The Government reiterates its commitment to the welfare and protection of workers and remains open to constructive engagement with all stakeholders, including trade unions, while ensuring that statutory provisions of prevailing labour laws are duly adhered to.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed in achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

Mr. Balwant Singh Mankotia, Hon'ble MLA to move the following cut motions:

- 1. I move a cut of Rs.100/- in demand No. 25 in order to discuss the functioning of Labour and Employment Department.**

Reply:

Background

The Labour & Employment Department of Jammu and Kashmir plays a pivotal role in promoting social justice, industrial harmony, and inclusive economic growth by safeguarding the rights and welfare of workers. With rapid socio-economic changes, expansion of infrastructure, growth of MSMEs, increasing migration of labour, and rising participation in the informal sector, the responsibilities of the Department have expanded significantly.

A. Mission YUVA

The Department of Labour and Employment has launched a flagship scheme named "Mission YUVA" on 28th June 2025.

Mission YUVA: From Aspiration to Enterprise, Transforming Jammu & Kashmir's Employment Landscape

Jammu & Kashmir is today scripting a new chapter of self-reliance and entrepreneurship. At the heart of this transformation stands Mission YUVA (Yuva Udyami Vikas Abhiyan), a historic initiative that is connecting the youth of the Union Territory with skills, opportunities and dignity, while fundamentally reshaping the idea of employment.

Conceived by the Government of Jammu & Kashmir in collaboration with IIM Jammu, NABARD, Jammu and Kashmir Bank, other financial institutions and livelihood experts, Mission YUVA is rooted in data-driven planning and institutional reform. At the time of its conceptualisation, the Government undertook a diagnostic assessment of the region's employment and entrepreneurship ecosystem. The assessment revealed that unemployment was not merely a function of limited jobs or finance, but of a disconnect between aspiration and access—where entrepreneurial intent existed, but systems to nurture it were weak.

Understanding the Challenge and Gaps

On the demand side gaps, entrepreneurship was constrained by fear of failure, lack of guidance and limited awareness of schemes and credit products. Many youth perceived enterprise creation as risky, bureaucratic and inaccessible, preferring low-paying daily wage work over uncertain entrepreneurial journeys.

On the supply side, the absence of a dedicated grassroots institutional framework for entrepreneurship, limited capacity at the field level, weak linkage with academic institutions and complexity in banking processes further restricted enterprise creation. Importantly, there was little hand-holding after loan rejection, leaving aspiring entrepreneurs without direction.

Mission YUVA was therefore designed not as a standalone scheme, but as a comprehensive ecosystem intervention.

Data-Led Design and Ambition

A defining feature of Mission YUVA is its evidence-based design. A comprehensive baseline survey covering over 24 lakhs households and more than 1.1 crore individuals identified 5.5 lakhs potential entrepreneurs across the Union Territory. This unprecedented exercise provided the Mission with a strong empirical foundation.

Designed for youth in the age group of 18–59 years, Mission YUVA aims to facilitate the creation of 1.37 lakh enterprises through four focused interventions: (a)creation of Nano Enterprises, (b) establishment of new MSMEs in sunrise and priority sectors, (c)acceleration of existing enterprises, and (d)promotion of neo-innovative enterprises. Through these integrated interventions, the Mission seeks to generate approximately 4.25 lakh employment opportunities over a period of five years. Implemented by the Labour & Employment Department with active support from district administrations, the Mission focuses on structured credit linkage, institutional facilitation and sustained hand-holding to ensure enterprise viability.

Strong Governance and Institutional Backbone

Mission YUVA is supported by a robust governance structure. Progress is monitored at the apex level personally by the Chief Secretary, with strategic oversight from the Administrative Secretary, Labour & Employment Department. A dedicated Mission Director provides focused administrative leadership.

At the district level, District Level Implementation Committees (DLICs) chaired by Deputy Commissioners oversee scrutiny and approval of proposals, convergence with line departments and coordination with banks. Small Business Development Units (SBDUs) at the district level, and Business Help Desk (BHDs) at the Sub-division level function as the Mission’s operational arm, providing end-to-end support—from awareness generation and DPR preparation to loan facilitation, post-sanction mentoring and business sustenance.

Four Pillars of Mission YUVA

Mission YUVA is anchored on a four-pillar framework—Culture, Capital, Capacity and Connectivity—each addressing a critical constraint in the entrepreneurial ecosystem.

Culture: Building an Entrepreneurial Mindset and Ecosystem
The first pillar focuses on changing mindsets. Over 2,000 YUVA Doots were trained and deployed across the Union Territory, conducting more than 5,000 awareness camps in panchayats and urban wards. Special campaign under Udyam Jagriti has been launched in phases. Special emphasis was placed on first-generation entrepreneurs, women in general and particularly those already part of SHGs and youth from remote and border areas. The objective was clear—to normalize entrepreneurship as a respectable and achievable livelihood option, and to inspire youth to become job creators rather than job seekers.

Capital: Making Finance Accessible and Low-Risk

Under the Capital pillar, Mission YUVA introduced a transformative intervention—the Nano Enterprise concept, implemented for the first time at scale within micro-enterprise financing. Secondary research and baseline survey findings revealed that most aspiring entrepreneurs wished to start businesses in the ₹5–6 lakh investment range. By legitimising small, low-risk and locally viable enterprises, the Nano model made entrepreneurship approachable and reduced fear of over-leverage.

Nano Enterprises receive 25 percent capital subsidy and 5 percent interest subvention, while MSMEs in focus sectors such as agritech, food processing, renewable energy, tourism and IT receive 6 percent interest subvention. This structure ensures that access to capital becomes an enabler rather than a barrier. Also, there is provision of acceleration of existing enterprises which receive 6 percent interest subvention.

Mission YUVA also corrected the urban bias of earlier schemes by expanding outreach and receiving applications from over 95 percent of panchayats, ensuring that entrepreneurship promotion reached remote and border areas and became a household-level aspiration.

Capacity: Building Future-Ready Entrepreneurs

Capacity building under Mission YUVA was designed as a continuous capability creation process. A Hybrid Course Model combines curated digital content from the Skill India Digital Hub with instructor-led classroom delivery. This blended approach ensures conceptual clarity while addressing digital literacy gaps among first-generation entrepreneurs.

The curriculum covers entrepreneurship fundamentals, financial literacy, digital skills, cyber security awareness and introductory concepts of Artificial Intelligence. Training follows a rolling model—5,500 applicants have completed training, 2,500 are currently undergoing training, and 1,500 are registered for upcoming batches—creating a steady pipeline of digitally and financially capable entrepreneurs.

This is reinforced through a dual system of training, combining institutional instruction with community-driven Enterprise mentorship. Mentors drawn from local communities provide contextual guidance, building trust and transforming entrepreneurship from an individual risk into a collective journey.

Connectivity: Linking Enterprises to Markets and Technology

The Connectivity pillar integrates enterprises with markets and digital platforms. Leveraging the Open Network for Digital Commerce (ONDC), the J&K Seller App enables local products to reach national markets.

Innovation Ecosystem: Knowledge and IT Based Enterprises

The Innovation & Sustainability Challenge strengthens the innovation ecosystem by nurturing knowledge-driven and IT-based enterprises. Through Innovation Hubs at Indian Institute of Management Jammu and 14 incubation centres across universities, innovators receive structured mentorship, incubation support and government funding of up to ₹20 lakh. The initiative promotes technology-led and sustainable solutions,

enabling ideas to mature into scalable enterprises that generate high-value employment and long-term socio-economic impact.

Digital Backbone: Mission YUVA App

The entire Mission YUVA initiative is driven through the Mission YUVA App and Portal, developed by BISAG-N as a secure, end-to-end digital platform. End to end processing of applications through App from receiving the application to final disbursement, collapsing the red tapism and 100% paperless processing. The App integrates a AI based DPR generator, a Skill Learning Hub with over 25,000 videos, and information on career pathways and employment opportunities, creating a comprehensive digital ecosystem for aspiring entrepreneurs. It enables seamless application, real-time tracking, and transparent processing across departments and banks, significantly reducing procedural hurdles.

The Mission YUVA Application and Portal incorporate a robust Output Tracking framework to ensure transparency, accountability, and sustainability of supported enterprises. The system mandates structured reporting through Work-in-Progress, Completion, and Sustenance Reports, each subjected to multi-level verification. Only enterprises that successfully clear the prescribed verification stages are showcased in the live UDYAM Gallery, enabling real-time public visibility of verified and operational enterprises. This digital mechanism ensures outcome-based monitoring while reinforcing credibility and citizen trust in the Mission's delivery architecture.

By anchoring Mission YUVA on this technology platform, the initiative ensures speed, transparency and inclusion—right up to the grassroots.

Impact on the Ground

Addressing unemployment, particularly among youth, remains a top priority of the Government of Jammu & Kashmir. The Government's strategy is not confined to short-term job provisioning but is focused on creating sustainable livelihoods through entrepreneurship, skilling, and institutional reforms, so that youth become job-creators rather than job-seekers.

In this context, Mission YUVA has emerged as a transformational initiative, witnessing unprecedented enthusiasm and participation from youth across the Union Territory. Since its launch, over 1.71 lakh youth have registered on the Mission YUVA platform, leading to around 70K formal enterprise applications—a scale that clearly reflects growing confidence in the programme.

Out of these applications, Detailed Project Reports (DPRs) for nearly 52,875 candidates have been professionally prepared through Small Business Development Units (SBDUs), ensuring technical and financial viability. Following this, 47,816 applications were examined and approved at the district level by the Deputy Commissioners, certifying the genuineness of applicants and alignment of proposals with Mission objectives.

As on date, 16,141 applications have successfully completed the full cycle, resulting in bank sanctions of nearly ₹1,000 crore, with over ₹700 crore already disbursed. These figures translate into thousands of enterprises being established on the ground,

supported by structured capacity-building, where 7,339 entrepreneurs have completed training and another 5,000 are currently undergoing training.

It is important to clarify that approval by the Deputy Commissioner is an administrative and programmatic approval, ensuring eligibility, authenticity of applicants, and conformity with Mission YUVA guidelines. Bank appraisal is a separate and independent statutory process, conducted strictly as per RBI norms and banks' internal credit policies. At this stage, banks assess factors such as CIBIL score, existing loan exposure, family-level defaults, repayment capacity, and compliance documentation, which are beyond the administrative mandate of district authorities.

Of the 47,816 applications examined by banks, though 16,141 sanctioned by bank, around 9,500 applications have been returned, largely due to objective eligibility issues such as adverse credit history, existing liabilities, duplication of application from same family, or non-compliance with banking norms. Several other applications were returned due to rectifiable documentation gaps, such as rent agreements or quotations. These cases are being actively addressed by SBDUs and district officials for correction and resubmission.

From the remaining 37,000 applications currently with banks, about 15,000 cases are at an advanced stage, pending completion of procedural documentation and will be sanctioned by 31st March 2026 while around 22,000 applications are assessed to be credit-worthy and are expected to be sanctioned progressively over the next 3–4 months. This clearly indicates a strong and moving pipeline, rather than stagnation.

Mission YUVA is not a subsidy-driven or indiscriminate loan distribution scheme, but a rigorous, transparent, and credibility-based entrepreneurship programme. The multi-stage scrutiny ensures that while every genuine aspirant is given opportunity, only financially viable and sustainable enterprises receive bank finance—protecting both public resources and the future of young entrepreneurs.

With rising registrations, increasing sanctions and disbursements, expanding training coverage, and strong institutional mechanisms now firmly in place, Jammu & Kashmir is witnessing a clear upward and onward movement towards entrepreneurship-led employment generation, laying a durable foundation for inclusive economic growth.

—Together, these outcomes demonstrate that Mission YUVA has moved decisively from policy intent to delivery at scale, transforming entrepreneurship into a people-led movement across Jammu & Kashmir. By placing special emphasis on first-generation entrepreneurs, women—particularly those associated with Self-Help Groups—and youth from remote and border areas, the Mission has normalised entrepreneurship as a respectable and achievable livelihood option, inspiring young people to become job creators rather than job seekers as evident from the fact that Mission has received applications from 95% of the panchayats. Anchored in evidence from baseline surveys and secondary research, the introduction of the Nano Enterprise model—tailored to the widely preferred ₹5–6 lakh investment range—has provided a credible, low-risk entry point into enterprise creation, firmly advancing the vision of Atmanirbhar Bharat as a lived economic reality across the Union Territory.

B. Background- Employment Department: -

The Employment Department of Jammu and Kashmir functions as a vital institutional mechanism for facilitating gainful employment, enhancing employability, and addressing unemployment, particularly among youth and vulnerable sections of society. In view of changing economic conditions, technological advancement, and increasing aspirations of educated youth, the role of the Department has expanded from traditional placement services to comprehensive career facilitation, skill linkage, and self-employment promotion.

With a large proportion of the workforce entering the labour market every year, especially from rural and remote areas, the Department plays a critical role in bridging the gap between job seekers and employers, while also supporting entrepreneurship and livelihood generation.

1. Organisational Structure

The Employment Department functions under the administrative control of the Labour & Employment Department and is headed by the Director Employment.

2. Core Functions

The major functions of the Employment Department include:

(i) Registration of Job Seekers

- Registration and renewal of unemployed youth and job aspirants.
- Maintenance of a live database of job seekers.
- Categorisation based on qualification, skill, and experience.

(ii) Employment Assistance and Placement

- Sponsoring eligible candidates against notified vacancies in Government, Public Sector Undertakings, and private establishments.
- Organizing job fairs, campus placements, and recruitment drives.
- Facilitating local employment in industrial estates and infrastructure projects.

(iii) Career Guidance and Counselling

- Providing career counselling to students and job seekers.
- Conducting orientation programmes on emerging career opportunities.
- Promoting awareness about vocational and professional courses.

(iv) Implementation of Employment Promotion Schemes

- Implementation of self-employment and entrepreneurship schemes.
- Facilitation under Mission YUVA, PMEGP, and other livelihood programmes.
- Support for start-ups, micro-enterprises, and small businesses.

(v) Skill Development Linkages

- Coordination with Skill Development Department, ITIs, and training institutions.
- Mapping skill demand and supply.
- Mobilization of youth for skill training and upskilling programmes.

3. Digital and Institutional Reforms

The Employment Department has adopted digital platforms to enhance transparency and accessibility, including:

- Online registration and renewal portals.
- E-employment exchanges.
- Integration with national portals such as e-Shram and NCS (National Career Service).
- Online vacancy notifications and candidate tracking systems.

These reforms have reduced procedural delays and improved service delivery.

4. Outreach and Inclusion

Special emphasis is laid on inclusion of:

- Women job seekers
- Persons with Disabilities (PwDs)
- Scheduled Castes/Tribes
- Minority communities
- Youth from remote and border areas

Through targeted counselling, special placement drives, and reserved category facilitation.

5. Monitoring and Evaluation

- Periodic review meetings at district and UT levels.
- Performance monitoring through MIS.
- Outcome-based assessment of placement and self-employment initiatives.
- Feedback mechanisms from beneficiaries and employers.

6. Conclusion

The Employment Department of Jammu and Kashmir is functioning as a proactive facilitator of employment, employability, and entrepreneurship. Through continuous reforms, digital transformation, and stakeholder collaboration, the Department remains committed to providing sustainable livelihood opportunities and empowering the youth of the Union Territory.

C. Labour Department.

The workforce in the Union Territory is largely engaged in agriculture, construction, handicrafts, tourism, small industries, transport, and services, with a substantial proportion employed in the unorganized sector. These workers often face challenges related to job security, occupational safety, wage protection, and access to social security benefits. In this context, the Department functions as a key institutional mechanism for regulating employment, enforcing labour laws, extending welfare coverage, and ensuring balanced industrial relations.

In view of the transition from multiple labour legislations to four consolidated Labour Codes, digital governance reforms, and the growing need for universal social security, the Department has adopted a reform-oriented, worker-centric, and technology-driven approach to strengthen service delivery and governance. The functioning of the Department, therefore, assumes critical importance in sustaining economic development while ensuring dignity and protection for the workforce.

The Functioning of Labor Department

Introduction:

The department is headed by a Labour Commissioner with Deputy Labour Commissioners functioning as divisional heads and Assistant Labour Commissioners at District level. The department also has its office at Chandigarh to look after the welfare of labourers of J&K, who go outside the J&K UT for work. Labour Commissioner is also the Chief Inspector of Factories assisted by 4 Inspectors of Factories, two each for Jammu and Kashmir divisions.

Working of Labour Department

The Labour Department is entrusted to safeguard and protect the interests of workers through implementation of the various labour laws regulates the working conditions of workers and their welfare in public and private sector of J&K. Department plays a crucial role in safeguarding the legal rights and well-being of workers employed across various Industries, Factories, and Establishments.

In India, labour is a subject in the concurrent list, empowering both central and state governments to legislate on labour matters. These laws cover a wide range of areas, including occupational health and safety, employment conditions, minimum wage determination and revision, wage payments, compensation for workplace injuries, and the abolition of bonded and child labour. They also address issues like contract labour, industrial dispute resolution, and social security provisions such as provident fund, employee state insurance, gratuity, and bonus payments. Additionally, these laws regulate working conditions, holidays, and hours of work, fostering a fair and equitable workplace environment. While enforcing these Labour Acts, 2139 cases have been settled and compensation amounting to Rs 7913.07 lakh was disbursed to the aggrieved labourers during last 3 years, besides 70,476 registrations and 41,416 renewals have been made. The year wise details are as under:

A. Dispute settled in last three years:

Act	2023-24	2024-25	2025-26
Payment of Wages Act	286	314	177
Minimum Wages Act	10	8	9
Payment of Gratuity Act	229	251	123
Workmen Compensation Act	214	290	171
Industrial Dispute Act	23	20	14
Total	762	883	494

B. Registrations and Renewals in last three years under various Labour Acts:

Service	2023-24		2024-25		2025-26	
	Fresh	Renew	Fresh	Renew	Fresh	Renew

Shops & Establishment Registrations	31915	17935	20213	10903	11050	9538
Contractors Registrations	368	542	325	358	177	297
Establishments employing Building workers	37	0	119	0	25	0
Factory Registrations	36	284	36	153	9	104
Migrant Contractors Registrations	9	8	19	8	7	4
Establishment Employing migrants Labourers	14	8	43	0	14	0
Establishment Employing Contract Labour	70	0	42	0	21	0
Boilers Registrations	16	76	10	67	1	13
Registrations under Motor Transport Act	250	757	196	140	148	221
Form-D	2637	0	1693	0	976	0
Total	35352	19610	22696	11629	12428	10177

C. Revenue realization in last three years under various Labour Acts:

Name of the Act	2023-24	2024-25	2025-26
Shops & Establishment Act.	590.22	549.12	292.84
Building& Other Construction workers Act	0.30	1.10	0.50
Interstate Migrant Workers Act	0.11	0.45	0.25
Contract Labour Act	0.88	1.29	0.55
Motor Transport Workers Act	4.48	3.60	1.31
Factory Act	30.92	64.81	177.01
Trade Union Act	0.06	0.16	0.03
Total	626.97	619.24	472.49

New initiatives being rolled out by the Departments along with their timelines:

I. Road-map for implementation of Labour Codes: The Government of India has consolidated 29 Central Labour Laws into four comprehensive Labour Codes, namely the Code on Wages, the Industrial Relations Code, the Code on Social Security, and the Occupational Safety, Health and Working Conditions Code. Effective implementation of these landmark reforms requires sustained awareness generation, capacity building, technical support and coordinated action at multiple levels. The implementation of the four Labour Codes in Jammu & Kashmir requires a

mission-mode, decentralized and time-bound approach, considering the predominance of unorganized employment, limited compliance capacity of small establishments, and the significant transition from multiple legacy labour laws to a consolidated legal framework. The proposed road map is structured to ensure institutional readiness, widespread stakeholder awareness, capacity building of enforcement machinery, effective field-level facilitation, and robust monitoring and review mechanisms.

- a) **Institutional & Preparatory Framework:** An Apex Committee chaired by the Chief Secretary will be constituted to provide strategic direction and policy oversight, while an Executive Committee under the Administrative Secretary, Labour & Employment Department will ensure operational coordination and inter-departmental convergence besides having District Level Committee headed by Deputy Commissioner. A UT level Project Management Unit (PMU) under the Labour Commissioner will be established to support policy interpretation, planning, coordination, and monitoring. During this phase, domain experts, IEC professionals, MIS analysts, and district coordinators will be engaged, and standard operating procedures, operational manuals, FAQs, and implementation guidelines will be finalized to ensure uniform interpretation and application of the Labour Codes across the Union Territory.
- b) **Capacity Building of Enforcement Machinery:** Structured training programmes will be organized for Labour Officers, Inspectors, and field functionaries to enhance their understanding of both substantive and procedural aspects of the Labour Codes. Exposure visits to select States and Union Territories will be undertaken to learn best practices in Labour Code implementation. Simultaneously, digital tools and MIS-based dashboards will be developed and operationalized to support inspections, registrations, compliance tracking, and grievance monitoring.
- c) **UT vide IEC & Stakeholder Sensitization:** A comprehensive information, education and communication (IEC) campaign will be launched to ensure widespread awareness and stakeholder engagement. IEC activities will be conducted at UT, district, block, town, industrial estate, and worksite levels using print, electronic, digital, and cultural media such as Nukkad Nataks, Band Pather, audio-visual clips, and radio programmes. Targeted outreach will be undertaken for unorganized workers, MSMEs, traders, contractors, gig and platform workers, and trade unions, with a focus on simplifying and contextualizing Labour Code provisions in practical employment scenarios.
- d) **Decentralized Field Level Implementation:** Field level implementation will be carried out through a block- and town-based model, treating each unit as an independent implementation zone. Shram Sahayiks will be deployed at the block level to provide last-mile facilitation, support awareness activities, and assist workers and employers in understanding the new legal framework. On-the-spot registration of workers under e-Shram, BOCW, PM-SYM and other social security schemes will be undertaken, along with compliance facilitation and grievance redressal handholding for small establishments and MSMEs.

e) **Monitoring, Review & Course Correction:** Monitoring and review will be a continuous process supported by MIS-based real-time dashboards maintained by the PMU, with district-wise performance indicators. Monthly review meetings will be held at district and UT levels to assess progress and address bottlenecks. Structured feedback mechanisms will enable policy clarification, procedural simplification, and mid-course corrections, with periodic reporting to the Apex and Executive Committees to ensure accountability and timely decision-making.

II. Proposal for Establishment of Shram Shakti Bhawan / Shram Suvidha Sadan: The informal and unorganized sector forms a large segment of the workforce but continues to face insecurity, limited access to welfare benefits, and inadequate institutional support. To address these challenges, it is proposed to establish Shram Shakti Bhawan / Shram Suvidha Sadan as a dedicated facilitation and empowerment centre to ensure dignity, safety, and social security for workers, particularly migrants and those from marginalized backgrounds. The proposed Bhawan will function as a multipurpose welfare hub providing temporary safe and hygienic shelter, facilitation centre, enrolment under key social security schemes such as e-Shram, BOCWWB, PMJAY, ESIC and EPFO, legal awareness, counselling, and outreach activities. Implementation will be carried out in a structured manner through identification of suitable land in Jammu and Srinagar, finalization of facilities by a dedicated committee, preparation of a Detailed Project Report (DPR), assessment of manpower requirements, and framing of a Standard Operating Procedure (SOP). The initiative will bridge the gap between workers and welfare systems and strengthen inclusive labour welfare governance.

III. D. J&K Building & Other Construction Workers Welfare Board (J&K BOCWWB)

Vision:

J&K Building & Other Construction Workers Welfare Board (JKBOCWWB) was constituted in the Union Territory of Jammu and Kashmir in the year 2006, pursuant to enactment of a legislation by the Parliament known as "Building & Other Construction Workers (Regulation of Employment & Conditions of Services) Act, 1996". The main aim and objective of this legislation was to mitigate the sufferings of construction workers, regulate their employment and service conditions, take care of the welfare of registered construction workers including dependent family members, provide for their safety, health and take welfare-oriented measures on socio-economic front for them.

Working:

Board presently runs various welfare schemes for workers and all the payments are made to the beneficiaries through DBT mode.

J&K Building and Construction Workers Welfare Board is currently running the below mentioned welfare schemes for registered construction Workers.

S. No.	Name of the Scheme	Amount of Assistance
1	Ex-gratia in the event of accidental death of a worker	Rs.500000
2	Ex -gratia in the event of natural death of a worker	Rs.200000
3	Financial assistance in the case of chronic or life consuming disease of a worker or his dependent family member	Rs.150000
4	Financial assistance in the case of permanent disability of a worker (disability beyond 50%)	Rs.450000
5	Financial assistance in case of disability between 25% to 50%.	Rs.75000
6	Financial assistance for treatment and disability upto 25% in case a worker remains away from work place for a period of not less than one month and not less than three months	Rs.9330.- to Rs.27990/-
7	Financial assistance for education for the wards of workers	*Rs.2800 to Rs.48000
8	Financial assistance in the event of marriage for self or real daughter/ son	Rs.50000
9	Scholarship award for meritorious wards of a worker securing 90% and above marks in class 10th or 12th	Rs.50000
10	Financial assistance to meet the expenditure of funeral at the time of death of a worker	Rs.5000
11	Financial assistance in cases of maternity of female workers	Rs.5000

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed in achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

- I move a cut of Rs.100/- in demand No. 25 in order to discuss the reforms taken to enhancing administrative efficiency, improving work culture and updating service rules in J&K after formation of popular Government.**

Reply:

After the formation of the popular Government in the Union Territory of Jammu and Kashmir, several reforms have been undertaken to enhance administrative efficiency and improve work culture, including strengthening of e-Governance initiatives and digital service delivery systems to ensure transparency and time-bound disposal of cases and grievances. Further, various capacity-building and training programmes have been conducted for Government employees, particularly in the Labour Department to improve professional competence and service delivery. Steps have also been taken to ensure fairness, transparency, and accountability by strengthening grievance redressal mechanisms and promoting a citizen-centric administration. In addition, weekly Shramik Warta is being conducted through virtual mode with district offices, wherein complainants remain physically present at the district level and their grievances are heard by the Head of the Department on a one-to-one basis, followed by issuance of necessary directions for redressal within a fixed timeline.

New Initiatives of J&K BOCWWB for enhancing administrative efficiency, improving work culture

- Complete switch over to online registration, renewal of workers & submission of applications forms through smart phone to avail benefits under welfare schemes, has eliminated the need for physical visit to the offices of ALCs.
- From October 2023 onwards SMS alerts are being sent to the beneficiaries at the time of reversion of files for clarification of observations and at the time of sanction of financial assistance to avoid role of middleman.
- Synergy between academic and financial year pursuant to adoption of uniform academic year throughout the Union Territory.
- Ration card and golden card details have been made mandatory for registration/renewal with the Board from this year.
- Revision of rates of financial assistance for education after a decade
- Re-launch of financial assistance of Rs.50,000/- for marriage of two dependent children.
- One time Scholarship award of Rs.50,000/- to meritorious wards of workers in class 10th or 12th.

Switching over to online mode has ensured transparency, efficiency and minimized human interventions. A worker is not required now to visit district offices for the purpose and instead the facility is available at his door step and through smart phone or common service Centre, submit documents online for registration, yearly renewal and grant of financial assistance. Introduction of OTP system has been introduced to put a stop to eliminate the possibility of middleman ship. SMS alerts are sent to the workers about important dates for submission of documents for seeking assistance or whenever any welfare case is found lacking in documentation or clarifications are sought during examination of the cases.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed in achieving the intended objectives. The Cut Motion, therefore, does not merit acceptance.

3. I move a cut of Rs.100/- in demand No. 25 in order to discuss the details of inspection conducted in last one year to evaluate performance, adherence to protocols and the efficient use of the resources.

Reply:

The Department conducted comprehensive Administrative Inspections of all District Offices to review their functioning and assess adherence to prescribed procedures. The inspection teams carried out a detailed scrutiny of account books, records, and statutory registers maintained in the offices to ensure financial propriety, accuracy, and compliance with rules. In addition, applications relating to registration and renewal of beneficiaries under the Building and Other Construction Workers Welfare Board were thoroughly examined, along with verification of disbursements made under various financial assistance schemes to ensure transparency and proper utilization of funds. On the spot directions were issued not to withhold or delay renewals, registrations and disbursements to the registered construction workers.

The Department of Labour and Employment vide Government Order No. 40-L&E of 2025 dated 10.09.2025 has constituted committees to conduct the

administrative inspections/Physical verification at HoDs level (Directorate of Employment, CEO/Secretary, JKBOCWWB and Labour Commissioner).

During the inspections, deficiencies noticed were pointed out on the spot and discussed in detail with the concerned officials and District Officers. The officers and officials were also provided necessary guidance and directions for rectification of shortcomings, proper maintenance of records and registers, and strict compliance with the prescribed norms to improve overall administrative efficiency and accountability.

Further, Under Mission YUVA inspections and monitoring has been institutionalized, Mission YUVA has been designed not merely as a credit-linked scheme, but as a rigorously monitored, data-driven mission with inbuilt accountability at every stage of the enterprise lifecycle. A structured monitoring framework ensures that performance evaluation, adherence to operational protocols, and efficient utilization of financial and institutional resources are continuously assessed. The Mission operates through a digital backbone that integrates application processing, credit linkage, capacity building, and post-sanction monitoring on a single real-time platform, thereby minimizing discretion and maximizing transparency.

At the core of this framework is the **Output Tracking Mechanism**, which captures the journey of each enterprise across three distinct stages. First, the *Work-in-Progress (WIP) Report* tracks enterprises from sanction to ground-level operationalization, including credit disbursement status, procurement of machinery, training completion, and installation milestones. This enables early identification of bottlenecks and ensures timely handholding by SBDUs and field functionaries. Second, the *Completion Report* formally records the operational status of the unit, validating that the enterprise has commenced activity as per the approved DPR and that resources have been deployed for the intended purpose. Third, the *Sustenance Report* provides post-establishment monitoring, capturing turnover indicators, employment generated, market linkage, and continuity of operations — thereby shifting the focus from mere sanctions to durable livelihood outcomes.

Complementing this is the **YUVA UDYAM Gallery**, which functions as a live digital repository of enterprises established under the Mission. Each successfully operationalized unit is geo-tagged and showcased with sectoral classification, beneficiary profile, financial details, and impact parameters. The Gallery serves not only as a transparency tool for public accountability but also as a motivational platform, inspiring prospective entrepreneurs by showcasing real success stories from Panchayat to UT level.

Further strengthening oversight is the **Mission YUVA Analytical Dashboard**, which enables real-time tracking from UT level down to district, block, and Panchayat/ward level. The dashboard integrates credit flow analytics, application pendency, average processing timelines, sectoral distribution, capacity-building coverage, and stage-wise progress. This allows evidence-based review meetings, data-backed inspections, and performance benchmarking across districts and financial institutions. The system ensures that monitoring is proactive rather than reactive, thereby safeguarding public resources while ensuring that Mission YUVA remains outcome-oriented and impact-driven.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to achieving the intended objectives. The Cut Motion, therefore, does not merit acceptance.

4. I move cut of Rs.100/- in Demand No. 25 in order to discuss the Training programmes, workshops and orientation session for government employees to upgrade their skills in last two years.

Reply:

The Government accords highest priority to continuous capacity building and skill upgradation of its officers and officials in order to ensure efficient delivery of public services and effective implementation of labour welfare legislations. During the last two years, the Labour & Employment Department has undertaken a series of structured training programmes, workshops, and orientation sessions aimed at enhancing professional competence, administrative efficiency, and domain expertise of its personnel at all levels.

In this regard, officers and officials, including those belonging to the executive cadre responsible for field-level enforcement of labour laws, have been regularly deputed to reputed national and state-level institutions such as the Institute of Management and Public Administration (IMPA) and the V. V. Giri National Labour Institute (VVGNI) for specialized capacity-building programmes. In addition, online and blended learning modules are being extensively utilized through the Mission Karmayogi platform to facilitate continuous learning, digital upskilling, and leadership development across the Department. Further, District Officers vested with quasi-judicial powers have been deputed to the J&K Judicial Academy for focused training in adjudication, hearing procedures, and timely disposal of cases under various labour enactments, thereby strengthening institutional accountability and legal compliance.

Further, Under Mission YUVA, the extensive measures undertaken by the Government for continuous capacity building of officials

At the outset, it is submitted that Mission YUVA has been conceptualised not merely as a financial assistance scheme but as a comprehensive ecosystem reform initiative. The Mission operates on a structured framework of Culture, Capital, Capacity and Connectivity. Within this framework, capacity building of frontline officials is a foundational pillar for effective implementation.

1. Institutional Strengthening through SBDUs and BHDs

Small Business Development Units (SBDUs) have been established at the district level and Business Help Desks (BHDs) at the sub-division level to provide structured handholding support to aspiring entrepreneurs. In order to ensure professional and timely delivery of services, the following steps have been undertaken:

- Comprehensive induction and orientation programmes covering scheme guidelines, digital workflows, DPR preparation, credit linkage processes and convergence mechanisms.
- Preparation and dissemination of standard operating procedures (SOPs), sector-specific DPR templates and documentation checklists.

- Hands-on training on the Mission YUVA digital platform and dashboard for real-time tracking and monitoring.
- Periodic refresher workshops focusing on DPR quality improvement, addressing bank objections, collateral norms and credit guarantee mechanisms.
- Cross-learning workshops where high-performing districts share best practices with other districts.

These measures have strengthened the institutional capacity of SBDUs and BHDs to process applications efficiently, improve DPR quality and reduce pendency.

2. Continuous Monitoring and Performance Assessment

To ensure that training translates into measurable outcomes, a data-driven performance monitoring framework has been instituted. This includes:

- Monitoring of average processing time at SBDU and bank levels.
- Tracking of application lifecycle from receipt to sanction and disbursement.
- Panchayat and ward-level analytics to identify gaps in mobilisation and processing.
- Review meetings at UT and district levels for performance evaluation and course correction.

This system ensures continuous assessment rather than one-time evaluation, thereby embedding accountability within the implementation framework.

3. Convergence and Training of NRLM Functionaries

Recognizing the importance of rural entrepreneurship and women-led enterprises, special orientation programmes have been conducted for Block Programme Managers (BPMs) under NRLM and other convergent departments. The training focused on:

- Mobilization of SHG members for nano-enterprises.
- Credit linkage and documentation requirements.
- Transition of SHGs from livelihood activities to enterprise models.
- Convergence between rural development schemes and Mission YUVA.

This convergence-driven capacity building has enhanced outreach in rural areas and strengthened participation of women entrepreneurs.

4. Capacity Building as a Core Design Principle

Capacity building of officials is not a peripheral activity but a central element of Mission YUVA's implementation design. Effective DPR preparation, timely verification, bank coordination and post-sanction tracking depend on trained and accountable functionaries.

Without systematic training and continuous assessment:

- Application quality deteriorates,
- Credit flow slows down,
- Pendency increases, and
- Beneficiary confidence is adversely affected.

The Government, therefore, has consciously invested in strengthening the administrative machinery to ensure that public funds translate into sustainable enterprises and employment generation.

In conclusion, I would like to submit that substantial and structured efforts have been undertaken in the last two years to upgrade the skills of government officials through orientation programmes, workshops, digital training and continuous monitoring mechanisms. Capacity building remains integral to the overall implementation architecture of Mission YUVA and to the broader employment generation strategy of the Government.

These initiatives reflect the Government's sustained commitment to building a skilled, responsive, and future-ready workforce. Adequate budgetary provisions are being made and judiciously utilized to ensure that training interventions are aligned with evolving administrative requirements and public expectations. The outcomes of these programmes are periodically reviewed to ensure effectiveness and optimal utilization of public resources.

In view of the comprehensive measures already undertaken and the continuous efforts being made to upgrade the skills and capacities of Government employees, the issues raised in the Cut Motion are being effectively addressed. The Government remains committed to further strengthening human resource development through targeted and outcome-oriented training interventions.

The Cut Motion, therefore, does not merit acceptance.

5. I move a cut of Rs.100/- in demand No. 25 in order to discuss the steps taken by Govt. To review the performance of departments and address the deficiencies in last one year.

Reply:

Employment Sector:

In the context of **Mission YUVA (Yuva Udyami Vikas Abhiyan)**, the Government has adopted a structured, data-driven and outcome-oriented review framework over the last one year to ensure accountability, transparency and continuous improvement.

1. Institutionalized Performance Review Mechanism

Mission YUVA is being monitored at multiple levels:

(a) Apex Committee Review:

Regular review meetings are held under the chairmanship of the Chief Secretary to assess district-wise performance, sanction trends, credit flow, and inter-departmental coordination.

(b) Departmental Monthly Reviews:

The Directorate conducts monthly performance reviews with all Deputy Commissioners, SBDUs (Small Business Development Units), and Business Help Desks (BHDs). Districts are ranked based on KPIs such as:

- Applications received
- DPRs prepared
- DLIC approvals
- Bank sanctions and disbursements
- Average processing time

District-wise dashboards enable comparative analysis and peer learning.

(c) Bank-Level Review:

Joint review meetings with J&K banks are conducted to assess pendency at branch level, average turnaround time, rejection reasons, and disbursement pace. IFSC-wise tracking has been introduced to pinpoint bottlenecks.

2. Digital Dashboard-Based Monitoring

A public-facing and administrative **Mission YUVA Dashboard** provides real-time monitoring from UT level down to Panchayat/Ward level. The dashboard tracks:

- Credit flow status
- Stage-wise application movement
- SBDU and Bank pendency days
- Capacity-building completion
- Output tracking of sanctioned units

This system ensures micro-level accountability and has significantly reduced opacity in application processing.

3. Identification of Deficiencies

Based on data analysis and field feedback, key deficiencies identified over the past year included:

1. Delay in DPR preparation in certain districts
2. High pendency at bank branch level
3. Rejections due to incomplete documentation
4. Limited handholding in rural areas
5. Gaps in post-sanction support

4. Corrective Measures Undertaken

To address these gaps, the Government has implemented the following reforms:

(a) Strengthening District Support Structure

- Operationalization of 20 SBDUs and 80 BHDs
- Deployment of 2000+ YUVA DOOTs at grassroots level
- Initiative-wise mapping of YUVA DOOTs (Mobilisation, Credit Follow-up, Beyond Sanction Campaign, Seller Onboarding)

(b) Rejection Cell & Helpline

A centralized Business Helpline and structured rejection analysis mechanism were introduced to systematically examine and reduce avoidable rejections.

(d) Standardized DPR Templates & AI-DPR Tool

Digital DPR generation tools were introduced to reduce errors, standardize proposals, and improve bank acceptance rates.

(e) Credit Monitoring Drive

Special Credit Push Campaigns were conducted district-wise to clear backlogs and ensure faster disbursement.

(f) Capacity Building Integration

Hybrid training modules were integrated into the app to ensure entrepreneurs complete mandatory training before loan processing.

5. Outcome of Review & Reforms

As a result of structured review and corrective action:

- Applications have been received from nearly all Panchayats.
- DPR preparation timelines have improved significantly.
- Sanction and disbursement rates have steadily increased.
- ₹900+ crore credit mobilization has been achieved.
- Thousands of beneficiaries have completed capacity-building modules.

The Mission has moved from an application-driven model to a performance-driven ecosystem with measurable KPIs.

6. Way Forward

In the coming year, the Government proposes to:

- Introduce time-bound service standards for each stage of processing
- Strengthen district-level performance rankings
- Expand integration with ONDC and digital marketplaces
- Introduce third-party impact evaluation
- Conduct a structured beneficiary satisfaction survey

Mission YUVA is not merely a scheme; it is a mission-mode governance reform initiative. Over the last year, performance review has not been episodic but institutionalised, technology-enabled, and data-driven.

The Government remains fully committed to continuous course correction and ensuring that entrepreneurship becomes a sustainable pillar of employment generation in Jammu & Kashmir

Labour Sector:

During the last one year, the department has taken several systematic and institutional measures to review departmental performance and address deficiencies. Frequent review meetings have been taken with senior officers and field functionaries of the department including Inspectors of Factories, Assistant Labour Commissioners, Labour Officers and Labour inspectors.

The review covered key functional areas such as registration and facilitation for Shri Amarnathji Yatra (SANGY)-2025, disposal of labour court cases, inspections and prosecutions, grievance redressal, revenue realization, statutory compliance, construction works and welfare-related matters. As a result, 494 cases instituted before authorities have been settled, besides disbursing Rs 1389.19 lakh compensation to the aggrieved litigants under various Acts. Further, all the services of Labour Department have been brought under the preview of public Service Guarantee Act to ensure timely delivery of services. During the current financial year, a total of 30,577 applications under various Labour services have been received and 30,399 stands disposed of while rest are under process with the department.

In addition, instructions were issued time to time to ensure compliance with directions of the Hon'ble Courts, engagement with trade unions and workers' associations, and strengthening of supervisory oversight by senior officers. Besides review meeting, department conducted comprehensive Administrative Inspections of all District Offices to review their functioning and assess adherence to prescribed procedures. The inspection teams carried out a detailed scrutiny of account books, records, and statutory registers maintained in the offices to ensure financial propriety, accuracy, and compliance with rules.

These steps reflect the department's continuous monitoring mechanism, focus on accountability, and commitment to improving departmental efficiency, service delivery, and labour welfare outcomes.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed in achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

Mr. Sajad Gani Lone, Hon'ble MLA to move the following Cut Motions:

- I move a cut of Rs.100/- in Demand No. 25 in order to discuss the number of unemployed youths registered with the Government and whether the Government is contemplating the provision of unemployment allowance for them.**

Reply:

The Department of Employment has created a [Portal-www.jakemp.nic.in](http://www.jakemp.nic.in) for Registration of unemployed educated youth. The Portal is integrated with the NCS Portal of the Ministry of Labour & Employment Department, Government of India. Registration of un-employed Youth is a voluntary process not mandatory as on ending January-2026., 3.50 lakh job seekers are registered on the Portal.

Unemployed youth register themselves on Employment Exchanges and the National Career Service (NCS) portal for availing employment-related services such as career counselling, skill development.

At present, there is no provision for unemployment allowance for registered unemployed youth. However, the Government is focusing on enhancing employability and self-employment opportunities through various initiatives including Mission YUVA, skill development programmes, and entrepreneurship support schemes.

Mission YUVA: From Aspiration to Enterprise, Transforming Jammu & Kashmir's Employment Landscape

Jammu & Kashmir is today scripting a new chapter of self-reliance and entrepreneurship. At the heart of this transformation stands Mission YUVA (Yuva Udyami Vikas Abhiyan), a historic initiative that is connecting the youth of the Union Territory with skills, opportunities and dignity, while fundamentally reshaping the idea of employment.

Conceived by the Government of Jammu & Kashmir in collaboration with IIM Jammu, NABARD, Jammu and Kashmir Bank, other financial institutions and livelihood experts, Mission YUVA is rooted in data-driven planning and institutional reform. At the time of its conceptualisation, the Government undertook a diagnostic assessment of the region's employment and entrepreneurship ecosystem. The assessment revealed that unemployment was not merely a function of limited jobs or finance, but of a disconnect between aspiration and access—where entrepreneurial intent existed, but systems to nurture it were weak.

Understanding the Challenge and Gaps

On the demand side gaps, entrepreneurship was constrained by fear of failure, lack of guidance and limited awareness of schemes and credit products. Many youth perceived enterprise creation as risky, bureaucratic and inaccessible, preferring low-paying daily wage work over uncertain entrepreneurial journeys.

On the supply side, the absence of a dedicated grassroots institutional framework for entrepreneurship, limited capacity at the field level, weak linkage with academic institutions and complexity in banking processes further restricted enterprise creation. Importantly, there was little hand-holding after loan rejection, leaving aspiring entrepreneurs without direction.

Mission YUVA was therefore designed not as a standalone scheme, but as a comprehensive ecosystem intervention.

Data-Led Design and Ambition

A defining feature of Mission YUVA is its evidence-based design. A comprehensive baseline survey covering over 24 lakhs households and more than 1.1 crore individuals identified 5.5 lakhs potential entrepreneurs across the Union Territory. This unprecedented exercise provided the Mission with a strong empirical foundation.

Designed for youth in the age group of 18–59 years, Mission YUVA aims to facilitate the creation of 1.37 lakh enterprises through four focused interventions: (a)creation of Nano Enterprises, (b) establishment of new MSMEs in sunrise and priority sectors, (c)acceleration of existing enterprises, and (d)promotion of neo-innovative enterprises. Through these integrated interventions, the Mission seeks to generate approximately 4.25 lakh employment opportunities over a period of five years. Implemented by the Labour & Employment Department with active support from district administrations, the Mission focuses on structured credit linkage, institutional facilitation and sustained hand-holding to ensure enterprise viability.

Strong Governance and Institutional Backbone

Mission YUVA is supported by a robust governance structure. Progress is monitored at the apex level personally by the Chief Secretary, with strategic oversight from the Administrative Secretary, Labour & Employment Department. A dedicated Mission Director provides focused administrative leadership.

At the district level, District Level Implementation Committees (DLICs) chaired by Deputy Commissioners oversee scrutiny and approval of proposals, convergence with line departments and coordination with banks. Small Business Development Units (SBDUs) at the district level, and Business Help Desk(BHDs) at the Sub-division level function as the Mission's operational arm, providing end-to-end support—from awareness generation and DPR preparation to loan facilitation, post-sanction mentoring and business sustenance.

Four Pillars of Mission YUVA

Mission YUVA is anchored on a four-pillar framework—Culture, Capital, Capacity and Connectivity—each addressing a critical constraint in the entrepreneurial ecosystem.

Culture: Building an Entrepreneurial Mindset and Ecosystem
The first pillar focuses on changing mindsets. Over 2,000 YUVA Doots were trained and deployed across the Union Territory, conducting more than 5,000 awareness camps in panchayats and urban wards. Special campaignt under Udyam Jagriti has

been launched in phases. Special emphasis was placed on first-generation entrepreneurs, women in general and particularly those already part of SHGs and youth from remote and border areas. The objective was clear—to normalise entrepreneurship as a respectable and achievable livelihood option, and to inspire youth to become job creators rather than job seekers.

Capital: Making Finance Accessible and Low-Risk
Under the Capital pillar, Mission YUVA introduced a transformative intervention—the Nano Enterprise concept, implemented for the first time at scale within micro-enterprise financing. Secondary research and baseline survey findings revealed that most aspiring entrepreneurs wished to start businesses in the ₹5–6 lakh investment range. By legitimising small, low-risk and locally viable enterprises, the Nano model made entrepreneurship approachable and reduced fear of over-leverage.

Nano Enterprises receive 25 percent capital subsidy and 5 percent interest subvention, while MSMEs in focus sectors such as agritech, food processing, renewable energy, tourism and IT receive 6 percent interest subvention. This structure ensures that access to capital becomes an enabler rather than a barrier. Also, there is provision of acceleration of existing enterprises which receive 6 percent interest subvention.

Mission YUVA also corrected the urban bias of earlier schemes by expanding outreach and receiving applications from over 95 percent of panchayats, ensuring that entrepreneurship promotion reached remote and border areas and became a household-level aspiration.

Capacity: Building Future-Ready Entrepreneurs
Capacity building under Mission YUVA was designed as a continuous capability creation process. A Hybrid Course Model combines curated digital content from the Skill India Digital Hub with instructor-led classroom delivery. This blended approach ensures conceptual clarity while addressing digital literacy gaps among first-generation entrepreneurs.

The curriculum covers entrepreneurship fundamentals, financial literacy, digital skills, cyber security awareness and introductory concepts of Artificial Intelligence. Training follows a rolling model—5,500 applicants have completed training, 2,500 are currently undergoing training, and 1,500 are registered for upcoming batches—creating a steady pipeline of digitally and financially capable entrepreneurs.

This is reinforced through a dual system of training, combining institutional instruction with community-driven Enterprise mentorship. Mentors drawn from local communities provide contextual guidance, building trust and transforming entrepreneurship from an individual risk into a collective journey.

Connectivity: Linking Enterprises to Markets and Technology
The Connectivity pillar integrates enterprises with markets and digital platforms. Leveraging the Open Network for Digital Commerce (ONDC), the J&K Seller App enables local products to reach national markets.

Innovation Ecosystem: Knowledge and IT Based Enterprises

The Innovation & Sustainability Challenge strengthens the innovation ecosystem by nurturing knowledge-driven and IT-based enterprises. Through Innovation Hubs at Indian Institute of Management Jammu and 14 incubation centres across universities, innovators receive structured mentorship, incubation support and government funding of up to ₹20 lakh. The initiative promotes technology-led and sustainable solutions, enabling ideas to mature into scalable enterprises that generate high-value employment and long-term socio-economic impact.

Digital Backbone: Mission YUVA App

The entire Mission YUVA initiative is driven through the Mission YUVA App and Portal, developed by BISAG-N as a secure, end-to-end digital platform. End to end processing of applications through App from receiving the application to final disbursement, collapsing the red tapism and 100% paperless processing. The App integrates a AI based DPR generator, a Skill Learning Hub with over 25,000 videos, and information on career pathways and employment opportunities, creating a comprehensive digital ecosystem for aspiring entrepreneurs. It enables seamless application, real-time tracking, and transparent processing across departments and banks, significantly reducing procedural hurdles.

The Mission YUVA Application and Portal incorporate a robust Output Tracking framework to ensure transparency, accountability, and sustainability of supported enterprises. The system mandates structured reporting through Work-in-Progress, Completion, and Sustenance Reports, each subjected to multi-level verification. Only enterprises that successfully clear the prescribed verification stages are showcased in the live UDYAM Gallery, enabling real-time public visibility of verified and operational enterprises. This digital mechanism ensures outcome-based monitoring while reinforcing credibility and citizen trust in the Mission's delivery architecture.

By anchoring Mission YUVA on this technology platform, the initiative ensures speed, transparency and inclusion—right up to the grassroots.

Impact on the Ground

Addressing unemployment, particularly among youth, remains a top priority of the Government of Jammu & Kashmir. The Government's strategy is not confined to short-term job provisioning but is focused on creating sustainable livelihoods through entrepreneurship, skilling, and institutional reforms, so that youth become job-creators rather than job-seekers.

In this context, Mission YUVA has emerged as a transformational initiative, witnessing unprecedented enthusiasm and participation from youth across the Union Territory. Since its launch, over 1.71 lakh youth have registered on the Mission YUVA platform, leading to around 70K formal enterprise applications—a scale that clearly reflects growing confidence in the programme.

Out of these applications, Detailed Project Reports (DPRs) for nearly 52,875 candidates have been professionally prepared through Small Business Development Units (SBDUs), ensuring technical and financial viability. Following this, 47,816 applications were examined and approved at the district level by the Deputy

Commissioners, certifying the genuineness of applicants and alignment of proposals with Mission objectives.

As on date, 16,141 applications have successfully completed the full cycle, resulting in bank sanctions of nearly ₹1,000 crore, with over ₹700 crore already disbursed. These figures translate into thousands of enterprises being established on the ground, supported by structured capacity-building, where 7,339 entrepreneurs have completed training and another 5,000 are currently undergoing training.

It is important to clarify that approval by the Deputy Commissioner is an administrative and programmatic approval, ensuring eligibility, authenticity of applicants, and conformity with Mission YUVA guidelines. Bank appraisal is a separate and independent statutory process, conducted strictly as per RBI norms and banks' internal credit policies. At this stage, banks assess factors such as CIBIL score, existing loan exposure, family-level defaults, repayment capacity, and compliance documentation, which are beyond the administrative mandate of district authorities.

Of the 47,816 applications examined by banks, though 16,141 sanctioned by bank, around 9,500 applications have been returned, largely due to objective eligibility issues such as adverse credit history, existing liabilities, duplication of application from same family, or non-compliance with banking norms. Several other applications were returned due to rectifiable documentation gaps, such as rent agreements or quotations. These cases are being actively addressed by SBDUs and district officials for correction and resubmission.

From the remaining 37,000 applications currently with banks, about 15,000 cases are at an advanced stage, pending completion of procedural documentation and will be sanctioned by 31st March 2026 while around 22,000 applications are assessed to be credit-worthy and are expected to be sanctioned progressively over the next 3–4 months. This clearly indicates a strong and moving pipeline, rather than stagnation.

Mission YUVA is not a subsidy-driven or indiscriminate loan distribution scheme, but a rigorous, transparent, and credibility-based entrepreneurship programme. The multi-stage scrutiny ensures that while every genuine aspirant is given opportunity, only financially viable and sustainable enterprises receive bank finance—protecting both public resources and the future of young entrepreneurs.

With rising registrations, increasing sanctions and disbursements, expanding training coverage, and strong institutional mechanisms now firmly in place, Jammu & Kashmir is witnessing a clear upward and onward movement towards entrepreneurship-led employment generation, laying a durable foundation for inclusive economic growth.

—Together, these outcomes demonstrate that Mission YUVA has moved decisively from policy intent to delivery at scale, transforming entrepreneurship into a people-led movement across Jammu & Kashmir. By placing special emphasis on first-generation entrepreneurs, women—particularly those associated with Self-Help Groups—and youth from remote and border areas, the Mission has normalised entrepreneurship as a respectable and achievable livelihood option, inspiring young people to become job creators rather than job seekers as evident from the fact that Mission has received applications from 95% of the panchayats. Anchored in evidence

from baseline surveys and secondary research, the introduction of the Nano Enterprise model—tailored to the widely preferred ₹5–6 lakh investment range—has provided a credible, low-risk entry point into enterprise creation, firmly advancing the vision of Atmanirbhar Bharat as a lived economic reality across the Union Territory.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Cut Motion, therefore, does not merit acceptance.

2. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the need for enacting the Jammu & Kashmir Youth Employment Generation Act.

Reply:

The Government would like to place on record the major on-going initiatives and outcomes which collectively form the policy response to the problem of youth unemployment in J&K:

- (a) Mission YUVA / Mission Youth — an umbrella initiative that provides training, enterprise support (seed capital, interest subvention and subsidy), market linkages and an online registration/placement platform for unemployed youth;
- (b) Targeted livelihood schemes such as MUMKIN, TEJASWINI and the Seed-Capital / SKEWPY components that provide credit-linked and subsidy support for first-time entrepreneurs;
- (c) Rural and micro-enterprise generation programmes (including the proposed JK Rural Employment Generation Programme) and partnerships with banks for credit plus hand-holding; and
- (d) Extensive outreach through job fairs, skill trainings and district-level registration drives — together resulting in several lakh registrations on the UT employment portal and thousands of enterprise applications / placements to date. These measures are already being operationalized through the Labour & Employment Department and partner agencies.

While the Government recognizes the potential benefits of a dedicated legislative framework, it must also ensure that any statute adds value beyond the regulatory and programme architecture already in place. Accordingly, rather than immediately pursuing new, standalone legislation, the Government will undertake a structured policy review — drawing on administrative data, scheme outcomes, stakeholder consultations (including representatives of youth, industry, financial institutions and local bodies) and comparative practices — to assess whether a legislative approach is necessary or whether strengthening institutional mechanisms and existing schemes will better serve the objective of rapid, inclusive job creation. If that review indicates the need for a statutory intervention, the Government will take the appropriate legislative route after wider consultation. In the meantime, programmes and resources allocated under Demand No. 25 will continue to be used to expand placements, enterprise creation and skill linking for youth across the UT.

For these reasons the Government does not accept the cut motion.

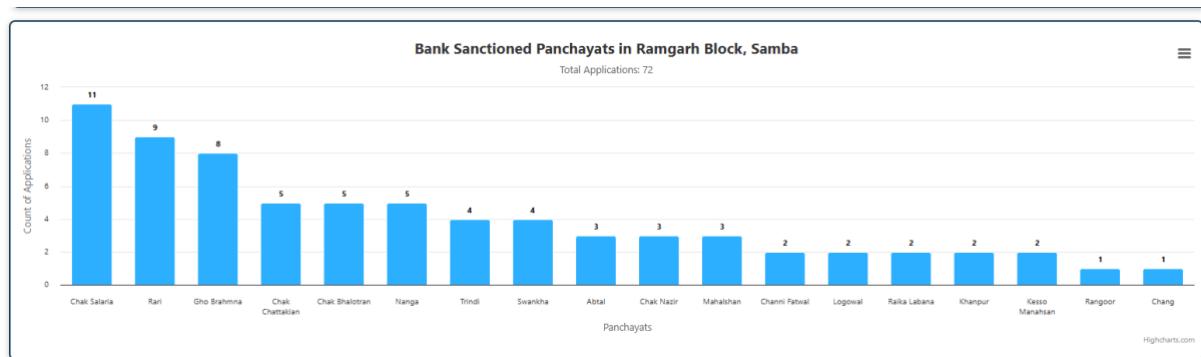
Dr. Devinder Kumar Manyal, Hon'ble MLA to move the following Cut Motions: -

- I move a cut of Rs.100/- in Demand No. 25 in order to discuss why unemployment is increasing despite the implementation of skill development schemes, and also the details of the District wise Employment plan for Ramgarh Constituency.**

Reply: -

As per live registration around 3332 number of un-employed youths registered belonging to Ramgarh Constituency and for employment generation, the office is implementing MISSION YUVA PROGRAMME, AROUND 72 NUMBER OF Units are established belonging to /Ramgarh Constituency under this scheme thereby creating employment of 125 number.

Panchayat wise breakup of enterprise established in Ramgarh Block



Further, in context of Capacity building under Mission YUVA, in Samba district- a total of 658 entrepreneurs have completed the training, 71 are undergoing training and 21 have enrolled in batch yet to start.

21

Numbers of Applicants registered for hybrid module (Yet to be Started)

71

Numbers of Applicants undergoing hybrid module

658

Numbers of Applicants completed hybrid module

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

2. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the number of job fairs held and proposed in Ramgarh Constituency, along with their dates and locations.

Reply: -

The issue raised is important, as employment facilitation remains a core focus under Demand No. 25 pertaining to Employment & Skill Development.

1. Job Fairs Organized in Ramgarh Constituency

Ramgarh Constituency falls within District Samba, and youth from the constituency have actively participated in employment initiatives organized at district and divisional levels.

(A) District-Level Employment Drives – Samba

The District Employment & Counselling Centre (DE&CC), Samba has organized recruitment drives and placement-linked job fairs in coordination with industrial units, particularly those located in:

- Bari Brahmana Industrial Area
- SIDCO Industrial Estate Samba
- Local MSME clusters

These drives focused on sectors such as:

- Manufacturing & Packaging
- Retail & FMCG
- Security Services
- Logistics & Warehousing
- Apprenticeships under PM-NAPS

Youth from Ramgarh Block were mobilized through Panchayat-level outreach and employment portal registrations.

2. Divisional Level Mega Job Fair – Jammu (27th September)

A **Divisional Level Mega Job Fair** was organized in Jammu on **27th September** under the aegis of the Directorate of Employment & Skill Development.

⌚ Venue:

Divisional-level venue in Jammu (e.g., Convention Centre)

💡 Key Features:

- Participation of **50+ reputed employers**
- Representation from both local industry and national-level recruiters
- Sectors covered included:

- Manufacturing
- IT & ITES
- Banking & Financial Services
- Retail
- Hospitality
- Healthcare
- Infrastructure & Construction
- Security & Logistics

Participation & Outcomes:

- Thousands of candidates from Jammu Division participated.
- Youth from Samba District, including Ramgarh Constituency, were mobilized and registered.
- On-the-spot interviews were conducted.
- Large number of candidates were shortlisted and issued provisional offer letters.
- Apprenticeship opportunities under National Apprenticeship Promotion Scheme were also offered.

Special Facilitation:

- Career counselling desks
- Skill gap identification
- Guidance on upskilling pathways
- Self-employment counselling under Mission YUVA
- Registration support on Employment Portal

This event served not merely as a recruitment drive but as a comprehensive employment facilitation platform.

3. Proposed Employment Initiatives in Ramgarh Constituency

To strengthen localized employment access, the Department proposes:

1. **Special Block-Level Employment Drive in Ramgarh**
2. Sector-specific recruitment camp aligned with industrial profile of Samba
3. Apprenticeship Mela in coordination with local industries
4. Targeted mobilization of women candidates and SHG-linked youth
5. Digital registration and tracking through Employment Portal

The aim is to ensure that youth need not travel far for accessing placement opportunities.

4. Structural Reforms in Employment Facilitation

The Department has moved from one-time job fair model to:

- Continuous employer engagement
- Digital tracking of placements
- Convergence with skill training institutions

- Integration with entrepreneurship support mechanisms

Divisional-level job fairs act as anchor events, while district and block-level drives ensure deeper penetration.

Conclusion

The Divisional Level Mega Job Fair held on 27th September in Jammu was a significant initiative benefiting youth across Jammu Division, including Ramgarh Constituency. Additionally, district-level and proposed block-level employment drives aim to further enhance accessibility.

The Government remains committed to expanding employment avenues through structured, inclusive, and data-driven placement initiatives.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance

3. I move a cut of Rs.100/- in Demand No. 25 in order to discuss whether any policy exists to ensure local employment in private companies, along with percentage wise data for District Samba, or the reasons for the absence of such a policy.

Reply: - No such policy exists in Jammu and Kashmir as on date.

4. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the number of industrial units in District Samba and whether 70% employment is reserved for the local population, or the reasons if such reservation is not being ensured.

Reply: -

It pertains to Industries and Commerce Department.

5. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the reasons of private placement linkage remains weak in Government-run training programmes, despite ongoing skill development initiatives.

Reply:

The Government acknowledges this concern.

However, it is submitted that significant and continuous efforts are being undertaken to strengthen industry linkage and enhance employability outcomes. Skill development and training curricula are being regularly revised in consultation with Sector Skill Councils, industry bodies, and employers to ensure alignment with market demand. Greater emphasis is being placed on demand-driven, industry-led training models, apprenticeship promotion, on-the-job training, and placement tracking mechanisms.

The Government has also initiated structured engagement with private sector partners through Memoranda of Understanding, job fairs, campus placement drives, and digital employment exchanges to improve placement outcomes. Monitoring and evaluation mechanisms have been strengthened to ensure accountability of training providers, with performance-based incentives linked to successful placements.

In view of these ongoing reforms and corrective measures, the concerns raised in the Cut Motion are being actively and adequately addressed. The Government remains fully committed to improving private placement linkage, ensuring effective utilization of public funds, and achieving the intended objectives of skill development and employment generation.

The Cut Motion, therefore, does not merit acceptance.

Mr. Ranbir Singh Pathania, Hon'ble MLA to move the following Cut Motions:

- 1. I move a cut of Rs.100/- in Demand No. 25 in order to discuss total number of daily wagers pending regularization and financial implications of proposed policy measures.**

Reply: Different departments have engaged various categories of workers based on their operational needs and the guidelines of Central programmes. These categories include, Daily Rated Workers, Casual Labourers, Seasonal Labourers, Part-Time Worker, CIC Operators of the Rural Development Department, NYCs and Hamals/Drivers of the FCS & Consumer Affairs Department, Persons engaged under HDF, Part-Time Sweepers in different departments, particularly in the Health & Medical Education and School Education Departments and Prism-Men/Settlement Assistants of the Revenue Department

The Cabinet, vide Decision No. 18/02/2016 dated 27.04.2016, ordered Aadhaar-based biometric identification and skill profiling of various categories of workers across departments. A total of 1,00,501 workers were registered/uploaded by the departments on designated NIC portal. This number includes such workers of UT of Ladakh also.

Government has constituted a High-Level Committee vide Government Order No. 384-JK(GAD) of 2025 dated 19.03.2025. The mandate of the committee is to examine various issues, including humanitarian, legal, and financial, related to the regularization of casual, seasonal labourers or other workers etc, in the Jammu & Kashmir and suggest a comprehensive way forward.

- 2. I move a cut of Rs.100/- in Demand No. 25 in order to discuss non-revision of minimum wages since 2022 despite inflation and absence of a defined timeline for wage revision.**

Reply:

The Government of J&K has issued notification vide SO-513 dated: 12.10.2022 for revision of Minimum rates of Scheduled Employments, which is strictly in vogue in UT of J&K.

However, the Minimum Wages are put to review and such interval/ time period shall not exceed five years as per Section 3(1)(b) of Minimum Wages Act, 1948.

Moreover, the Government of India has made effective four Labour Codes, where under Code on Wages, 2019 the States/UT cannot fix Minimum Rate of Wages below the National Floor wages to be set by Central Government. Once, the Labour Codes are fully implemented, the revision of wages shall be carried out in accordance with the relevant provisions of Code on Wages, 2019.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Cut Motion, therefore, does not merit acceptance.

3. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the unemployment rate among educated youth and actual placement outcomes through employment exchanges and job portals.

Reply:

The Employment Department is taking multiple measures to address unemployment among educated youth through registration on Employment Exchanges, career counselling, skill development initiatives, and facilitation of self-employment under schemes such as Mission YUVA.

Mission YUVA: From Aspiration to Enterprise, Transforming Jammu & Kashmir's Employment Landscape

Jammu & Kashmir is today scripting a new chapter of self-reliance and entrepreneurship. At the heart of this transformation stands Mission YUVA (Yuva Udyami Vikas Abhiyan), a historic initiative that is connecting the youth of the Union Territory with skills, opportunities and dignity, while fundamentally reshaping the idea of employment.

Conceived by the Government of Jammu & Kashmir in collaboration with IIM Jammu, NABARD, Jammu and Kashmir Bank, other financial institutions and livelihood experts, Mission YUVA is rooted in data-driven planning and institutional reform. At the time of its conceptualisation, the Government undertook a diagnostic assessment of the region's employment and entrepreneurship ecosystem. The assessment revealed that unemployment was not merely a function of limited jobs or finance, but of a disconnect between aspiration and access—where entrepreneurial intent existed, but systems to nurture it were weak.

Understanding the Challenge and Gaps

On the demand side gaps, entrepreneurship was constrained by fear of failure, lack of guidance and limited awareness of schemes and credit products. Many youth perceived enterprise creation as risky, bureaucratic and inaccessible, preferring low-paying daily wage work over uncertain entrepreneurial journeys.

On the supply side, the absence of a dedicated grassroots institutional framework for entrepreneurship, limited capacity at the field level, weak linkage with academic institutions and complexity in banking processes further restricted enterprise creation. Importantly, there was little hand-holding after loan rejection, leaving aspiring entrepreneurs without direction.

Mission YUVA was therefore designed not as a standalone scheme, but as a comprehensive ecosystem intervention.

Data-Led Design and Ambition

A defining feature of Mission YUVA is its evidence-based design. A comprehensive baseline survey covering over 24 lakhs households and more than 1.1 crore individuals identified 5.5 lakhs potential entrepreneurs across the Union Territory. This unprecedented exercise provided the Mission with a strong empirical foundation.

Designed for youth in the age group of 18–59 years, Mission YUVA aims to facilitate the creation of 1.37 lakh enterprises through four focused interventions: (a) creation of Nano Enterprises, (b) establishment of new MSMEs in sunrise and priority sectors, (c) acceleration of existing enterprises, and (d) promotion of neo-innovative enterprises. Through these integrated interventions, the Mission seeks to generate approximately 4.25 lakh employment opportunities over a period of five years. Implemented by the Labour & Employment Department with active support from district administrations, the Mission focuses on structured credit linkage, institutional facilitation and sustained hand-holding to ensure enterprise viability.

Strong Governance and Institutional Backbone

Mission YUVA is supported by a robust governance structure. Progress is monitored at the apex level personally by the Chief Secretary, with strategic oversight from the Administrative Secretary, Labour & Employment Department. A dedicated Mission Director provides focused administrative leadership.

At the district level, District Level Implementation Committees (DLICs) chaired by Deputy Commissioners oversee scrutiny and approval of proposals, convergence with line departments and coordination with banks. Small Business Development Units (SBDUs) at the district level, and Business Help Desk(BHDs) at the Sub-division level function as the Mission's operational arm, providing end-to-end support—from awareness generation and DPR preparation to loan facilitation, post-sanction mentoring and business sustenance.

Four Pillars of Mission YUVA

Mission YUVA is anchored on a four-pillar framework—Culture, Capital, Capacity and Connectivity—each addressing a critical constraint in the entrepreneurial ecosystem.

Culture: Building an Entrepreneurial Mindset and Ecosystem
The first pillar focuses on changing mindsets. Over 2,000 YUVA Doots were trained and deployed across the Union Territory, conducting more than 5,000 awareness camps in panchayats and urban wards. Special campaign under Udyam Jagriti has been launched in phases. Special emphasis was placed on first-generation entrepreneurs, women in general and particularly those already part of SHGs and youth from remote and border areas. The objective was clear—to normalise entrepreneurship as a respectable and achievable livelihood option, and to inspire youth to become job creators rather than job seekers.

Capital: Making Finance Accessible and Low-Risk
Under the Capital pillar, Mission YUVA introduced a transformative intervention—the Nano Enterprise concept, implemented for the first time at scale within micro-enterprise financing. Secondary research and baseline survey findings revealed that most aspiring entrepreneurs wished to start businesses in the ₹5–6 lakh investment range. By legitimising small, low-risk and locally viable enterprises, the Nano model made entrepreneurship approachable and reduced fear of over-leverage.

Nano Enterprises receive 25 percent capital subsidy and 5 percent interest subvention, while MSMEs in focus sectors such as agritech, food processing, renewable energy,

tourism and IT receive 6 percent interest subvention. This structure ensures that access to capital becomes an enabler rather than a barrier. Also, there is provision of acceleration of existing enterprises which receive 6 percent interest subvention.

Mission YUVA also corrected the urban bias of earlier schemes by expanding outreach and receiving applications from over 95 percent of panchayats, ensuring that entrepreneurship promotion reached remote and border areas and became a household-level aspiration.

Capacity: Building Future-Ready Entrepreneurs
Capacity building under Mission YUVA was designed as a continuous capability creation process. A Hybrid Course Model combines curated digital content from the Skill India Digital Hub with instructor-led classroom delivery. This blended approach ensures conceptual clarity while addressing digital literacy gaps among first-generation entrepreneurs.

The curriculum covers entrepreneurship fundamentals, financial literacy, digital skills, cyber security awareness and introductory concepts of Artificial Intelligence. Training follows a rolling model—5,500 applicants have completed training, 2,500 are currently undergoing training, and 1,500 are registered for upcoming batches—creating a steady pipeline of digitally and financially capable entrepreneurs.

This is reinforced through a dual system of training, combining institutional instruction with community-driven Enterprise mentorship. Mentors drawn from local communities provide contextual guidance, building trust and transforming entrepreneurship from an individual risk into a collective journey.

Connectivity: Linking Enterprises to Markets and Technology
The Connectivity pillar integrates enterprises with markets and digital platforms. Leveraging the Open Network for Digital Commerce (ONDC), the J&K Seller App enables local products to reach national markets.

Innovation Ecosystem: Knowledge and IT Based Enterprises

The Innovation & Sustainability Challenge strengthens the innovation ecosystem by nurturing knowledge-driven and IT-based enterprises. Through Innovation Hubs at Indian Institute of Management Jammu and 14 incubation centres across universities, innovators receive structured mentorship, incubation support and government funding of up to ₹20 lakh. The initiative promotes technology-led and sustainable solutions, enabling ideas to mature into scalable enterprises that generate high-value employment and long-term socio-economic impact.

Digital Backbone: Mission YUVA App

The entire Mission YUVA initiative is driven through the Mission YUVA App and Portal, developed by BISAG-N as a secure, end-to-end digital platform. End to end processing of applications through App from receiving the application to final disbursement, collapsing the red tapism and 100% paperless processing. The App integrates a AI based DPR generator, a Skill Learning Hub with over 25,000 videos, and information on career pathways and employment opportunities, creating a comprehensive digital

ecosystem for aspiring entrepreneurs. It enables seamless application, real-time tracking, and transparent processing across departments and banks, significantly reducing procedural hurdles.

The Mission YUVA Application and Portal incorporate a robust Output Tracking framework to ensure transparency, accountability, and sustainability of supported enterprises. The system mandates structured reporting through Work-in-Progress, Completion, and Sustenance Reports, each subjected to multi-level verification. Only enterprises that successfully clear the prescribed verification stages are showcased in the live UDYAM Gallery, enabling real-time public visibility of verified and operational enterprises. This digital mechanism ensures outcome-based monitoring while reinforcing credibility and citizen trust in the Mission's delivery architecture.

By anchoring Mission YUVA on this technology platform, the initiative ensures speed, transparency and inclusion—right up to the grassroots.

Impact on the Ground

Addressing unemployment, particularly among youth, remains a top priority of the Government of Jammu & Kashmir. The Government's strategy is not confined to short-term job provisioning but is focused on creating sustainable livelihoods through entrepreneurship, skilling, and institutional reforms, so that youth become job-creators rather than job-seekers.

In this context, Mission YUVA has emerged as a transformational initiative, witnessing unprecedented enthusiasm and participation from youth across the Union Territory. Since its launch, over 1.71 lakh youth have registered on the Mission YUVA platform, leading to around 70K formal enterprise applications—a scale that clearly reflects growing confidence in the programme.

Out of these applications, Detailed Project Reports (DPRs) for nearly 52,875 candidates have been professionally prepared through Small Business Development Units (SBDUs), ensuring technical and financial viability. Following this, 47,816 applications were examined and approved at the district level by the Deputy Commissioners, certifying the genuineness of applicants and alignment of proposals with Mission objectives.

As on date, 16,141 applications have successfully completed the full cycle, resulting in bank sanctions of nearly ₹1,000 crore, with over ₹700 crore already disbursed. These figures translate into thousands of enterprises being established on the ground, supported by structured capacity-building, where 7,339 entrepreneurs have completed training and another 5,000 are currently undergoing training.

It is important to clarify that approval by the Deputy Commissioner is an administrative and programmatic approval, ensuring eligibility, authenticity of applicants, and conformity with Mission YUVA guidelines. Bank appraisal is a separate and independent statutory process, conducted strictly as per RBI norms and banks' internal credit policies. At this stage, banks assess factors such as CIBIL score, existing loan exposure, family-level defaults, repayment capacity, and compliance documentation, which are beyond the administrative mandate of district authorities.

Of the 47,816 applications examined by banks, though 16,141 sanctioned by bank, around 9,500 applications have been returned, largely due to objective eligibility issues such as adverse credit history, existing liabilities, duplication of application from same family, or non-compliance with banking norms. Several other applications were returned due to rectifiable documentation gaps, such as rent agreements or quotations. These cases are being actively addressed by SBDUs and district officials for correction and resubmission.

From the remaining 37,000 applications currently with banks, about 15,000 cases are at an advanced stage, pending completion of procedural documentation and will be sanctioned by 31st March 2026 while around 22,000 applications are assessed to be credit-worthy and are expected to be sanctioned progressively over the next 3–4 months. This clearly indicates a strong and moving pipeline, rather than stagnation.

Mission YUVA is not a subsidy-driven or indiscriminate loan distribution scheme, but a rigorous, transparent, and credibility-based entrepreneurship programme. The multi-stage scrutiny ensures that while every genuine aspirant is given opportunity, only financially viable and sustainable enterprises receive bank finance—protecting both public resources and the future of young entrepreneurs.

With rising registrations, increasing sanctions and disbursements, expanding training coverage, and strong institutional mechanisms now firmly in place, Jammu & Kashmir is witnessing a clear upward and onward movement towards entrepreneurship-led employment generation, laying a durable foundation for inclusive economic growth.

—Together, these outcomes demonstrate that Mission YUVA has moved decisively from **policy intent to delivery at scale**, transforming entrepreneurship into a people-led movement across Jammu & Kashmir. By placing special emphasis on **first-generation entrepreneurs, women**—particularly those associated with Self-Help Groups—and **youth from remote and border areas**, the Mission has normalised entrepreneurship as a respectable and achievable livelihood option, inspiring young people to become job creators rather than job seekers as evident from the fact that Mission has **received applications from 95% of the panchayats**. Anchored in evidence from baseline surveys and secondary research, the introduction of the **Nano Enterprise** model—tailored to the widely preferred ₹5–6 lakh investment range—has provided a credible, low-risk entry point into enterprise creation, firmly advancing the vision of **Atmanirbhar Bharat** as a lived economic reality across the Union Territory.

Employment Exchanges and the National Career Service (NCS) portal are functioning as facilitation platforms by providing vacancy information, career guidance, and employer-jobseeker linkages.

On the issue of unemployment among educated youth and the actual placement outcomes through Employment Exchanges and job portals. It is a matter of concern that a large proportion of registered job seekers are graduates and postgraduates. However, unemployment today is not merely a question of vacancies, but of skill mismatch, aspirational alignment, and limited private sector absorption. Recognizing this, the Department has transitioned from a passive registration-based employment exchange model to an active, technology-driven job matching ecosystem.

The traditional Employment Exchange system largely functioned on seniority-based registration and forwarding of names. This has now been restructured into a Digital Job Matching Platform where candidates create detailed skill-based profiles and employers post real-time vacancies. The platform uses qualification, skill sets, experience, and geographic preferences to match candidates with suitable opportunities. It aggregates vacancies from private industry, MSMEs, apprenticeship programs, and service sector employers, thereby expanding the scope beyond government employment.

Under this platform, several initiatives have been undertaken: regular divisional and district-level job fairs integrated with digital pre-registration; structured employer engagement drives to onboard industries; integration with apprenticeship schemes such as PM-NAPS; and a placement tracking mechanism to monitor shortlisting, offer issuance, and actual joining. Career counselling and skill-gap identification are also embedded to guide educated youth towards upskilling or alternative pathways including entrepreneurship.

The focus of the Department is no longer on the number of registrations, but on measurable employment outcomes. Through digital transparency, employer partnerships, and convergence with the skill ecosystem, the Government is working towards ensuring that educated youth are matched with market-relevant opportunities in a structured and accountable manner.

However, final placement depends upon market demand, qualifications, and suitability of candidates. Continuous efforts are being made to strengthen employer engagement, promote job fairs, and enhance employability of educated youth through skill up-gradation and entrepreneurship support.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Cut Motion, therefore, does not merit acceptance.

4. I move a cut of Rs.100/- in Demand No. 25 in order to discuss capital allocation of Rs. 244 crores for Labour & Employment in Budget 2026-27 and measurable improvements in worker welfare schemes.

Reply:

Out of 244 crores approximately, Rs. 238 crore approximately for Mission Yuva. The major portion of Budget allocation is towards Subsidy and Interest subvention of enterprises being established under Mission YUVA. Further, it includes ecosystem creation, capacity building of entrepreneurs. In order to explain it in details, a brief description of activity under Mission YUVA is as explained below:

Mission YUVA: From Aspiration to Enterprise, Transforming Jammu & Kashmir's Employment Landscape

Jammu & Kashmir is today scripting a new chapter of self-reliance and entrepreneurship. At the heart of this transformation stands **Mission YUVA (Yuva Udyami Vikas Abhiyan)**, a historic initiative that is connecting the youth of the

Union Territory with skills, opportunities and dignity, while fundamentally reshaping the idea of employment.

Conceived by the Government of Jammu & Kashmir in collaboration with **IIM Jammu, NABARD, Jammu and Kashmir Bank, other financial institutions and livelihood experts**, Mission YUVA is rooted in data-driven planning and institutional reform. At the time of its conceptualisation, the Government undertook a diagnostic assessment of the region's employment and entrepreneurship ecosystem. The assessment revealed that unemployment was not merely a function of limited jobs or finance, but of a **disconnect between aspiration and access**—where entrepreneurial intent existed, but systems to nurture it were weak.

Understanding the Challenge and Gaps

On the **demand side gaps**, entrepreneurship was constrained by fear of failure, lack of guidance and limited awareness of schemes and credit products. Many youth perceived enterprise creation as risky, bureaucratic and inaccessible, preferring low-paying daily wage work over uncertain entrepreneurial journeys.

On the **supply side**, the absence of a dedicated grassroots institutional framework for entrepreneurship, limited capacity at the field level, weak linkage with academic institutions and complexity in banking processes further restricted enterprise creation. Importantly, there was little hand-holding after loan rejection, leaving aspiring entrepreneurs without direction.

Mission YUVA was therefore designed not as a standalone scheme, but as a **comprehensive ecosystem intervention**.

Data-Led Design and Ambition

A defining feature of Mission YUVA is its evidence-based design. A comprehensive baseline survey covering **over 24 lakhs households and more than 1.1 crore individuals** identified **5.5 lakhs potential entrepreneurs** across the Union Territory. This unprecedented exercise provided the Mission with a strong empirical foundation.

Designed for youth in the age group of **18–59 years**, Mission YUVA aims to facilitate the creation of **1.37 lakh enterprises** through four focused interventions: (a)creation of **Nano Enterprises**, (b) establishment of **new MSMEs** in sunrise and priority sectors, (c)**acceleration of existing enterprises**, and (d)**promotion of neo-innovative** enterprises. Through these integrated interventions, the Mission seeks to generate approximately **4.25 lakh employment** opportunities over a period of five years. Implemented by the Labour & Employment Department with active support from district administrations, the Mission focuses on structured credit linkage, institutional facilitation and sustained hand-holding to ensure enterprise viability.

Strong Governance and Institutional Backbone

Mission YUVA is supported by a robust governance structure. Progress is monitored at the apex level personally by the **Chief Secretary**, with strategic oversight from the

Administrative Secretary, Labour & Employment Department. A dedicated **Mission Director** provides focused administrative leadership.

At the district level, **District Level Implementation Committees (DLICs)** chaired by **Deputy Commissioners** oversee scrutiny and approval of proposals, convergence with line departments and coordination with banks. **Small Business Development Units (SBDUs)** at the district level, and **Business Help Desk(BHDs)** at the Sub-division level function as the Mission's operational arm, providing end-to-end support—from awareness generation and DPR preparation to loan facilitation, post-sanction mentoring and business sustenance.

Four Pillars of Mission YUVA

Mission YUVA is anchored on a four-pillar framework—**Culture, Capital, Capacity and Connectivity**—each addressing a critical constraint in the entrepreneurial ecosystem.

Culture: Building an Entrepreneurial Mindset and Ecosystem

The first pillar focuses on changing mindsets. Over **2,000 YUVA Doots** were trained and deployed across the Union Territory, conducting **more than 5,000 awareness camps** in panchayats and urban wards. Special campaign under **Udyam Jagriti** has been launched in phases. Special emphasis was placed on **first-generation entrepreneurs, women in general and particularly those already part of SHGs and youth from remote and border areas**. The objective was clear—to normalise entrepreneurship as a respectable and achievable livelihood option, and to inspire youth to become **job creators rather than job seekers**.

Capital: Making Finance Accessible and Low-Risk

Under the Capital pillar, Mission YUVA introduced a transformative intervention—the **Nano Enterprise concept**, implemented for the first time at scale within micro-enterprise financing. Secondary research and baseline survey findings revealed that most aspiring entrepreneurs wished to start businesses in the **₹5–6 lakh investment range**. By legitimising small, low-risk and locally viable enterprises, the Nano model made entrepreneurship approachable and reduced fear of over-leverage.

Nano Enterprises receive **25 percent capital subsidy and 5 percent interest subvention**, while MSMEs in focus sectors such as agritech, food processing, renewable energy, tourism and IT receive **6 percent interest subvention**. This structure ensures that access to capital becomes an enabler rather than a barrier. Also, there is provision of **acceleration of existing enterprises** which receive 6 percent interest subvention.

Mission YUVA also corrected the urban bias of earlier schemes by expanding outreach and receiving applications from **over 95 percent of panchayats**, ensuring that entrepreneurship promotion reached remote and border areas and became a **household-level aspiration**.

Capacity: Building Future-Ready Entrepreneurs

Capacity building under Mission YUVA was designed as a **continuous capability creation process**. A **Hybrid Course Model** combines curated digital content from

the **Skill India Digital Hub** with instructor-led classroom delivery. This blended approach ensures conceptual clarity while addressing digital literacy gaps among first-generation entrepreneurs.

The curriculum covers **entrepreneurship fundamentals, financial literacy, digital skills, cyber security awareness and introductory concepts of Artificial Intelligence**. Training follows a rolling model—**5,500 applicants have completed training, 2,500 are currently undergoing training, and 1,500 are registered for upcoming batches**—creating a steady pipeline of digitally and financially capable entrepreneurs.

This is reinforced through a **dual system of training**, combining institutional instruction with **community-driven Enterprise mentorship**. Mentors drawn from local communities provide contextual guidance, building trust and transforming entrepreneurship from an individual risk into a collective journey.

Connectivity: Linking Enterprises to Markets and Technology

The Connectivity pillar integrates enterprises with markets and digital platforms. Leveraging the **Open Network for Digital Commerce (ONDC)**, the **J&K Seller App** enables local products to reach national markets.

Innovation Ecosystem: Knowledge and IT Based Enterprises

The Innovation & Sustainability Challenge strengthens the innovation ecosystem by nurturing knowledge-driven and IT-based enterprises. Through Innovation Hubs at Indian Institute of Management Jammu and 14 incubation centres across universities, innovators receive structured mentorship, incubation support and government funding of up to ₹20 lakh. The initiative promotes technology-led and sustainable solutions, enabling ideas to mature into scalable enterprises that generate high-value employment and long-term socio-economic impact.

Digital Backbone: Mission YUVA App

The entire Mission YUVA initiative is driven through the **Mission YUVA App and Portal**, developed by **BISAG-N** as a secure, end-to-end digital platform. **End to end processing of applications through App** from receiving the application to final disbursement, collapsing the red tapism and 100% paperless processing. The App integrates a **AI based DPR generator**, a **Skill Learning Hub with over 25,000 videos**, and information on **career pathways and employment opportunities**, creating a comprehensive digital ecosystem for aspiring entrepreneurs. It enables seamless application, real-time tracking, and transparent processing across departments and banks, significantly reducing procedural hurdles.

The Mission YUVA Application and Portal incorporate a robust **Output Tracking** framework to ensure transparency, accountability, and sustainability of supported enterprises. The system mandates structured reporting through Work-in-Progress, Completion, and Sustenance Reports, each subjected to multi-level verification. Only enterprises that successfully clear the prescribed verification stages are showcased in the live **UDYAM Gallery**, enabling real-time public visibility of verified and operational enterprises. This digital mechanism ensures outcome-based monitoring while reinforcing credibility and citizen trust in the Mission's delivery architecture.

By anchoring Mission YUVA on this technology platform, the initiative ensures speed, transparency and inclusion—right up to the grassroots.

Impact on the Ground

Addressing unemployment, particularly among youth, remains a top priority of the Government of Jammu & Kashmir. The Government's strategy is not confined to short-term job provisioning but is focused on creating sustainable livelihoods through entrepreneurship, skilling, and institutional reforms, so that youth become job-creators rather than job-seekers.

In this context, Mission YUVA has emerged as a transformational initiative, witnessing unprecedented enthusiasm and participation from youth across the Union Territory. Since its launch, over 1.71 lakh youth have registered on the Mission YUVA platform, leading to around 70K formal enterprise applications—a scale that clearly reflects growing confidence in the programme.

Out of these applications, Detailed Project Reports (DPRs) for nearly 52,875 candidates have been professionally prepared through Small Business Development Units (SBDUs), ensuring technical and financial viability. Following this, 47,816 applications were examined and approved at the district level by the Deputy Commissioners, certifying the genuineness of applicants and alignment of proposals with Mission objectives.

As on date, 16,141 applications have successfully completed the full cycle, resulting in bank sanctions of nearly ₹1,000 crore, with over ₹700 crore already disbursed. These figures translate into thousands of enterprises being established on the ground, supported by structured capacity-building, where 7,339 entrepreneurs have completed training and another 5,000 are currently undergoing training.

It is important to clarify that approval by the Deputy Commissioner is an administrative and programmatic approval, ensuring eligibility, authenticity of applicants, and conformity with Mission YUVA guidelines. Bank appraisal is a separate and independent statutory process, conducted strictly as per RBI norms and banks' internal credit policies. At this stage, banks assess factors such as CIBIL score, existing loan exposure, family-level defaults, repayment capacity, and compliance documentation, which are beyond the administrative mandate of district authorities.

Of the 47,816 applications examined by banks, though 16,141 sanctioned by bank, around 9,500 applications have been returned, largely due to objective eligibility issues such as adverse credit history, existing liabilities, duplication of application from same family, or non-compliance with banking norms. Several other applications were returned due to rectifiable documentation gaps, such as rent agreements or quotations. These cases are being actively addressed by SBDUs and district officials for correction and resubmission.

From the remaining 37,000 applications currently with banks, about 15,000 cases are at an advanced stage, pending completion of procedural documentation and will be sanctioned by 31st March 2026 while around 22,000 applications are assessed to be

credit-worthy and are expected to be sanctioned progressively over the next 3–4 months. This clearly indicates a strong and moving pipeline, rather than stagnation.

Mission YUVA is not a subsidy-driven or indiscriminate loan distribution scheme, but a rigorous, transparent, and credibility-based entrepreneurship programme. The multi-stage scrutiny ensures that while every genuine aspirant is given opportunity, only financially viable and sustainable enterprises receive bank finance—protecting both public resources and the future of young entrepreneurs.

With rising registrations, increasing sanctions and disbursements, expanding training coverage, and strong institutional mechanisms now firmly in place, Jammu & Kashmir is witnessing a clear upward and onward movement towards entrepreneurship-led employment generation, laying a durable foundation for inclusive economic growth.

—Together, these outcomes demonstrate that Mission YUVA has moved decisively from **policy intent to delivery at scale**, transforming entrepreneurship into a people-led movement across Jammu & Kashmir. By placing special emphasis on **first-generation entrepreneurs, women**—particularly those associated with Self-Help Groups—and **youth from remote and border areas**, the Mission has normalised entrepreneurship as a respectable and achievable livelihood option, inspiring young people to become job creators rather than job seekers as evident from the fact that Mission has **received applications from 95% of the panchayats**. Anchored in evidence from baseline surveys and secondary research, the introduction of the **Nano Enterprise** model—tailored to the widely preferred ₹5–6 lakh investment range—has provided a credible, low-risk entry point into enterprise creation, firmly advancing the vision of **Atmanirbhar Bharat** as a lived economic reality across the Union Territory

Further, In Labour sector. An amount of RS 5 crore has been approved under the Capex Budget for the Labour sector for the financial year 2026-27. The proposed capital outlay is aimed at achieving measurable and outcome oriented improvements, including enhanced access to labour services, increased availability of night shelter facilities for workers, faster and more effective grievance redressal mechanisms, smooth and effective implementation of the Labour Codes, strengthening of digital governance through e-Office and online service delivery and overall enhancement of the institutional capacity of the Labour Department across the Union Territory of Jammu & Kashmir.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

Mr. Pawan Kumar Gupta, Hon'ble MLA to move the following Cut Motions:-

1. I move a cut of Rs.100/- in Demand No. 25 to discuss the various corporate institutions working in Udhampur District responsible for their corporate responsibility to create funds for social assistance to labour and other communities entitled to be benefitted under such social responsibilities.

Reply:

Corporate Social Responsibility (CSR) obligations of companies are governed under the provisions of the Companies Act, 2013 and the identification, approval and monitoring of CSR expenditure does not fall within the statutory jurisdiction of the Labour Department. However, all factories, establishments, contractors and construction companies operating in Udhampur district are bound by various labour legislations which mandate compulsory welfare, social security and safety measures for workers.

- ❖ Social Security Coverage Registration of eligible workers under ESI.
- ❖ Coverage under EPF and deposit of employer and employee contributions.
- ❖ Provision of gratuity, maternity benefits and other notified benefits.
- ❖ Employers are required to ensure Safe workplaces, Protective equipment, regulated working hours, sanitation, drinking water, canteen/rest room facilities wherever applicable.

The Labour Department ensures compliance through; regular inspections, verifications of records and returns, facilitation of worker enrolment in welfare schemes.

2. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the delay in the implementation of a pension scheme in favour of workers engaged in the unorganized sector, as well as the need for provisions of housing loans for construction of residential houses. Details of wards of construction workers benefitted in respect of financial assistance paid for continuation of their academic education courses within and outside Jammu and Kashmir in Udhampur District should also be discussed.

Reply:

‘ The pension benefits for unorganized sector workers are covered under the Pradhan Mantri Shram Yogi Maandhan (PMSYM), a Government of India scheme. Under PMSYM, eligible unorganized workers aged 18–40 years can voluntarily enrol, make contributions which is matched by Central Government and receive a minimum assured pension of Rs. 3,000 per month after attaining the age of 60 years. The scheme is being implemented as per Government of India guidelines, and eligible workers are being facilitated for registration through designated centres. As on date 3300 registrations have been made under PMSYM in district Udhampur. Special drives of awareness camps are being conducted to increase the coverage in the district block wise.

- a) Besides, the Government of Jammu and Kashmir has already started covering the construction workers in unorganized sector under various pension schemes

which include PMSBY, PMJJBY, PMSYM, Atal Pension Yojana etc. JKBOCWWB has already provided an amount of Rs.62,38,920.00 lakhs covering 311946 active registered construction workers, as premium on account of PMSBY which include Rs155300.00 in respect of 7765 active registered workers of district Udhampur. The Board is working out on a pension scheme for such workers who are not covered under above schemes. Around 39000 workers have already retired upto the year 2025. Number of retired workers will increase with every passing year. The total number of active workers in the age group of 41 and 60 years is 219686. The Board has to take into account the resources at its disposal and sustainability of the pension scheme. Therefore, the pension scheme has to be carved out taking into account the overall resources of the Board so that the financial assistance under prevalent welfare schemes do not get disturbed. The Board is presently providing financial assistance under various welfare schemes which include ex-gratia in the event of death, both natural and accidental, relief in the event of disability, both permanent as well as temporary, medical assistance for chronic diseases, financial assistance for education of wards of workers from primary class to graduation, post-graduation besides other professional courses like MBBS, Engineering and other allied integrated courses. The Board is also providing financial assistance to its workers in the event of marriage which is also provided to their dependent children as well. The rates in all the schemes have been revised and the quantum of expenditure towards these welfare schemes has considerably gone up.

- b) The Government of India is providing housing facility under PMAY-G and PMAY-U and construction workers are also covered under the scheme. Furthermore, the Code on Social Security Act, 2020 has no provision of providing Housing loan to the workers. Further, as already mentioned above, the Board is actively considering the proposal for launch of pension scheme for the workers who retire at the age of sixty year and the proposed scheme is likely to involve huge financial implications/expenditure and the Board may not sustain such a huge expenditure in providing housing loan to the workers.
- c) JKBOCWWB is providing financial assistance for education for the wards of the workers right from primary level upto post-graduation. Financial assistance is also provided for various professional and allied integrated courses which include MBBS, Engineering etc. The assistance is provided to the wards irrespective of where they are studying within the UT and within the country. The rates have been revised which came into effect from April, 2024. The students who are securing 90% and above marks either in the 10th class or 12th class are also paid scholarship award of Rs.50,000.00 by the Board. During the last two years, the Board has provided financial assistance for education to the wards of workers of District Udhampur to the tune of Rs.4,82,01,457.00.

3. I move a cut of 100 in Demand No. 25 to discuss the functioning of the Labour and Employment Department.

Reply:

Background

The Labour & Employment Department of Jammu and Kashmir plays a pivotal role in promoting social justice, industrial harmony, and inclusive economic growth by

safeguarding the rights and welfare of workers. With rapid socio-economic changes, expansion of infrastructure, growth of MSMEs, increasing migration of labour, and rising participation in the informal sector, the responsibilities of the Department have expanded significantly.

A. Employment Department: -

Background-

The Employment Department of Jammu and Kashmir functions as a vital institutional mechanism for facilitating gainful employment, enhancing employability, and addressing unemployment, particularly among youth and vulnerable sections of society. In view of changing economic conditions, technological advancement, and increasing aspirations of educated youth, the role of the Department has expanded from traditional placement services to comprehensive career facilitation, skill linkage, and self-employment promotion.

With a large proportion of the workforce entering the labour market every year, especially from rural and remote areas, the Department plays a critical role in bridging the gap between job seekers and employers, while also supporting entrepreneurship and livelihood generation.

1. Organisational Structure

The Employment Department functions under the administrative control of the Labour & Employment Department and is headed by the Director Employment.

2. Core Functions

The major functions of the Employment Department include:

(i) Registration of Job Seekers

- Registration and renewal of unemployed youth and job aspirants.
- Maintenance of a live database of job seekers.
- Categorisation based on qualification, skill, and experience.

(ii) Employment Assistance and Placement

- Sponsoring eligible candidates against notified vacancies in Government, Public Sector Undertakings, and private establishments.
- Organising job fairs, campus placements, and recruitment drives.
- Facilitating local employment in industrial estates and infrastructure projects.

(iii) Career Guidance and Counselling

- Providing career counselling to students and job seekers.
- Conducting orientation programmes on emerging career opportunities.
- Promoting awareness about vocational and professional courses.

(iv) Implementation of Employment Promotion Schemes

- Implementation of self-employment and entrepreneurship schemes.
- Facilitation under Mission YUVA, PMEGP, and other livelihood programmes.
- Support for start-ups, micro-enterprises, and small businesses.

(v) Skill Development Linkages

- Coordination with Skill Development Department, ITIs, and training institutions.
- Mapping skill demand and supply.
- Mobilisation of youth for skill training and upskilling programmes.

3. Digital and Institutional Reforms

The Employment Department has adopted digital platforms to enhance transparency and accessibility, including:

- Online registration and renewal portals.
- E-employment exchanges.
- Integration with national portals such as e-Shram and NCS (National Career Service).
- Online vacancy notifications and candidate tracking systems.

These reforms have reduced procedural delays and improved service delivery.

4. Outreach and Inclusion

Special emphasis is laid on inclusion of:

- Women job seekers
- Persons with Disabilities (PwDs)
- Scheduled Castes/Tribes
- Minority communities
- Youth from remote and border areas

Through targeted counselling, special placement drives, and reserved category facilitation.

5. Monitoring and Evaluation

- Periodic review meetings at district and UT levels.
- Performance monitoring through MIS.
- Outcome-based assessment of placement and self-employment initiatives.
- Feedback mechanisms from beneficiaries and employers.

6. Conclusion

The Employment Department of Jammu and Kashmir is functioning as a proactive facilitator of employment, employability, and entrepreneurship. Through continuous reforms, digital transformation, and stakeholder collaboration, the Department remains committed to providing sustainable livelihood opportunities and empowering the youth of the Union Territory.

B. Labour Sector:-

The workforce in the Union Territory is largely engaged in agriculture, construction, handicrafts, tourism, small industries, transport, and services, with a substantial proportion employed in the unorganised sector. These workers often face challenges related to job security, occupational safety, wage protection, and access to social security benefits. In this context, the Department functions as a key institutional mechanism for regulating employment, enforcing labour laws, extending welfare coverage, and ensuring balanced industrial relations.

In view of the transition from multiple labour legislations to four consolidated Labour Codes, digital governance reforms, and the growing need for universal social security,

the Department has adopted a reform-oriented, worker-centric, and technology-driven approach to strengthen service delivery and governance. The functioning of the Department, therefore, assumes critical importance in sustaining economic development while ensuring dignity and protection for the workforce.

The Functioning of Labor Department

Introduction:

The department is headed by a Labour Commissioner with Deputy Labour Commissioners functioning as divisional heads and Assistant Labour Commissioners at District level. The department also has its office at Chandigarh to look after the welfare of labourers of J&K, who go outside the J&K UT for work. Labour Commissioner is also the Chief Inspector of Factories assisted by 4 Inspectors of Factories, two each for Jammu and Kashmir divisions.

Working of Labour Department

The Labour Department is entrusted to safeguard and protect the interests of workers through implementation of the various labour laws regulates the working conditions of workers and their welfare in public and private sector of J&K. Department plays a crucial role in safeguarding the legal rights and well-being of workers employed across various Industries, Factories, and Establishments.

In India, labour is a subject in the concurrent list, empowering both central and state governments to legislate on labour matters. These laws cover a wide range of areas, including occupational health and safety, employment conditions, minimum wage determination and revision, wage payments, compensation for workplace injuries, and the abolition of bonded and child labour. They also address issues like contract labour, industrial dispute resolution, and social security provisions such as provident fund, employee state insurance, gratuity, and bonus payments. Additionally, these laws regulate working conditions, holidays, and hours of work, fostering a fair and equitable workplace environment. While enforcing these Labour Acts, 2139 cases have been settled and compensation amounting to Rs 7913.07 lakh was disbursed to the aggrieved labourers during last 3 years, besides 70,476 registrations and 41,416 renewals have been made. The year wise details are as under:

A. Dispute settled in last three years:

Act	2023-24	2024-25	2025-26
Payment of Wages Act	286	314	177
Minimum Wages Act	10	8	9
Payment of Gratuity Act	229	251	123
Workmen Compensation Act	214	290	171
Industrial Dispute Act	23	20	14
Total	762	883	494

B. Registrations and Renewals in last three years under various Labour Acts:

Service	2023-24	2024-25	2025-26

	Fresh	Renew	Fresh	Renew	Fresh	Renew
Shops & Establishment Registrations	31915	17935	20213	10903	11050	9538
Contractors Registrations	368	542	325	358	177	297
Establishments employing Building workers	37	0	119	0	25	0
Factory Registrations	36	284	36	153	9	104
Migrant Contractors Registrations	9	8	19	8	7	4
Establishment Employing migrants Labourers	14	8	43	0	14	0
Establishment Employing Contract Labour	70	0	42	0	21	0
Boilers Registrations	16	76	10	67	1	13
Registrations under Motor Transport Act	250	757	196	140	148	221
Form-D	2637	0	1693	0	976	0
Total	35352	19610	22696	11629	12428	10177

C. Revenue realization in last three years under various Labour Acts:

Name of the Act	2023-24	2024-25	2025-26	Rs. In lakh
Shops & Establishment Act.	590.22	549.12	292.84	
Building & Other Construction workers Act	0.30	1.10	0.50	
Interstate Migrant Workers Act	0.11	0.45	0.25	
Contract Labour Act	0.88	1.29	0.55	
Motor Transport Workers Act	4.48	3.60	1.31	

Factory Act	30.92	64.81	177.01
Trade Union Act	0.06	0.16	0.03
Total	626.97	619.24	472.49

New initiatives being rolled out by the Departments along with their timelines:

III. Road-map for implementation of Labour Codes: The Government of India has consolidated 29 Central Labour Laws into four comprehensive Labour Codes, namely the Code on Wages, the Industrial Relations Code, the Code on Social Security, and the Occupational Safety, Health and Working Conditions Code. Effective implementation of these landmark reforms requires sustained awareness generation, capacity building, technical support and coordinated action at multiple levels. The implementation of the four Labour Codes in Jammu & Kashmir requires a mission-mode, decentralised and time-bound approach, considering the predominance of unorganised employment, limited compliance capacity of small establishments, and the significant transition from multiple legacy labour laws to a consolidated legal framework. The proposed road map is structured to ensure institutional readiness, widespread stakeholder awareness, capacity building of enforcement machinery, effective field-level facilitation, and robust monitoring and review mechanisms.

- f) **Institutional & Preparatory Framework:** An Apex Committee chaired by the Chief Secretary will be constituted to provide strategic direction and policy oversight, while an Executive Committee under the Administrative Secretary, Labour & Employment Department will ensure operational coordination and inter-departmental convergence besides having District Level Committee headed by Deputy Commissioner. A UT level Project Management Unit (PMU) under the Labour Commissioner will be established to support policy interpretation, planning, coordination, and monitoring. During this phase, domain experts, IEC professionals, MIS analysts, and district coordinators will be engaged, and standard operating procedures, operational manuals, FAQs, and implementation guidelines will be finalised to ensure uniform interpretation and application of the Labour Codes across the Union Territory.
- g) **Capacity Building of Enforcement Machinery:** Structured training programmes will be organised for Labour Officers, Inspectors, and field functionaries to enhance their understanding of both substantive and procedural aspects of the Labour Codes. Exposure visits to select States and Union Territories will be undertaken to learn best practices in Labour Code implementation. Simultaneously, digital tools and MIS-based dashboards will be developed and operationalized to support inspections, registrations, compliance tracking, and grievance monitoring.

- h) **UT wide IEC & Stakeholder Sensitization:** A comprehensive information, education and communication (IEC) campaign will be launched to ensure widespread awareness and stakeholder engagement. IEC activities will be conducted at UT, district, block, town, industrial estate, and worksite levels using print, electronic, digital, and cultural media such as Nukkad Nataks, Band Pather, audio-visual clips, and radio programmes. Targeted outreach will be undertaken for unorganized workers, MSMEs, traders, contractors, gig and platform workers, and trade unions, with a focus on simplifying and contextualizing Labour Code provisions in practical employment scenarios.
- i) **Decentralized Field Level Implementation:** Field level implementation will be carried out through a block- and town-based model, treating each unit as an independent implementation zone. Shram Sahayiks will be deployed at the block level to provide last-mile facilitation, support awareness activities, and assist workers and employers in understanding the new legal framework. On-the-spot registration of workers under e-Shram, BOCW, PM-SYM and other social security schemes will be undertaken, along with compliance facilitation and grievance redressal handholding for small establishments and MSMEs.
- j) **Monitoring, Review & Course Correction:** Monitoring and review will be a continuous process supported by MIS-based real-time dashboards maintained by the PMU, with district-wise performance indicators. Monthly review meetings will be held at district and UT levels to assess progress and address bottlenecks. Structured feedback mechanisms will enable policy clarification, procedural simplification, and mid-course corrections, with periodic reporting to the Apex and Executive Committees to ensure accountability and timely decision-making.

IV. Proposal for Establishment of Shram Shakti Bhawan / Shram Suvidha Sadan: The informal and unorganised sector forms a large segment of the workforce but continues to face insecurity, limited access to welfare benefits, and inadequate institutional support. To address these challenges, it is proposed to establish Shram Shakti Bhawan / Shram Suvidha Sadan as a dedicated facilitation and empowerment centre to ensure dignity, safety, and social security for workers, particularly migrants and those from marginalized backgrounds. The proposed Bhawan will function as a multipurpose welfare hub providing temporary safe and hygienic shelter, facilitation centre, enrolment under key social security schemes such as e-Shram, BOCWWB, PMJAY, ESIC and EPFO, legal awareness, counselling, and outreach activities. Implementation will be carried out in a structured manner through identification of suitable land in Jammu and Srinagar, finalization of facilities by a dedicated committee, preparation of a Detailed Project Report (DPR), assessment of manpower requirements, and framing of a Standard Operating Procedure (SOP). The initiative will bridge the gap between workers and welfare systems and strengthen inclusive labour welfare governance.

1. J&K Building & Other Construction Workers Welfare Board (J&K BOCWWB)

Vision:

J&K Building & Other Construction Workers Welfare Board (JKBOCWWB) was constituted in the Union Territory of Jammu and Kashmir in the year 2006, pursuant to enactment of a legislation by the Parliament known as "Building & Other Construction Workers (Regulation of Employment & Conditions of Services) Act, 1996". The main aim and objective of this legislation was to mitigate the sufferings of construction workers, regulate their employment and service conditions, take care of the welfare of registered construction workers including dependent family members, provide for their safety, health and take welfare-oriented measures on socio-economic front for them.

Working:

Board presently runs various welfare schemes for workers and all the payments are made to the beneficiaries through DBT mode.

J&K Building and Construction Workers Welfare Board is currently running the below mentioned welfare schemes for registered construction Workers.

S. No.	Name of the Scheme	Amount of Assistance
1	Ex-gratia in the event of accidental death of a worker	Rs.500000
2	Ex -gratia in the event of natural death of a worker	Rs.200000
3	Financial assistance in the case of chronic or life consuming disease of a worker or his dependent family member	Rs.150000
4	Financial assistance in the case of permanent disability of a worker (disability beyond 50%)	Rs.450000
5	Financial assistance in case of disability between 25% to 50%.	Rs.75000
6	Financial assistance for treatment and disability upto 25% in case a worker remains away from work place for a period of not less than one month and not less than three months	Rs.9330.- to Rs.27990/-
7	Financial assistance for education for the wards of workers	*Rs.2800 to Rs.48000
8	Financial assistance in the event of marriage for self or real daughter/ son	Rs.50000
9	Scholarship award for meritorious wards of a worker securing 90% and above marks in class 10th or 12th	Rs.50000
10	Financial assistance to meet the expenditure of funeral at the time of death of a worker	Rs.5000
11	Financial assistance in cases of maternity of female workers	Rs.5000

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

4. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the registration of unemployed youth of different categories in Jammu and Kashmir, especially in Udhampur West Constituency, and the steps being taken by the Government for their proper employment.

Reply:

District-wise registration of unemployed youth with DE&CC's of J&K UT :-

S.N o	District	Male	Female	Total
1	Srinagar	11802	8058	19860
2	Ganderbal	10479	5295	15774
3	Budgam	8159	3303	11462
4	Anantnag	18494	14230	32724
5	Kulgam	14976	6482	21458
6	Pulwama	18034	9880	27914
7	Shopian	11175	7417	18592
8	Baramulla	13090	6478	19568
9	Bandipora	6692	4385	11077
10	Kupwara	14275	5115	19390
Total Division		127176	70643	197819
13	Jammu	8248	6935	15183
14	Samba	10056	7414	17470
15	Kathua	16997	9805	26802
16	Kishtwar	6561	2519	9080
17	Doda	9578	3632	13210
18	Rajouri	10876	4695	15571
19	Reasi	8121	4256	12377

20	Udhampur	6347	5272	11619
21	Ramban	11212	2754	13966
22	Poonch	11032	5559	16591
Total Division	Jammu	99028	52841	151869
Grand Total		226204	123484	349688

Udhmapur West constituency

Male = 3234, Female = 3013,

Total Registration of Un-employed youth= 6247

1.Under Mission YUVA Scheme:

Applications Received = 869

Sanctioned by JK Banks = 185

Disbursed by JK Banks = 148

steps being taken by the Government for their proper employment.

- Implementation of Mission YUVA for entrepreneurship promotion and sustainable livelihoods.
- Strengthening of career counselling and skill mapping at the district level.
- Convergence with Skill Development Department to align training programmes with market demand.
- Regular organization of job fairs across districts to enhance private-sector participation.
- Promotion of self-employment through credit-linked schemes with interest subvention support.

The Government remains committed to enhancing employment opportunities, reducing skill gaps, and encouraging private sector investment to generate sustainable livelihood opportunities for the youth of Jammu & Kashmir.

5. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the need to promote harmonious relations between labour and management, extend welfare measures like RSVY, NPS, and LITE, provide medical care and benefits to ESIC beneficiaries, and establish proper workshops for career guidance for job seekers, along with details of initiatives carried out in Udhampur District in this regard.

Reply:

In response to the matter regarding the promotion of harmonious relations between labour and management and the implementation of welfare and social security measures in Udhampur District, the following initiatives are being undertaken to strengthen labour welfare and social protection in the district.

I. Promotion of Harmonious Labour–Management Relations: The Labour Department in Udhampur District is actively working to maintain industrial peace and cordial relations between labour and management through: -

- a. Regular conciliation proceedings and mediation in industrial disputes under relevant labour laws.
- b. Periodic meetings with representatives of employers and workers to address grievances and prevent conflicts.
- c. Awareness programmes on labour laws, rights, and responsibilities to ensure compliance and mutual understanding.
- d. Encouragement of bipartite dialogue and grievance redressal mechanisms at the establishment level.

These measures have contributed to maintaining industrial harmony and minimizing disruptions in the district.

II. Extension of Welfare Measures (RSVY, NPS, LITE and Other Schemes): Efforts are being made to extend social security coverage to eligible workers, particularly those in the unorganized sector. Special outreach programmes are organized in collaboration with field functionaries to increase coverage among unorganized workers.

III. Medical Care and ESIC Benefits. The Employees' State Insurance (ESI) Scheme is being implemented to provide medical care and social security benefits to insured persons and their dependents in Udhampur District:

- a. Facilitation of ESI registration for eligible establishments and employees.
- b. Awareness programmes highlighting benefits such as medical treatment, sickness benefit, maternity benefit, disablement benefit, and dependents' benefit.
- c. Coordination with ESI dispensaries/hospitals to ensure timely medical care to beneficiaries.
- d. Assistance to insured persons in claim processing and grievance redressal.
- e. There is one Dispensary cum Branch Office (DCBO) operating in District Udhampur, which is fully under the administrative control of ESI Corporation, J&K ensuring full medical assistance to the registered beneficiaries. At present, a total of 3075 beneficiaries are registered in the district. Beneficiaries and their dependents received healthcare benefits in accordance with their entitlements under the ESIC Act, 1948.

These initiatives ensure that covered workers receive comprehensive medical and cash benefits under the ESI Act.

IV. District-Level Initiatives in Udhampur

In Udhampur District specifically, the following initiatives have been carried out:

- a. Periodic labour awareness camps in rural and semi-urban areas to increase social security enrolment.
- b. Joint inspections and advisory visits to establishments to ensure compliance with labour laws.
- c. Special grievance redressal camps to address issues of workers promptly.
- d. Coordination meetings with industry representatives to strengthen employer–employee cooperation.

These measures collectively aim to improve working conditions, expand social security coverage, and promote sustainable employment in the district.

The District Administration remains committed to strengthening labour welfare mechanisms, enhancing social security outreach, and fostering harmonious industrial relations in Udhampur.

Mr. Darshan Kumar, Hon'ble MLA to move the following Cut Motions:-

- 1. I move a cut of Rs.100/- in Demand No.25 in order to discuss the functioning of the Labour and Employment Department with particular reference in Basohli Constituency.**

Reply:

Background

The Labour & Employment Department of Jammu and Kashmir plays a pivotal role in promoting social justice, industrial harmony, and inclusive economic growth by safeguarding the rights and welfare of workers. With rapid socio-economic changes, expansion of infrastructure, growth of MSMEs, increasing migration of labour, and rising participation in the informal sector, the responsibilities of the Department have expanded significantly.

A. Background- Employment Department :-

The Employment Department of Jammu and Kashmir functions as a vital institutional mechanism for facilitating gainful employment, enhancing employability, and addressing unemployment, particularly among youth and vulnerable sections of society. In view of changing economic conditions, technological advancement, and increasing aspirations of educated youth, the role of the Department has expanded from traditional placement services to comprehensive career facilitation, skill linkage, and self-employment promotion.

With a large proportion of the workforce entering the labour market every year, especially from rural and remote areas, the Department plays a critical role in bridging the gap between job seekers and employers, while also supporting entrepreneurship and livelihood generation.

1. Organisational Structure

The Employment Department functions under the administrative control of the Labour & Employment Department and is headed by the Director Employment.

2. Core Functions

The major functions of the Employment Department include:

(i) Registration of Job Seekers

- Registration and renewal of unemployed youth and job aspirants.
- Maintenance of a live database of job seekers.
- Categorisation based on qualification, skill, and experience.

(ii) Employment Assistance and Placement

- Sponsoring eligible candidates against notified vacancies in Government, Public Sector Undertakings, and private establishments.
- Organising job fairs, campus placements, and recruitment drives.

- Facilitating local employment in industrial estates and infrastructure projects.

(iii) Career Guidance and Counselling

- Providing career counselling to students and job seekers.
- Conducting orientation programmes on emerging career opportunities.
- Promoting awareness about vocational and professional courses.

(iv) Implementation of Employment Promotion Schemes

- Implementation of self-employment and entrepreneurship schemes.
- Facilitation under Mission YUVA, PMEGP, and other livelihood programmes.
- Support for start-ups, micro-enterprises, and small businesses.

(v) Skill Development Linkages

- Coordination with Skill Development Department, ITIs, and training institutions.
- Mapping skill demand and supply.
- Mobilisation of youth for skill training and upskilling programmes.

3. Digital and Institutional Reforms

The Employment Department has adopted digital platforms to enhance transparency and accessibility, including:

- Online registration and renewal portals.
- E-employment exchanges.
- Integration with national portals such as e-Shram and NCS (National Career Service).
- Online vacancy notifications and candidate tracking systems.

These reforms have reduced procedural delays and improved service delivery.

4. Outreach and Inclusion

Special emphasis is laid on inclusion of:

- Women job seekers
- Persons with Disabilities (PwDs)
- Scheduled Castes/Tribes
- Minority communities
- Youth from remote and border areas

Through targeted counselling, special placement drives, and reserved category facilitation.

5. Monitoring and Evaluation

- Periodic review meetings at district and UT levels.
- Performance monitoring through MIS.
- Outcome-based assessment of placement and self-employment initiatives.
- Feedback mechanisms from beneficiaries and employers.

6. Conclusion

The Employment Department of Jammu and Kashmir is functioning as a proactive facilitator of employment, employability, and entrepreneurship. Through continuous reforms, digital transformation, and stakeholder collaboration, the Department remains committed to providing sustainable livelihood opportunities and empowering the youth of the Union Territory.

The Labour & Employment Department is functioning effectively in Basholi Constituency by implementing various welfare and social security schemes for organized/unorganized construction workers etc. Regular panchayat wise awareness-cum-registration camps are being conducted to disseminate information regarding the BOCWWB schemes and other social security schemes such as PM-SYM, PMJJBY, PMSBY etc. These camps are organized with active coordination of line departments including Rural Development Department, Social Welfare Department and other stakeholders to ensure maximum outreach, enrolment and delivery of benefits to eligible workers.

Further, total number of Labour cards registered in Basholi constituency are 202 and during the year under reference, the department conducted a total of 13 awareness camps at various panchayat and block level.

With regard to the functioning of the Employment Department in Basohli Constituency, the Department is actively engaged in registration and facilitation of unemployed youth for wage and self-employment opportunities. Eligible unemployed youth of the constituency are being registered on Employment Portal (www.jakemp.nic.in) to enable them to avail placement assistance and various government schemes.

The Department is also promoting self-employment through schemes such as Tejaswini, Spurring and Mumkin, which provide financial assistance and entrepreneurial support to youth for establishing sustainable livelihood ventures. Regular awareness camps are conducted at Panchayat and Block levels to disseminate information regarding these schemes and to ensure maximum outreach.

The flagship programme Mission Yuva is being implemented with focused attention in Basohli Constituency through awareness drives, capacity-building programmes and loan facilitation support. From the constituency, 390 number of applications have been received under Mission Yuva and 71 number of applications have been disbursed.

The Department conducts regular Rozgar Melas/Job Fairs at the district level to connect local youth with private sector employers within and outside the district. Career counselling sessions are also conducted by the Career Counselling Officer to guide youth regarding suitable career pathways, skill options and entrepreneurial opportunities. The Department provides continuous handholding support under Mission YUVA from application stage to loan sanction and disbursement, thereby ensuring that the youth of Basohli Constituency are effectively supported in securing gainful employment and self-employment opportunities.

C. Labour Sector

The workforce in the Union Territory is largely engaged in agriculture, construction, handicrafts, tourism, small industries, transport, and services, with a substantial proportion employed in the unorganised sector. These workers often face challenges related to job security, occupational safety, wage protection, and access to social security benefits. In this context, the Department functions as a key institutional mechanism for regulating employment, enforcing labour laws, extending welfare coverage, and ensuring balanced industrial relations.

In view of the transition from multiple labour legislations to four consolidated Labour Codes, digital governance reforms, and the growing need for universal social

security, the Department has adopted a reform-oriented, worker-centric, and technology-driven approach to strengthen service delivery and governance. The functioning of the Department, therefore, assumes critical importance in sustaining economic development while ensuring dignity and protection for the workforce.

The Functioning of Labor Department

Introduction:

The department is headed by a Labour Commissioner with Deputy Labour Commissioners functioning as divisional heads and Assistant Labour Commissioners at District level. The department also has its office at Chandigarh to look after the welfare of labourers of J&K, who go outside the J&K UT for work. Labour Commissioner is also the Chief Inspector of Factories assisted by 4 Inspectors of Factories, two each for Jammu and Kashmir divisions.

Working of Labour Department

The Labour Department is entrusted to safeguard and protect the interests of workers through implementation of the various labour laws regulates the working conditions of workers and their welfare in public and private sector of J&K. Department plays a crucial role in safeguarding the legal rights and well-being of workers employed across various Industries, Factories, and Establishments.

In India, labour is a subject in the concurrent list, empowering both central and state governments to legislate on labour matters. These laws cover a wide range of areas, including occupational health and safety, employment conditions, minimum wage determination and revision, wage payments, compensation for workplace injuries, and the abolition of bonded and child labour. They also address issues like contract labour, industrial dispute resolution, and social security provisions such as provident fund, employee state insurance, gratuity, and bonus payments. Additionally, these laws regulate working conditions, holidays, and hours of work, fostering a fair and equitable workplace environment. While enforcing these Labour Acts, 2139 cases have been settled and compensation amounting to Rs 7913.07 lakh was disbursed to the aggrieved labourers during last 3 years, besides 70,476 registrations and 41,416 renewals have been made. The year wise details are as under:

A. Dispute settled in last three years:

Act	2023-24	2024-25	2025-26
Payment of Wages Act	286	314	177
Minimum Wages Act	10	8	9
Payment of Gratuity Act	229	251	123
Workmen Compensation Act	214	290	171
Industrial Dispute Act	23	20	14
Total	762	883	494

B. Registrations and Renewals in last three years under various Labour Acts:

Service	2023-24		2024-25		2025-26	
	Fresh	Renew	Fresh	Renew	Fresh	Renew
Shops & Establishment Registrations	31915	17935	20213	10903	11050	9538
Contractors Registrations	368	542	325	358	177	297
Establishments employing Building workers	37	0	119	0	25	0
Factory Registrations	36	284	36	153	9	104
Migrant Contractors Registrations	9	8	19	8	7	4
Establishment Employing migrants Labourers	14	8	43	0	14	0
Establishment Employing Contract Labour	70	0	42	0	21	0
Boilers Registrations	16	76	10	67	1	13
Registrations under Motor Transport Act	250	757	196	140	148	221
Form-D	2637	0	1693	0	976	0
Total	35352	19610	22696	11629	12428	10177

C. Revenue realization in last three years under various Labour Acts:

Name of the Act	2023-24	2024-25	2025-26
Shops & Establishment Act.	590.22	549.12	292.84
Building& Other Construction workers Act	0.30	1.10	0.50
Interstate Migrant Workers Act	0.11	0.45	0.25
Contract Labour Act	0.88	1.29	0.55
Motor Transport Workers Act	4.48	3.60	1.31
Factory Act	30.92	64.81	177.01
Trade Union Act	0.06	0.16	0.03
Total	626.97	619.24	472.49

New initiatives being rolled out by the Departments along with their timelines:

V).Road-map for implementation of Labour Codes: The Government of India has consolidated 29 Central Labour Laws into four comprehensive Labour Codes, namely the Code on Wages, the Industrial Relations Code, the Code on Social Security, and the Occupational Safety, Health and Working Conditions Code. Effective implementation of these landmark reforms requires sustained awareness generation, capacity building, technical support and coordinated action at multiple levels. The implementation of the four Labour Codes in Jammu & Kashmir requires a mission-mode, decentralised and time-bound approach, considering the predominance of unorganised employment, limited compliance capacity of small establishments, and the significant transition from multiple legacy labour laws to a consolidated legal framework. The proposed road map is structured to ensure institutional readiness, widespread stakeholder awareness, capacity building of enforcement machinery, effective field-level facilitation, and robust monitoring and review mechanisms.

- k) **Institutional & Preparatory Framework:** An Apex Committee chaired by the Chief Secretary will be constituted to provide strategic direction and policy oversight, while an Executive Committee under the Administrative Secretary, Labour & Employment Department will ensure operational coordination and inter-departmental convergence besides having District Level Committee headed by Deputy Commissioner. A UT level Project Management Unit (PMU) under the Labour Commissioner will be established to support policy interpretation, planning, coordination, and monitoring. During this phase, domain experts, IEC professionals, MIS analysts, and district coordinators will be engaged, and standard operating procedures, operational manuals, FAQs, and implementation guidelines will be finalised to ensure uniform interpretation and application of the Labour Codes across the Union Territory.
- l) **Capacity Building of Enforcement Machinery:** Structured training programmes will be organised for Labour Officers, Inspectors, and field functionaries to enhance their understanding of both substantive and procedural aspects of the Labour Codes. Exposure visits to select States and Union Territories will be undertaken to learn best practices in Labour Code implementation. Simultaneously, digital tools and MIS-based dashboards will be developed and operationalized to support inspections, registrations, compliance tracking, and grievance monitoring.
- m) **UT wide IEC & Stakeholder Sensitization:** A comprehensive information, education and communication (IEC) campaign will be launched to ensure widespread awareness and stakeholder engagement. IEC activities will be conducted at UT, district, block, town, industrial estate, and worksite levels using print, electronic, digital, and cultural media such as Nukkad Nataks, Band Pather, audio-visual clips, and radio programmes. Targeted outreach will be undertaken for unorganized workers, MSMEs, traders, contractors, gig and platform workers, and trade unions, with a focus on simplifying and contextualizing Labour Code provisions in practical employment scenarios.

- n) **Decentralized Field Level Implementation:** Field level implementation will be carried out through a block- and town-based model, treating each unit as an independent implementation zone. Shram Sahayiks will be deployed at the block level to provide last-mile facilitation, support awareness activities, and assist workers and employers in understanding the new legal framework. On-the-spot registration of workers under e-Shram, BOCW, PM-SYM and other social security schemes will be undertaken, along with compliance facilitation and grievance redressal handholding for small establishments and MSMEs.
- o) **Monitoring, Review & Course Correction:** Monitoring and review will be a continuous process supported by MIS-based real-time dashboards maintained by the PMU, with district-wise performance indicators. Monthly review meetings will be held at district and UT levels to assess progress and address bottlenecks. Structured feedback mechanisms will enable policy clarification, procedural simplification, and mid-course corrections, with periodic reporting to the Apex and Executive Committees to ensure accountability and timely decision-making.

VI) Proposal for Establishment of Shram Shakti Bhawan / Shram Suvidha Sadan: The informal and unorganised sector forms a large segment of the workforce but continues to face insecurity, limited access to welfare benefits, and inadequate institutional support. To address these challenges, it is proposed to establish Shram Shakti Bhawan / Shram Suvidha Sadan as a dedicated facilitation and empowerment centre to ensure dignity, safety, and social security for workers, particularly migrants and those from marginalized backgrounds. The proposed Bhawan will function as a multipurpose welfare hub providing temporary safe and hygienic shelter, facilitation centre, enrolment under key social security schemes such as e-Shram, BOCWWB, PMJAY, ESIC and EPFO, legal awareness, counselling, and outreach activities. Implementation will be carried out in a structured manner through identification of suitable land in Jammu and Srinagar, finalization of facilities by a dedicated committee, preparation of a Detailed Project Report (DPR), assessment of manpower requirements, and framing of a Standard Operating Procedure (SOP). The initiative will bridge the gap between workers and welfare systems and strengthen inclusive labour welfare governance.

2. J&K Building & Other Construction Workers Welfare Board (J&K BOCWWB)

Vision:

J&K Building & Other Construction Workers Welfare Board (JKBOCWWB) was constituted in the Union Territory of Jammu and Kashmir in the year 2006, pursuant to enactment of a legislation by the Parliament known as "Building & Other Construction Workers (Regulation of Employment & Conditions of Services) Act, 1996". The main aim and objective of this legislation was to mitigate the sufferings of construction workers, regulate their employment and service conditions, take care of the welfare of registered construction workers including dependent family members, provide for their safety, health and take welfare-oriented measures on socio-economic front for them.

Working:

Board presently runs various welfare schemes for workers and all the payments are made to the beneficiaries through DBT mode.

J&K Building and Construction Workers Welfare Board is currently running the below mentioned welfare schemes for registered construction Workers.

S. No.	Name of the Scheme	Amount of Assistance
1	Ex-gratia in the event of accidental death of a worker	Rs.500000
2	Ex -gratia in the event of natural death of a worker	Rs.200000
3	Financial assistance in the case of chronic or life consuming disease of a worker or his dependent family member	Rs.150000
4	Financial assistance in the case of permanent disability of a worker (disability beyond 50%)	Rs.450000
5	Financial assistance in case of disability between 25% to 50%.	Rs.75000
6	Financial assistance for treatment and disability upto 25% in case a worker remains away from work place for a period of not less than one month and not less than three months	Rs.9330.- to Rs.27990/-
7	Financial assistance for education for the wards of workers	*Rs.2800 to Rs.48000
8	Financial assistance in the event of marriage for self or real daughter/ son	Rs.50000
9	Scholarship award for meritorious wards of a worker securing 90% and above marks in class 10th or 12th	Rs.50000
10	Financial assistance to meet the expenditure of funeral at the time of death of a worker	Rs.5000
11	Financial assistance in cases of maternity of female workers	Rs.5000

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

2). I move a cut of Rs.100/- in Demand No.25 in order to discuss the village -wise total number of Labour Cards registered and the number of awareness camps conducted so far.

Reply:

Village-wise Labour Card Registration and Awareness Camps: As per portal of JKBOCW WB The department maintains records of labour card registrations on Block wise basis. Registration is an ongoing process, and efforts are continuously made to maximize coverage of eligible workers. Awareness camps have been organized across different panchayats and Blocks level to inform

workers about registration procedures and available welfare schemes. Further on JKBOCWWB Portal there is no option to find out the list of labour cards village wise. As per portal of JKBOCWWB the total no of registration till date in Basholi Constituency are 202. Moreover, a total no of 13 awareness camps at various panchayat and Block level held during the year.

Mr. Waheed Ur Rehman Para, Hon'ble MLA to move the following cut motions: -

1. **I move a cut of Rs. 100/- in Demand No. 25 in order to discuss reasons for neglecting the Pulwama district in labour and employment-related governance despite its youth-dominated population.**

Reply:

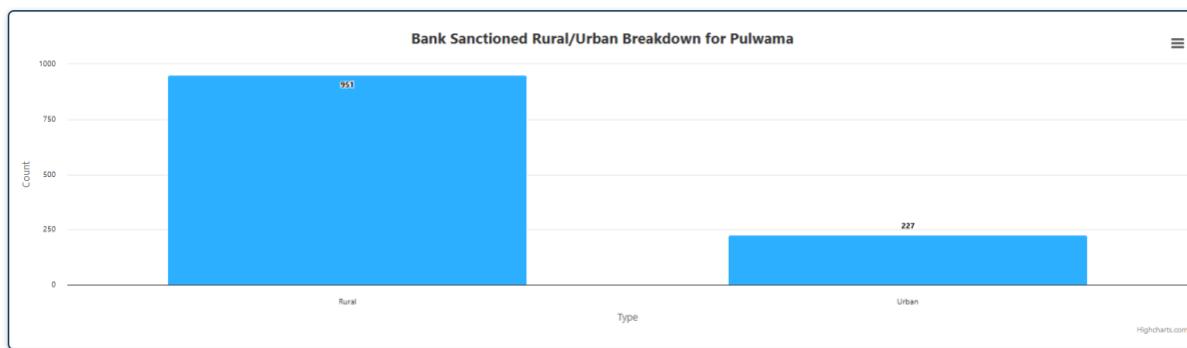
The Government assures the House that Pulwama receives focused and continuous attention in view of its youth-dominated population.

The Labour & Employment Department regularly conducts inspections and enforcement drives in the district to ensure compliance with labour laws, minimum wage notifications and social security provisions. Welfare measures and awareness programmes are implemented on a sustained basis to safeguard workers' rights and improve access to statutory benefits.

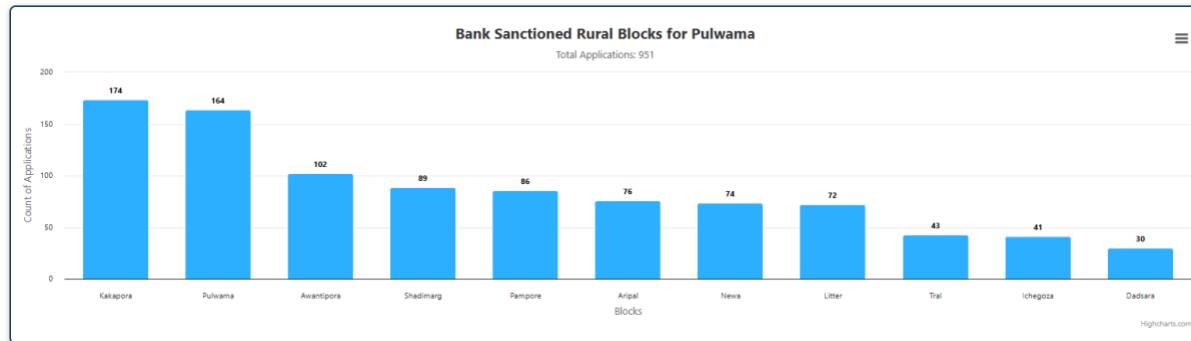
In addition, effective grievance redressal mechanisms are in place. Workers in Pulwama have access to conciliation proceedings, quasi-judicial forums and departmental facilitation centres. Outreach initiatives such as Shramik Warta, awareness camps and counselling programmes are organised periodically to address grievances and provide legal and institutional support.

Further, the Employment Department works in close coordination with allied departments such as Industries & Commerce, Skill Development, Rural Development, Education, Social Welfare and Mission Youth for integrated employment generation. Through this inter-departmental collaboration, youth from Pulwama are being linked with skill-development programmes, entrepreneurship schemes, self-employment initiatives, MSME support, start-up facilitation, credit linkages and placement drives. Joint job fairs, training programmes, livelihood projects and district-level convergence meetings are regularly conducted to ensure coordinated service delivery.

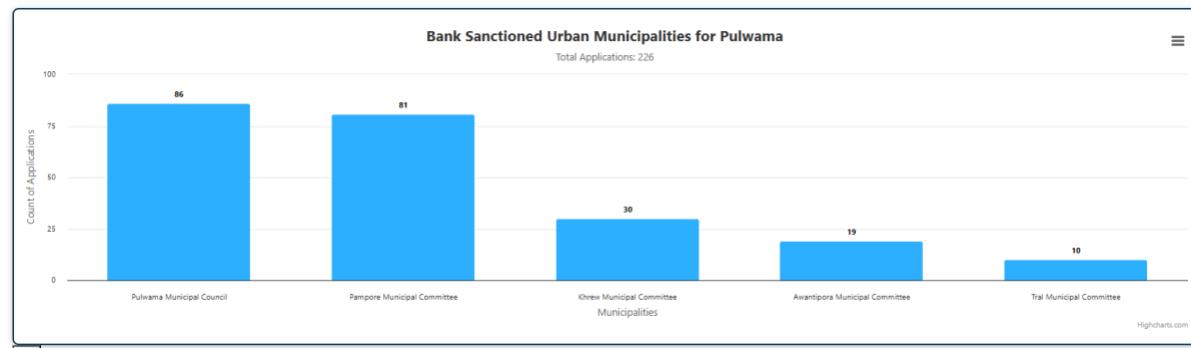
Sanctioned cases across rural and urban areas in Pulwama districts:



Sanctioned cases in rural blocks of Pulwama district:



Sanctioned cases across Urban areas of Pulwama districts:



Capacity Building courses done by Entrepreneurs in Pulwama district. 880 entrepreneurs have completed the training, 300 entrepreneurs are undergoing training and remaining 137 have enrolled in batches yet to start.

137

Numbers of Applicants registered for hybrid module (Yet to be Started)

300

Numbers of Applicants undergoing hybrid module

880

Numbers of Applicants completed hybrid module

—Together, these outcomes demonstrate that Mission YUVA has moved decisively from **policy intent to delivery at scale**, transforming entrepreneurship into a people-led movement across Jammu & Kashmir. By placing special emphasis on **first-generation entrepreneurs, women**—particularly those associated with Self-Help Groups—and **youth from remote and border areas**, the Mission has normalised entrepreneurship as a respectable and achievable livelihood option, inspiring young people to become job creators rather than job seekers as evident from the fact that Mission has **received applications from 95% of the panchayats**. Anchored in evidence from baseline surveys and secondary research, the introduction of the **Nano Enterprise** model—tailored to the widely preferred ₹5–6 lakh investment range—has provided a credible, low-risk entry point into enterprise creation, firmly advancing the vision of **Self-reliant Pulwama** as a lived economic reality across the Union Territory

The Government remains committed to strengthening institutional mechanisms, improving inter-departmental coordination and ensuring effective utilisation of funds for inclusive development in Pulwama district. In view of the measures already in place and ongoing initiatives, the issues raised in the Cut Motion are being adequately

addressed. The Cut Motion, therefore, does not merit acceptance and is respectfully rejected.

2. **I move a cut of Rs. 100/- in Demand No. 25 in order to discuss the district-wise details of registered and unregistered workers, including daily wagers, casual labourers, and migrant workers; enforcement of minimum wages and timely wage payments, particularly in PHE, Urban Local Bodies, and Horticulture departments; coverage under ESIC, EPFO, and insurance schemes; and the measures being taken to address wage delays, worker exploitation, and the absence of effective grievance redressal mechanisms.**

Reply:

The Labour Department plays a crucial role in safeguarding the legal rights and well-being of workers employed across various Industries, Factories, and Establishments. The Department has the mandate to enforce various labour laws through its field functionaries in order to protect the legal rights and welfare of workers engaged in both organized and unorganized sectors. It regulates conditions of employment, ensures timely payment of wages and compliance with minimum wage notifications, and prevents exploitation of workers working in different sectors. The Department also facilitates conciliation and adjudication of industrial disputes and other labour related issues through quasi-judicial courts, conciliation proceedings and grievance redressal mechanisms like Shramik Warta. The Department is committed to promote fair labour practices, social security coverage and a safe, dignified, and productive work environment in the Union Territory of Jammu and Kashmir.

The Department exercises quasi-judicial powers under various labour legislations for adjudication, conciliation and settlement of industrial disputes, claims relating to wages, compensation, gratuity and service conditions for ensuring statutory benefits to the workers.

Moreover, the Department is responsible for enforcement of labour laws through regular inspections of establishments and worksites to ensure compliance with minimum wages, timely payment of wages, working hours, safety standards, and social security provisions.

Further, unorganized workers working in various sectors like agriculture, construction, domestic and house hold workers, automobile and transportation etc. are registered on e-Shram Portal (www.eshram.gov.in), a Govt portal for all unorganized workers. As on 10.02.2026, a total of 36,31,337 unorganized workers of UT of Jammu and Kashmir are registered on e-Shram portal. The district wise and category-wise break up is enclosed as **Annexure-A-5**.

With regard to ESIC scheme, there are 1,47,310 insured persons (IPs) registered in the UT of J&K with JKESI Society. The society provides free medical care to these IPs and their beneficiaries through eight (08) society-managed dispensaries. The key services are as follows:-

- a. Free Health care at Dispensaries: All registered IPs and their beneficiaries are entitled to free consultations, diagnostics and treatment at these dispensaries.

- b. Reimbursement of Medical Expenses: For treatment not available at JKESIS dispensaries, beneficiaries can submit medical bills for reimbursement, which are processed in a timely manner.
- c. Advanced Treatment in Tie-up/Super Speciality Hospitals: For specialized or advanced treatment, IPs get treatment in tie-up hospitals and super specialty hospitals. The society reimburses the expenses incurred by the IPs in these hospitals.
- d. Provision of Free Medicines: Prescribed medicines for treatment at JKESIS dispensaries are provided free of cost to IPs and their beneficiaries. These measures ensure that healthcare needs of IPs and their dependents in J&K are met efficiently, providing access to free treatment, reimbursement where necessary and specialized care.

In respect to EPFO, the coverage of employees/workers under EPF scheme is not the mandate of J&K Labour Department as the same is now the mandate of Central EPFO, Ministry of L&E, GoI. Post implementation of Central EPF Act, 1952 all the schemes of EPFO are implemented by central EPFO which includes coverage of workers and administering related benefits.

Since the social security schemes like PM-SYM, eshram etc are voluntary in nature and the Board is motivating the registered workers to get themselves registered under these schemes. In the meantime, the Board has released a premium to the tune of Rs.6238920 at the cost of Rs.20 per construction work to 311946 workers of the UT of J&K.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

- 3. I move a cut of Rs. 100/-in Demand No. 25 in order to discuss the district-wise details of educated unemployed youth, the number and functioning of employment exchanges and career guidance centers, and their effectiveness in providing placements during the last three years and the concrete policy measures being taken to address unemployment, skill-job mismatch, and limited private-sector employment opportunities in the UT.**

Reply:

Mission YUVA: From Aspiration to Enterprise, Transforming Jammu & Kashmir's Employment Landscape

Jammu & Kashmir is today scripting a new chapter of self-reliance and entrepreneurship. At the heart of this transformation stands **Mission YUVA (Yuva Udyami Vikas Abhiyan)**, a historic initiative that is connecting the youth of the Union Territory with skills, opportunities and dignity, while fundamentally reshaping the idea of employment.

Conceived by the Government of Jammu & Kashmir in collaboration with **IIM Jammu, NABARD, Jammu and Kashmir Bank, other financial institutions and livelihood experts**, Mission YUVA is rooted in data-driven planning and institutional

reform. At the time of its conceptualisation, the Government undertook a diagnostic assessment of the region's employment and entrepreneurship ecosystem. The assessment revealed that unemployment was not merely a function of limited jobs or finance, but of a **disconnect between aspiration and access**—where entrepreneurial intent existed, but systems to nurture it were weak.

Understanding the Challenge and Gaps

On the **demand side gaps**, entrepreneurship was constrained by fear of failure, lack of guidance and limited awareness of schemes and credit products. Many youth perceived enterprise creation as risky, bureaucratic and inaccessible, preferring low-paying daily wage work over uncertain entrepreneurial journeys.

On the **supply side**, the absence of a dedicated grassroots institutional framework for entrepreneurship, limited capacity at the field level, weak linkage with academic institutions and complexity in banking processes further restricted enterprise creation. Importantly, there was little hand-holding after loan rejection, leaving aspiring entrepreneurs without direction.

Mission YUVA was therefore designed not as a standalone scheme, but as a **comprehensive ecosystem intervention**.

Data-Led Design and Ambition

A defining feature of Mission YUVA is its evidence-based design. A comprehensive baseline survey covering **over 24 lakhs households and more than 1.1 crore individuals** identified **5.5 lakhs potential entrepreneurs** across the Union Territory. This unprecedented exercise provided the Mission with a strong empirical foundation.

Designed for youth in the age group of **18–59 years**, Mission YUVA aims to facilitate the creation of **1.37 lakh enterprises** through four focused interventions: (a)creation of **Nano Enterprises**, (b) establishment of **new MSMEs** in sunrise and priority sectors, (c)**acceleration of existing enterprises**, and (d)promotion of **neo-innovative** enterprises. Through these integrated interventions, the Mission seeks to generate approximately **4.25 lakh employment** opportunities over a period of five years. Implemented by the Labour & Employment Department with active support from district administrations, the Mission focuses on structured credit linkage, institutional facilitation and sustained hand-holding to ensure enterprise viability.

Strong Governance and Institutional Backbone

Mission YUVA is supported by a robust governance structure. Progress is monitored at the apex level personally by the **Chief Secretary**, with strategic oversight from the **Administrative Secretary, Labour & Employment Department**. A dedicated **Mission Director** provides focused administrative leadership.

At the district level, **District Level Implementation Committees (DLICs)** chaired by **Deputy Commissioners** oversee scrutiny and approval of proposals, convergence with line departments and coordination with banks. **Small Business Development**

Units (SBDUs) at the district level, and **Business Help Desk(BHDs)** at the Sub-division level function as the Mission's operational arm, providing end-to-end support—from awareness generation and DPR preparation to loan facilitation, post-sanction mentoring and business sustenance.

Four Pillars of Mission YUVA

Mission YUVA is anchored on a four-pillar framework—**Culture, Capital, Capacity and Connectivity**—each addressing a critical constraint in the entrepreneurial ecosystem.

Culture: Building an Entrepreneurial Mindset and Ecosystem

The first pillar focuses on changing mindsets. Over **2,000 YUVA Doots** were trained and deployed across the Union Territory, conducting **more than 5,000 awareness camps** in panchayats and urban wards. Special campaign under **Udyam Jagriti** has been launched in phases. Special emphasis was placed on **first-generation entrepreneurs, women in general and particularly those already part of SHGs and youth from remote and border areas**. The objective was clear—to normalise entrepreneurship as a respectable and achievable livelihood option, and to inspire youth to become **job creators rather than job seekers**.

Capital: Making Finance Accessible and Low-Risk

Under the Capital pillar, Mission YUVA introduced a transformative intervention—the **Nano Enterprise concept**, implemented for the first time at scale within micro-enterprise financing. Secondary research and baseline survey findings revealed that most aspiring entrepreneurs wished to start businesses in the **₹5–6 lakh investment range**. By legitimizing small, low-risk and locally viable enterprises, the Nano model made entrepreneurship approachable and reduced fear of over-leverage.

Nano Enterprises receive **25 percent capital subsidy and 5 percent interest subvention**, while MSMEs in focus sectors such as agritech, food processing, renewable energy, tourism and IT receive **6 percent interest subvention**. This structure ensures that access to capital becomes an enabler rather than a barrier. Also, there is provision of **acceleration of existing enterprises** which receive 6 percent interest subvention.

Mission YUVA also corrected the urban bias of earlier schemes by expanding outreach and receiving applications from **over 95 percent of panchayats**, ensuring that entrepreneurship promotion reached remote and border areas and became a **household-level aspiration**.

Capacity: Building Future-Ready Entrepreneurs

Capacity building under Mission YUVA was designed as a **continuous capability creation process**. A **Hybrid Course Model** combines curated digital content from the **Skill India Digital Hub** with instructor-led classroom delivery. This blended approach ensures conceptual clarity while addressing digital literacy gaps among first-generation entrepreneurs.

The curriculum covers **entrepreneurship fundamentals, financial literacy, digital skills, cyber security awareness and introductory concepts of**

Artificial Intelligence. Training follows a rolling model—**5,500 applicants have completed training, 2,500 are currently undergoing training, and 1,500 are registered for upcoming batches**—creating a steady pipeline of digitally and financially capable entrepreneurs.

This is reinforced through a **dual system of training**, combining institutional instruction with **community-driven Enterprise mentorship**. Mentors drawn from local communities provide contextual guidance, building trust and transforming entrepreneurship from an individual risk into a collective journey.

Connectivity: Linking Enterprises to Markets and Technology

The Connectivity pillar integrates enterprises with markets and digital platforms. Leveraging the **Open Network for Digital Commerce (ONDC)**, the **J&K Seller App** enables local products to reach national markets.

Innovation Ecosystem: Knowledge and IT Based Enterprises

The Innovation & Sustainability Challenge strengthens the innovation ecosystem by nurturing knowledge-driven and IT-based enterprises. Through Innovation Hubs at Indian Institute of Management Jammu and 14 incubation centres across universities, innovators receive structured mentorship, incubation support and government funding of up to ₹20 lakh. The initiative promotes technology-led and sustainable solutions, enabling ideas to mature into scalable enterprises that generate high-value employment and long-term socio-economic impact.

Digital Backbone: Mission YUVA App

The entire Mission YUVA initiative is driven through the **Mission YUVA App and Portal**, developed by **BISAG-N** as a secure, end-to-end digital platform. **End to end processing of applications through App** from receiving the application to final disbursement, collapsing the red tapism and 100% paperless processing. The App integrates a **AI based DPR generator**, a **Skill Learning Hub with over 25,000 videos**, and information on **career pathways and employment opportunities**, creating a comprehensive digital ecosystem for aspiring entrepreneurs. It enables seamless application, real-time tracking, and transparent processing across departments and banks, significantly reducing procedural hurdles.

The Mission YUVA Application and Portal incorporate a robust **Output Tracking** framework to ensure transparency, accountability, and sustainability of supported enterprises. The system mandates structured reporting through Work-in-Progress, Completion, and Sustenance Reports, each subjected to multi-level verification. Only enterprises that successfully clear the prescribed verification stages are showcased in the live **UDYAM Gallery**, enabling real-time public visibility of verified and operational enterprises. This digital mechanism ensures outcome-based monitoring while reinforcing credibility and citizen trust in the Mission's delivery architecture.

By anchoring Mission YUVA on this technology platform, the initiative ensures speed, transparency and inclusion—right up to the grassroots.

Impact on the Ground

Addressing unemployment, particularly among youth, remains a top priority of the Government of Jammu & Kashmir. The Government's strategy is not confined to short-term job provisioning but is focused on creating sustainable livelihoods through entrepreneurship, skilling, and institutional reforms, so that youth become job-creators rather than job-seekers.

In this context, Mission YUVA has emerged as a transformational initiative, witnessing unprecedented enthusiasm and participation from youth across the Union Territory. Since its launch, over 1.71 lakh youth have registered on the Mission YUVA platform, leading to around 70K formal enterprise applications—a scale that clearly reflects growing confidence in the programme.

Out of these applications, Detailed Project Reports (DPRs) for nearly 52,875 candidates have been professionally prepared through Small Business Development Units (SBDUs), ensuring technical and financial viability. Following this, 47,816 applications were examined and approved at the district level by the Deputy Commissioners, certifying the genuineness of applicants and alignment of proposals with Mission objectives.

As on date, 16,141 applications have successfully completed the full cycle, resulting in bank sanctions of nearly ₹1,000 crore, with over ₹700 crore already disbursed. These figures translate into thousands of enterprises being established on the ground, supported by structured capacity-building, where 7,339 entrepreneurs have completed training and another 5,000 are currently undergoing training.

It is important to clarify that approval by the Deputy Commissioner is an administrative and programmatic approval, ensuring eligibility, authenticity of applicants, and conformity with Mission YUVA guidelines. Bank appraisal is a separate and independent statutory process, conducted strictly as per RBI norms and banks' internal credit policies. At this stage, banks assess factors such as CIBIL score, existing loan exposure, family-level defaults, repayment capacity, and compliance documentation, which are beyond the administrative mandate of district authorities.

Of the 47,816 applications examined by banks, though 16,141 sanctioned by bank, around 9,500 applications have been returned, largely due to objective eligibility issues such as adverse credit history, existing liabilities, duplication of application from same family, or non-compliance with banking norms. Several other applications were returned due to rectifiable documentation gaps, such as rent agreements or quotations. These cases are being actively addressed by SBDUs and district officials for correction and resubmission.

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Mission YUVA is not a subsidy-driven or indiscriminate loan distribution scheme, but a rigorous, transparent, and credibility-based entrepreneurship programme. The multi-stage scrutiny ensures that while every genuine aspirant is given opportunity, only financially viable and sustainable enterprises receive bank finance—protecting both public resources and the future of young entrepreneurs.

With rising registrations, increasing sanctions and disbursements, expanding training coverage, and strong institutional mechanisms now firmly in place, Jammu & Kashmir is witnessing a clear upward and onward movement towards entrepreneurship-led employment generation, laying a durable foundation for inclusive economic growth.

—Together, these outcomes demonstrate that Mission YUVA has moved decisively from **policy intent to delivery at scale**, transforming entrepreneurship into a people-led movement across Jammu & Kashmir. By placing special emphasis on **first-generation entrepreneurs, women**—particularly those associated with Self-Help Groups—and **youth from remote and border areas**, the Mission has normalised entrepreneurship as a respectable and achievable livelihood option, inspiring young people to become job creators rather than job seekers as evident from the fact that Mission has **received applications from 95% of the panchayats**. Anchored in evidence from baseline surveys and secondary research, the introduction of the **Nano Enterprise** model—tailored to the widely preferred ₹5–6 lakh investment range—has provided a credible, low-risk entry point into enterprise creation, firmly advancing the vision of **Atmanirbhar Bharat** as a lived economic reality across the Union Territory

The Department has created a [Portal-www.jakemp.nic.in](http://www.jakemp.nic.in) for Registration of unemployed educated youth. The Portal is integrated with the NCS Portal of the Ministry of Labour & Employment Department, Government of India. Registration of un-employed Youth is a voluntary process not mandatory As on ending January-2026., 3.50 lakh job seekers are registered on the Portal.

Unemployed youth register themselves on online Employment portal and the National Career Service (NCS) portal for availing employment-related services such as career counselling, skill development.

District-wise details of educated unemployed youth is enclosed as "**Annexure-A-6**".

The number and functioning of employment exchanges and career guidance centres.

There are 20 Employment Exchanges and career guidance centers in J&K UT and their functioning is as under: -

i). Employment Exchange Services

- Registration and renewal of jobseekers.
- Digital job matching through portal-based systems.
- Verified database for employers to access skilled candidates.
- District Employment & Counselling Centres (DE&CCs) providing front-end services.

ii). Career Counselling & Guidance

- One-to-one counselling sessions.
- Career talks, awareness camps and workshops.

iii). Skill Development & Training Support

- *Imparting Skill Development Training/Courses to build entrepreneurship capacity of self-employment in Coordination with Skill Development Department, institutes, and industries.*

iv). Job Fairs and Placement Drives

- Mega job fairs at divisional level.
- District-level placement drives.
- Employer–department networking to meet sectoral manpower needs.

v). Self-Employment Schemes (DE&CC Level)

The department implements a range of livelihood and self-employment schemes, such as:

- Tejaswini Scheme (for women entrepreneurship)
- MUMKIN Scheme (youth transport sector livelihood)
- Spurring Entrepreneurship Initiative

These schemes enable youth to establish income-generating units with credit support and subsidy assistance.

vi). Model Career Centres (MCCs)

- MCCs at Srinagar, Jammu and other districts strengthen:
- Career counselling infrastructure
- Employer outreach
- Labour market information collection
- Guidance to educated unemployed youth
- Placement assistance

Effectiveness:

During the last three years, DECCs have conducted multiple job fairs and employer interaction programmes, facilitating placements in private sector establishments. Jobs.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

Sheikh Khursheed, Hon'ble MLA to move the following cut motions: -

- 1. I move a cut of Rs.100/- in Demand Number 25 in order to discuss the details of PMEGP cases sanctioned in Langate Constituency, indicating the number of units established and the employment actually generated.**

Reply:

This Scheme does not pertain to this Department. This pertains to Industries and Commerce.

- 2. I move a cut of Rs.100/- in Demand Number 25 in order to discuss the total no. of persons trained under DDU-GKY in Langate Constituency since the formation of the Government along with details of certification and placement.**

Reply:

Pertain to Rural Development Department.

- 3. I move a cut of Rs.100/- in Demand Number 25 in order to discuss the details of registrations made in Employment Exchanges serving in Langate Constituency and the number of candidates provided employment so far.**

Reply:

As on date, the total number of registered unemployed youth in District Kupwara is 18395. Out of these, 3065 unemployed youth registered with DE&CC Kupwara belong to Langate Constituency.

The number of unemployed registered under Mission YUVA is 891.

The number of employments generated under Mission YUVA is 137.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

- 4. I move a cut of Rs.100/- in Demand Number 25 in order to discuss the details of unorganized workers from Langate Constituency registered under E-Shram and the coverage provided under labour welfare and social security schemes.**

Reply:

As on date total registrations done under e-Shram 270202 in district Kupwara. However, the data is not available Tehsil/Block wise, and is being maintained by Ministry of Labour and Employment Govt. of India. 11556 no. of unorganised workers/labourers are registered under JKBOCW Act in Langate Constituency and the details of benefits/coverage provided to the workers is submitted as under:

1. Education Assistance=	7015 beneficiaries
2. Chronic Disease Assistance =	08 beneficiaries
3. Temporary Medical assistance =	10 beneficiaries
4. Death Assistance=	08 beneficiaries

The mandate of the Board is to register the BOC workers and to provide welfare assistance to them. At present 11556 number of unorganised workers/labourers are registered under JKBOCW Act in Langate Constituency.

Since the social security schemes like PM-SYM, eshram etc are voluntary in nature and the Board is motivating the registered workers to get themselves registered under these schemes. In the meantime, the Board has released a premium to the tune of Rs.720800 at the cost of Rs.20 per construction work to 36040 workers of the District Kupwara. Regarding the eshram the Data is maintained Ministry of Labour and Employment Govt. of India.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

5. I move a cut of Rs.100/- in Demand Number 25 in order to discuss the labour migration from Langate Constituency and the steps taken for convergence between MGNREGA and Labour & Employment Department for sustainable livelihoods.

Reply:

The information concerning labour migration falls outside the purview of this Department. The department is currently accepting 90-day employment certificates from labour card holders during registrations and renewals under the JKBOCW Act. This enables them to access benefits provided through various assistance schemes administered by the Department of Labour and Employment under the JKBOCW Act, including educational assistance, chronic illness assistance, medical assistance, and marriage assistance. Moreover, the office has proposed awareness camps in various blocks of District Kupwara in coordination with RDD Department Kupwara to raise awareness regarding the social security schemes such as BOCW Act among the MGNREGA Job Card holders.

In view of the above facts, the issues raised in the Cut Motion are being adequately addressed. The Government is committed to ensuring effective utilization of funds and achieving the intended objectives.

The Cut Motion, therefore, does not merit acceptance.

Ms. Devyani Rana, Hon'ble MLA to move the following Cut Motions:-

- 1. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the number of youths trained under government skill programmes in Nagrota constituency and steps taken to improve post-training employment.**

Reply:

Total 02 Nos. Of District level Skill training programmes were conducted during the FY 2023-24 and FY 2024-25 in which total 45 Nos. Of candidates were trained but None of the candidates belong to Nagrota Constituency.

- 2. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the number of employment exchanges and career counselling services conducted in Nagrota constituency to connect job-seekers with employers.**

Reply:

- 1) Only 01 No. of Employment Exchange exists on District Level re-designated as District Employment & Counselling Centre.
- 2) 09 Career Counselling cum Awareness Sessions were conducted in Nagrota Constituency in which 513 Nos. of jobseekers were briefed and informed about various services being offered by District Employment & Counselling Centre including conducting Job fairs frequently at District Level. During these sessions the participants/jobseekers were motivated to become Entrepreneur by availing benefits under Mission YUVA scheme and were also demonstrated about the mission YUVA app module.
- 3. I move a cut of Rs.100/- in Demand No. 25 in order to discuss the works and activities being undertaken to disseminate information and aid implementation of the Prime Minister Viksit Bharat Rozgaar Yojana across Jammu and Kashmir.**

Reply:

The Prime Minister Viksit Bharat Rozgaar Yojana, a Government of India initiative, is being implemented through Central EPFO. The provisions of guidelines are being disseminated among the various stakeholders in the extensive awareness derives conducted by field functionaries of the Labour Department in respect of newly notified Labour Codes and PM-SYM so that eligible workers could avail the benefits of the scheme. Furthermore, the Labour Department is extending necessary support by coordinating with EPFO authorities to extend the reach of scheme.

Th. Randhir Singh, Hon'ble MLA to move the following Cut Motions:-

1. I move a cut of Rs.100/- in demand no. 25 in order to discuss the details of vacancy in Labour & Employment Department in District Rajouri.

Reply:

All the posts in the Employment Department are UT Cadre and as on 31st of December 2025, 84 posts of various categories are lying vacant in the Employment Department. The details of posts vacant in District Employment and Counselling Centre, Rajouri is given hereunder: -

Assistant Director	01
Career Counselling Officer	01
MTS	01

The vacancy position of Assistant Labour Commissioner Office Rajouri is detailed below:

S No.	Category	Sanctioned Strength	In-Position	Vacant
1	ALC	1	1	0
2	Labour Officer	1	1	0
3	Labour Inspector	1	0	1
4	Sr. Assistant	1	0	1
5	Jr. Assistant	1	1	0
6	Supervisor	1	1	0
7	MTS	6	3	3
Total		12	7	5

2. I move a cut of Rs.100/- in Demand no. 25 in order to discuss the reasons of delay in registration of unorganized and construction workers resulting in depriving of welfare schemes and social security benefits.

Reply:

Registration is a continuous process. Any worker can apply for registration on the portal of the Board. A worker is required to submit certain documents with the application form. The case is scrutinized at the level of the District ALC who is the registering authority for the purpose. Though inordinate delays in the registration process is avoided, however, in some cases, documents attached with the application form require certain clarifications and in such an eventuality, clarification is sought from the worker. This is an online process without any human intervention. System generated SMS is sent to the worker

and once the clarification is received, registration is done automatically and the worker get an online information/SMS. In addition, special registration drives are launched to rope in more and more workers for registration. Awareness camps are being organized at various areas which include Blocks and Tehsils to ensure maximum registration of construction workers in unorganized sector. It may be mentioned that registration of a workers makes him entitled to claim benefits of welfare schemes and social security benefits.

3. I move a cut of Rs.100/- in Demand no. 25 in order to discuss the inordinate delay and non-disbursement of welfare benefits to registered workers under various labour welfare schemes, causing financial hardship to workers and their families.

Reply:

It is the endeavour of JKBOCWWB that financial assistance is provided to the worker without any delay. Processing of cases for grant of financial assistance is an online process without any human intervention and financial assistance upto Rs.75000/- is normally released without any delay. However, the cases involving financial assistance beyond Rs.75000/- are submitted to the next sanctioning authorities. After enforcement of Labour Codes w.e.f. 21.11.2025 this Department has taken up the matter with Ministry of Labour and Employment Government of India for necessary clarification regarding disbursment to the registered Construction Workers. As and when the rules as well as the constitution of the Board is notified by the appropriate Government, the disbursement process will get accelerated. However, the process regarding re-constitution of the Board is under active consideration viz-a-viz the finalization of rules under the Code on Social Security, 2020 and thereafter, the disbursement process of financial assistance will get accelerated. The Government of Jammu and Kashmir is committed for welfare of construction workers and their families.

4. I move a cut of Rs.100/- in demand No. 25 in order to discuss the poor functioning of the Building and Other Construction Workers Welfare Board despite collection of cess, reflected in low utilization of funds and lack of awareness and outreach among workers.

Reply:

It has been the endeavour of JKBOCWWB that financial assistance is provided to the worker without any delay. Processing of cases for grant of financial assistance is an online process. The following details will show that the Board has been carrying on its activities in a very satisfactory manner. However, after the enactment of the New Labour Codes, the statutory position of the Board is not defined yet. As and when the rules as well as the constitution of the Board is notified by the appropriate Government, the disbursement process will get accelerated accordingly.

The details of physical and financial achievements in the implementation of its welfare schemes of the Board for financial year 2024-25 and 2025-26 (ending January) are given here as under:

Scheme	No. of beneficiaries covered	Amount disbursed (in crores)
Financial assistance provided for education	352061	222.35
Financial assistance provided for chronic disease	495	2.28
Financial assistance provided in case of temporary & permanent disability	529	1.15
Maternity benefit	0	0.00
Ex-gratia in the event of Death to the dependents	502	10.09
Funeral assistance	503	0.25
Financial assistance for marriage	0	0.00
One time Scholarship award to meritorious wards	15	0.075
Total	354105	236.195

5. I move a cut of Rs.100/- in demand no. 25 in order to discuss the lack of effective employment generation and skill linkage mechanisms, resulting in trained youth remaining unemployed and employment exchanges failing to provide meaningful job opportunities.

Reply:

The Employment Department has adopted a comprehensive and demand-driven approach to enhance employment generation and strengthen skill–job linkages in the Union Territory of Jammu & Kashmir.

Strengthening Employment Generation Mechanisms:

The Department is regularly organizing Job Fairs, placement drives, and employer interaction programmes across all districts to facilitate direct engagement between job seekers and private-sector employers. These initiatives have resulted in increased placement opportunities within and outside the UT.

Skill–Job Convergence:

To address skill mismatch, the Department works in close coordination with the Skill Development Department and other allied agencies to align training programmes with market demand. Skill mapping and counselling sessions are conducted at District Employment & Counselling Centres (DECCs) to guide youth towards suitable employment avenues.

Digital Employment Services:

The Employment Portal facilitates online registration of job seekers and employers, vacancy notifications, and transparent placement tracking, thereby improving outreach and efficiency.

Career Counselling & Guidance:

DECCs are actively providing career counselling, vocational guidance, and awareness regarding emerging sectors to enhance employability and informed career choices among youth.

The Government remains committed to strengthening employment generation frameworks, improving skill alignment with industry needs, and ensuring meaningful job opportunities for the youth of Jammu & Kashmir.

Mission YUVA: From Aspiration to Enterprise, Transforming Jammu & Kashmir's Employment Landscape

Jammu & Kashmir is today scripting a new chapter of self-reliance and entrepreneurship. At the heart of this transformation stands **Mission YUVA (Yuva Udyami Vikas Abhiyan)**, a historic initiative that is connecting the youth of the Union Territory with skills, opportunities and dignity, while fundamentally reshaping the idea of employment.

Conceived by the Government of Jammu & Kashmir in collaboration with **IIM Jammu, NABARD, Jammu and Kashmir Bank, other financial institutions and livelihood experts**, Mission YUVA is rooted in data-driven planning and institutional reform. At the time of its conceptualisation, the Government undertook a diagnostic assessment of the region's employment and entrepreneurship ecosystem. The assessment revealed that unemployment was not merely a function of limited jobs or finance, but of a **disconnect between aspiration and access**—where entrepreneurial intent existed, but systems to nurture it were weak.

Understanding the Challenge and Gaps

On the **demand side gaps**, entrepreneurship was constrained by fear of failure, lack of guidance and limited awareness of schemes and credit products. Many youth perceived enterprise creation as risky, bureaucratic and inaccessible, preferring low-paying daily wage work over uncertain entrepreneurial journeys.

On the **supply side**, the absence of a dedicated grassroots institutional framework for entrepreneurship, limited capacity at the field level, weak linkage with academic institutions and complexity in banking processes further restricted enterprise creation. Importantly, there was little hand-holding after loan rejection, leaving aspiring entrepreneurs without direction.

Mission YUVA was therefore designed not as a standalone scheme, but as a **comprehensive ecosystem intervention**.

Data-Led Design and Ambition

A defining feature of Mission YUVA is its evidence-based design. A comprehensive baseline survey covering **over 24 lakhs households and more than 1.1 crore individuals** identified **5.5 lakhs potential entrepreneurs** across the Union Territory. This unprecedented exercise provided the Mission with a strong empirical foundation.

Designed for youth in the age group of **18–59 years**, Mission YUVA aims to facilitate the creation of **1.37 lakh enterprises** through four focused interventions: (a)creation of **Nano Enterprises**, (b) establishment of **new MSMEs** in sunrise and priority sectors, (c)**acceleration of existing enterprises**, and (d)promotion of **neo-innovative** enterprises. Through these integrated interventions, the Mission seeks to generate approximately **4.25 lakh employment** opportunities over a period of five years. Implemented by the Labour & Employment Department with active support

from district administrations, the Mission focuses on structured credit linkage, institutional facilitation and sustained hand-holding to ensure enterprise viability.

Strong Governance and Institutional Backbone

Mission YUVA is supported by a robust governance structure. Progress is monitored at the apex level personally by the **Chief Secretary**, with strategic oversight from the **Administrative Secretary, Labour & Employment Department**. A dedicated **Mission Director** provides focused administrative leadership.

At the district level, **District Level Implementation Committees (DLICs)** chaired by **Deputy Commissioners** oversee scrutiny and approval of proposals, convergence with line departments and coordination with banks. **Small Business Development Units (SBDUs)** at the district level, and **Business Help Desk(BHDs)** at the Sub-division level function as the Mission's operational arm, providing end-to-end support—from awareness generation and DPR preparation to loan facilitation, post-sanction mentoring and business sustenance.

Four Pillars of Mission YUVA

Mission YUVA is anchored on a four-pillar framework—**Culture, Capital, Capacity and Connectivity**—each addressing a critical constraint in the entrepreneurial ecosystem.

Culture: Building an Entrepreneurial Mindset and Ecosystem
The first pillar focuses on changing mindsets. Over **2,000 YUVA Doots** were trained and deployed across the Union Territory, conducting **more than 5,000 awareness camps** in panchayats and urban wards. Special campaign under **Udyam Jagriti** has been launched in phases. Special emphasis was placed on **first-generation entrepreneurs, women in general and particularly those already part of SHGs and youth from remote and border areas**. The objective was clear—to normalise entrepreneurship as a respectable and achievable livelihood option, and to inspire youth to become **job creators rather than job seekers**.

Capital: Making Finance Accessible and Low-Risk
Under the Capital pillar, Mission YUVA introduced a transformative intervention—the **Nano Enterprise concept**, implemented for the first time at scale within micro-enterprise financing. Secondary research and baseline survey findings revealed that most aspiring entrepreneurs wished to start businesses in the **₹5–6 lakh investment range**. By legitimising small, low-risk and locally viable enterprises, the Nano model made entrepreneurship approachable and reduced fear of over-leverage.

Nano Enterprises receive **25 percent capital subsidy and 5 percent interest subvention**, while MSMEs in focus sectors such as agritech, food processing, renewable energy, tourism and IT receive **6 percent interest subvention**. This structure ensures that access to capital becomes an enabler rather than a barrier. Also, there is provision of **acceleration of existing enterprises** which receive 6 percent interest subvention.

Mission YUVA also corrected the urban bias of earlier schemes by expanding outreach and receiving applications from **over 95 percent of panchayats**, ensuring that entrepreneurship promotion reached remote and border areas and became a **household-level aspiration**.

Capacity: Building Future-Ready Entrepreneurs
Capacity building under Mission YUVA was designed as a **continuous capability creation process**. A **Hybrid Course Model** combines curated digital content from the **Skill India Digital Hub** with instructor-led classroom delivery. This blended approach ensures conceptual clarity while addressing digital literacy gaps among first-generation entrepreneurs.

The curriculum covers **entrepreneurship fundamentals, financial literacy, digital skills, cyber security awareness and introductory concepts of Artificial Intelligence**. Training follows a rolling model—**5,500 applicants have completed training, 2,500 are currently undergoing training, and 1,500 are registered for upcoming batches**—creating a steady pipeline of digitally and financially capable entrepreneurs.

This is reinforced through a **dual system of training**, combining institutional instruction with **community-driven Enterprise mentorship**. Mentors drawn from local communities provide contextual guidance, building trust and transforming entrepreneurship from an individual risk into a collective journey.

Connectivity: Linking Enterprises to Markets and Technology
The Connectivity pillar integrates enterprises with markets and digital platforms. Leveraging the **Open Network for Digital Commerce (ONDC)**, the **J&K Seller App** enables local products to reach national markets.

Innovation Ecosystem: Knowledge and IT Based Enterprises

The Innovation & Sustainability Challenge strengthens the innovation ecosystem by nurturing knowledge-driven and IT-based enterprises. Through Innovation Hubs at Indian Institute of Management Jammu and 14 incubation centres across universities, innovators receive structured mentorship, incubation support and government funding of up to ₹20 lakh. The initiative promotes technology-led and sustainable solutions, enabling ideas to mature into scalable enterprises that generate high-value employment and long-term socio-economic impact.

Digital Backbone: Mission YUVA App

The entire Mission YUVA initiative is driven through the **Mission YUVA App and Portal**, developed by **BISAG-N** as a secure, end-to-end digital platform. **End to end processing of applications through App** from receiving the application to final disbursement, collapsing the red tapism and 100% paperless processing. The App integrates a **AI based DPR generator**, a **Skill Learning Hub with over 25,000 videos**, and information on **career pathways and employment opportunities**, creating a comprehensive digital ecosystem for aspiring entrepreneurs. It enables seamless application, real-time tracking, and transparent processing across departments and banks, significantly reducing procedural hurdles.

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family, or non-compliance with banking norms. Several other applications were returned due to rectifiable documentation gaps, such as rent agreements or quotations. These cases are being actively addressed by SBDUs and district officials for correction and resubmission.

From the remaining 37,000 applications currently with banks, about 15,000 cases are at an advanced stage, pending completion of procedural documentation and will be sanctioned by 31st March 2026 while around 22,000 applications are assessed to be credit-worthy and are expected to be sanctioned progressively over the next 3–4 months. This clearly indicates a strong and moving pipeline, rather than stagnation.

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With rising registrations, increasing sanctions and disbursements, expanding training coverage, and strong institutional mechanisms now firmly in place, Jammu & Kashmir is witnessing a clear upward and onward movement towards entrepreneurship-led employment generation, laying a durable foundation for inclusive economic growth.

—Together, these outcomes demonstrate that Mission YUVA has moved decisively from **policy intent to delivery at scale**, transforming entrepreneurship into a people-led movement across Jammu & Kashmir. By placing special emphasis on **first-generation entrepreneurs, women**—particularly those associated with Self-Help Groups—and **youth from remote and border areas**, the Mission has normalised entrepreneurship as a respectable and achievable livelihood option, inspiring young people to become job creators rather than job seekers as evident from the fact that Mission has **received applications from 95% of the panchayats**. Anchored in evidence from baseline surveys and secondary research, the introduction of the **Nano Enterprise** model—tailored to the widely preferred ₹5–6 lakh investment range—has provided a credible, low-risk entry point into enterprise creation, firmly advancing the vision of **Atmanirbhar Bharat** as a lived economic reality across the Union Territory

The Cut Motion, therefore, does not merit acceptance.

Aga syed Muntazir Mehdi, Hon'ble MLA to move the following Cut Motions:-

- I move a cut of Rs.100/- in Demand No. 25 in order to discuss why, despite repeated assurances regarding the regularization of daily wagers, casual labourers, and other long-serving temporary workers, the Budget 2026-27 vote Jammu and Kashmir contains no concrete policy framework, timeline of dedicated financial provision for such regularization, and steps taken by the Department in this regard.**

Reply:

The earlier policy on regularization is under review on legal issues in view of the judgment of the Hon'ble Supreme Court in ***State of Karnataka & Ors. vs. Uma Devi & Ors.***, which has laid down constitutional limitations on regularization in public employment.

Government has already constituted a High-Level Committee vide Government Order No. 384-JK(GAD) of 2025 dated 19.03.2025. The mandate of the Committee is to examine various issues, including humanitarian, legal, and financial, related to the regularization of casual, seasonal labourers or other workers etc. in the Jammu & Kashmir and suggest a comprehensive way forward.

Besides, in his Budget Speech, the Hon'ble Chief Minister (Minister-in-Charge of Finance) has stated on the floor of the House that 'the Government is fully conscious of the long-standing aspirations of daily rated, casual and temporary workers, who have served the administration for years under difficult conditions and with limited job security. Last year, a high-level committee was constituted to examine all legal, financial and administrative aspects of regularization of daily rated workers, so that a fair, transparent and sustainable policy framework could be evolved. Hon'ble Chief Minister, assured the House that Government is committed to finding a just and humane resolution to this long-pending issue, and based on the recommendations of the committee, a structured and phased roadmap for regularization will be announced in the coming period. The objective is to ensure that those who have devoted the prime years of their lives to public service are given dignity, security and a stable future, within the framework of law and fiscal responsibility."

- I move a cut of Rs.100/- in Demand No. 25 in order to discuss whether the Government is considering providing an interim salary increment or Dearness Allowance relief to daily wagers, casual labourers and daily-rated workers across departments in Jammu and Kashmir, until the structured and phased roadmap for their regularization is finalized, announced with a clear timeline, and implemented.**

Reply:

Government has always adopted pro-labour policy within the ambit of law. Different departments have engaged DRWs/ Volunteers based on their operational needs/ guidelines of the Central programmes. Wages are being paid as per the guidelines and terms and conditions under which they are engaged. In case of DRWs/ CSLWs etc, wages are being paid as per Minimum Wages notified by the

Government from time to time. As regards, formulation of a structured road-map with regard to regularization/ interim salary increment, the mandate of the same is with the Committee constituted vide Government Order No. 384-JK(GAD) of 2025 dated 19.03.2025.

Mr. Satish Kumar Sharma, Hon'ble MLA to move the following cut motions:

- 1. I move a cut of Rs 100/- in Demand No.25 in order to discuss the urgent need of organizing Rozgar Melas at regular intervals for providing suitable job opportunities in private sector to the unemployed youth of Billawar Constituency.**

Reply:

The Employment Department is regularly conducting District-Level Job Fairs/Rozgar Melas on a quarterly basis in collaboration with reputed private sector employers. 02 no. of Rozgar Melas have already been organized during the current financial year. These job camps provide a direct platform for interaction between job seekers and recruiting companies, enabling on-the-spot interviews, shortlisting and placement opportunities across various sectors.

In addition, more Rozgar Melas are proposed to be organized in the coming months to further enhance employment avenues for the youth of the constituency. The Department remains committed to organizing such job fairs at regular intervals, strengthening employer engagement and ensuring maximum participation of eligible unemployed youth, so as to expand private sector employment opportunities and promote gainful placement within and outside the district.

The Cut Motion, therefore, does not merit acceptance.

Annexure-A-1

Category-wise total Number of construction workers registered with J&K BOCWWB as on (09-02-2026)

Category of worker	Total Count
Mazdoor	522316
Head Mazdoor	19515
Maistry	16367
Carpenter	5128
Electrician	3727
Mason or Brick layer	2471
Painter or varnisher	2185
Any other category of workers who is actually engaged in the employment in construction or maintenance of dams, bridges, road, or in any building operations	2082
Welder	1346
Road worker	1109
Plumber for road pipe work	787
Stone cutter or Stone breaker or Stone crusher	643
Earth worker connected with construction work	556
Mechanic	394
Mixer Driver	336
Tunnel Worker	296
Watchman at Construction sites	251
Sprayman or mixerman (road surfacing)	227
Blacksmith	197
Marbel / Kadappa stone worker	175
Mixer (including concrete mixer operator)	116
Roller Driver	93
Fitter including bar bender	87
Well diver for removing silt	85
Hammerman	70
(Central Act of 63 of 1948)	59
Wooden or stone packer	58
work, etc	56
Pump Operator	47
Rock breaker and Quarry worker	37
Sawer	29
Thatcher	24
Caulker	18
Well sinker	15
Worker engaged in anti erosion work	14
Worker engaged in processing lime	9
Mosaic Polisher	4
Total	580929

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Annexure- A2

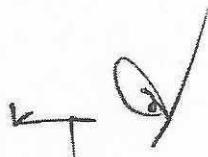
The details of welfare schemes run by J&K BOCWWB

S.No.	Name of the Scheme	Amount of Assistance
1	Ex-gratia in the event of accidental death of a worker	Rs.500000
2	Ex-gratia in the event of natural death of a worker	Rs.200000
3	Financial assistance in the case of chronic or life consuming disease of a worker or his dependent family member	Rs.150000
4	Financial assistance in the case of permanent disability of a worker (disability beyond 50%)	Rs.450000
5	Financial assistance in case of disability between 25% to 50%.	Rs.75000
6	Financial assistance for treatment and disability upto 25% in case a worker remains away from work place for a period of not less than one month and not less than three months	Rs.9330/- to Rs.27990/-
7	Financial assistance for education for the wards of workers	*Rs.2800 to Rs.48000
8	Financial assistance in the event of marriage for self or real daughter/ son	Rs.50000
9	Scholarship award for meritorious wards of a worker securing 90% and above marks in class 10th or 12 th	Rs.50000
10	Financial assistance to meet the expenditure of funeral at the time of death of a worker	Rs.5000
11	Financial assistance in cases of maternity of female workers	Rs.5000

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***Details of financial assistance for education**

S.No.	Class/Course wise detail	Financial Assistance (in rupees)		S.No.
		For boys	For girls	
1.	Class 1 st to 5 th	2800	2800	
2.	Class 6 th to 8 th	3800	3800	
3.	Class 9 th & 10 th	6000	6000	
4.	Class 11 th	8000	8000	
5.	Class 12 th	10000	12000	
6.	B.A; B.Sc; B.Com; BBA; BCA or any other recognized degree courses	13000	15000	
7.	ITI Courses	15000	20000	
8.	Paramedical Courses	15000	20000	
9.	M.A; M.Sc; LLB; LLM; M.Com; M.Lib; MBA; MCA or any other recognized PG Courses	17500	20000	
10.	Three Years Engineering or any other recognized Diploma Courses	25000	28000	
11.	MBBS; BE; B.Tech; BDS, BVSC; MS; MD; or any other technical or medical degree or PG Course	45000	48000	
12.	B.Sc. Agriculture; Horticulture; Forestry; Nursing and other integrated courses	18500	22000	
13.	All other full time professional courses at graduation level and post graduation level which otherwise have not been specifically mentioned in any of the columns above	18500	22000	



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Annexure A3

Annexure

District wise details of Funds Allocated, released and utilised for Labour Welfare During the year 2025-26 ending January-26 (₹ in cr.)

S.NO.	DISTRICT	EDUCATION ASSISTANCE		Death Assistance		Funeral Assistance		CHRONIC ASSISTANCE		DISABILITY ASSISTANCE		MARRIAGE ASSISTANCE		MERITORIOUS ASSISTANCE	
		Funds Allocated	Total expenditure	Funds Allocated	Total expenditure	Funds Allocated	Total expenditure	Funds Allocated	Total expenditure	Funds Allocated	Total expenditure	Funds Allocated	Total expenditure	Funds Allocated	Total expenditure
1	Srinagar	5,278	4,252	0.020	0.009	0.008	0.030	0.029	0.039	0.038	0.130	0.000	0.240	0.000	0.000
2	Budgam	8,773	8,167	0.040	0.004	0.003	0.003	0.035	0.020	0.020	0.190	0.000	0.060	0.000	0.000
3	Ganderbal	5,390	4,856	0.020	0.020	0.003	0.008	0.008	0.004	0.037	0.019	0.019	0.095	0.000	0.240
4	Baramulla	4,510	4,054	0.120	0.016	0.004	0.102	0.102	0.031	0.031	0.100	0.000	0.380	0.000	0.000
5	Bandipora	2,983	2,849	0.264	0.005	0.004	0.104	0.103	0.147	0.140	0.095	0.000	0.160	0.000	0.000
6	Anantnag	5,120	6,000	0.000	0.000	0.016	0.016	0.155	0.151	0.087	0.087	0.215	0.000	0.760	0.060
7	Kulgam	9,219	8,102	0.128	0.028	0.016	0.011	0.070	0.026	0.025	0.010	0.000	0.573	0.015	0.000
8	Kupwara	7,918	7,532	0.420	0.380	0.013	0.005	0.065	0.072	0.065	0.195	0.000	0.235	0.000	0.000
9	Pulwama	3,749	3,749	0.260	0.060	0.008	0.000	0.056	0.056	0.029	0.020	0.415	0.000	0.060	0.000
10	Shopian	2,694	2,303	0.160	0.080	0.002	0.002	0.057	0.051	0.056	0.025	0.115	0.000	0.120	0.000
11	Amravati	4,354	4,352	0.020	0.020	0.037	0.037	0.001	0.001	0.004	0.004	0.005	0.000	0.060	0.000
12	Promth	2,696	2,685	0.020	0.001	0.001	0.001	0.023	0.023	0.055	0.053	0.180	0.000	0.100	0.000
13	Reasi	1,506	0,046	0.000	0.000	0.001	0.000	0.000	0.008	0.008	0.060	0.000	0.020	0.000	0.000
14	Rajouri	1,580	1,229	0.000	0.000	0.004	0.004	0.005	0.005	0.016	0.014	0.105	0.000	0.085	0.000
15	Ramban	1,333	1,120	0.002	0.002	0.004	0.004	0.030	0.010	0.007	0.007	0.210	0.000	0.070	0.000
16	Doda	2,941	1,989	0.067	0.050	0.001	0.000	0.009	0.029	0.022	0.075	0.000	0.035	0.000	0.000
17	Samba	1,363	1,295	0.000	0.000	0.002	0.001	0.000	0.000	0.000	0.005	0.000	0.095	0.000	0.000
18	Kashmir	0,742	0,712	0.140	0.040	0.004	0.003	0.014	0.008	0.008	0.035	0.000	0.025	0.000	0.000
19	Kittan	1,185	0,121	0.180	0,180	0.003	0.003	0.002	0.000	0.000	0.000	0.020	0.000	0.010	0.000
20	Udhampur	0,820	0,819	0.000	0.001	0.001	0.000	0.000	0.000	0.000	0.040	0.000	0.010	0.000	0.000
	Total:-	25,122	25,226	1,871	1,594	0,113	0,071	0,757	0,522	0,584	2,450	0,000	3,450	0,075	

Revised

District wise details of Funds Allocated, released and utilised for Labour Welfare During the year 2024-25 (₹ in cr.)

S.NO.	DISTRICT	EDUCATION ASSISTANCE		Death Assistance		Funeral Assistance		CHRONIC ASSISTANCE		DISABILITY ASSISTANCE	
		Funds Alloted	Total expenditure	Funds Alloted	Total expenditure	Funds Alloted	Total expenditure	Funds Alloted	Total expenditure	Funds Alloted	Total expenditure
1	Srinagar	9,042	8,506	0.700	0.660	0.009	0.007	0.082	0.069	0.027	0.023
2	Busgam	10,421	10,406	0.630	0.380	0.012	0.010	0.025	0.069	0.035	0.027
3	Ganderbal	5,196	4,810	0.360	0.300	0.009	0.006	0.065	0.054	0.025	0.005
4	Baramulla	17,096	17,070	1.340	0.760	0.024	0.012	0.434	0.376	0.077	0.065
5	Bandipora	12,600	12,557	0.740	0.656	0.024	0.016	0.114	0.077	0.123	0.108
6	Anantnag	15,859	15,619	0.905	0.665	0.020	0.017	0.205	0.194	0.093	0.066
7	Kulgam	14,038	12,127	0.355	0.315	0.006	0.003	0.228	0.218	0.053	0.017
8	Kupwara	14,827	14,650	1.040	0.960	0.045	0.030	0.211	0.156	0.164	0.105
9	Pulwama	10,333	10,326	0.620	0.480	0.015	0.006	0.107	0.080	0.033	0.027
10	Shopian	7,937	6,812	0.080	0.080	0.005	0.005	0.077	0.073	0.040	0.037
11	Jammu	6,423	6,290	0.820	0.820	0.009	0.009	0.020	0.020	0.005	0.000
12	Poonch	5,793	4,485	0.820	0.600	0.021	0.014	0.129	0.020	0.205	0.033
13	Reasi	2,035	1,981	0.260	0.260	0.005	0.005	0.010	0.010	0.002	0.000
14	Rajouri	3,620	3,562	0.240	0.240	0.006	0.005	0.142	0.033	0.097	0.018
15	Ramban	6,118	5,558	0.320	0.158	0.013	0.005	0.125	0.022	0.155	0.013
16	Qazia	10,896	9,988	1.560	0.525	0.027	0.017	0.153	0.014	0.394	0.003
17	Samba	1,070	1,061	0.080	0.040	0.002	0.001	0.000	0.000	0.002	0.000
18	Kishtwar	5,119	5,051	0.360	0.280	0.009	0.006	0.158	0.033	0.033	0.000
19	Kathua	2,060	1,551	0.260	0.080	0.009	0.008	0.013	0.004	0.017	0.009
20	Udhampur	4,034	3,666	0.300	0.300	0.008	0.005	0.015	0.001	0.017	0.006
Total:-		164,517	156,075	11,789	8,558	0.274	0.181	2,492	1,524	1,597	0.562

District wise details of Funds Allocated, released and utilised for Labour Welfare During the year 2023-24 (₹ in cr.)

S.NO.	DISTRICT	EDUCATION ASSISTANCE		DEATH & FUNERAL ASSISTANCE		CHRONIC ASSISTANCE		DISABILITY ASSISTANCE	
		Funds Allocated	Total expenditure	Funds Allocated	Total expenditure	Funds Allocated	Total expenditure	Funds Allocated	Total expenditure
1	Srinagar	11,121	10,704	0.559	0.550	0.130	0.096	0.038	0.032
2	Budgam	17,244	15,702	0.661	0.575	0.148	0.109	0.050	0.037
3	Ganderbal	6,488	5,567	0.485	0.444	0.178	0.043	0.041	0.017
4	Baramulla	29,500	27,238	1.323	1.178	0.295	0.281	0.079	0.052
5	Bandipora	17,536	15,930	0.686	0.654	0.201	0.149	0.160	0.133
6	Anantnag	19,332	19,325	1.933	1.885	0.488	0.387	0.098	0.048
7	Kulgam	16,642	16,206	0.962	0.745	0.246	0.098	0.025	0.009
8	Kupwara	20,613	20,429	1.313	1.137	0.173	0.091	0.122	0.024
9	Puwama	9,465	9,336	0.430	0.244	0.059	0.045	0.053	0.014
10	Shopian	8,422	8,337	0.224	0.157	0.080	0.058	0.010	0.009
11	Jammu	7,799	7,655	0.447	0.424	0.030	0.007	0.005	0.000
12	Poornch	5,609	5,024	0.800	0.554	0.110	0.070	0.055	0.019
13	Reasi	2,100	1,849	0.205	0.145	0.005	0.000	0.004	0.004
14	Rajouri	5,750	5,396	0.328	0.286	0.040	0.011	0.047	0.035
15	Ramban	6,750	6,378	0.615	0.547	0.165	0.092	0.055	0.015
16	Doda	15,255	12,220	0.893	0.666	0.119	0.056	0.037	0.023
17	Srinagar	1,200	1,150	0.164	0.163	0.005	0.000	0.003	0.001
18	Kisthwar	7,803	6,066	0.615	0.143	0.032	0.001	0.016	0.013
19	Kathua	2,106	2,075	0.636	0.555	0.030	0.006	0.016	0.011
20	Udhampur	3,991	3,869	0.082	0.062	0.023	0.007	0.010	0.000
Total:-		214,726	200,457	13,358	11,109	2,534	1,508	0.922	0.494

Eligibility criteria for availing assistance under Welfare Schemes of the Board

Rule 22-M of J&K Building & Other Construction Worker (RE&CS) Rules, 2006, issued in pursuance to the BOCWAct of 1996, provides the following documentation at the time of registration by a worker:

Every building and other construction worker who is eligible to become a beneficiary and who is not a beneficiary of Building and Other Construction Workers Welfare Board in any other State of India shall submit an application in the form XXXI to the Registering Officer notified by the Government from time to time in this behalf and every such application shall be accompanied by a registration fee of rupees ten and accompanied by the documents;

- 1) Any one of the following documents as proof of age:
 - i) School records
 - ii) Certificate from the Registrar of Births & Deaths
 - iii) Certificate from the register of births and deaths maintained by village Chowkidar.
- 2) In absence of the above certificates, he may produce a certificate from a Medical Officer not below the rank of Assistant Surgeon in a Government Hospital.
- 3) Certificate from his employer/contractor (registered under the Act), that he is a construction worker. In case of non availability of such certificate, a certificate issued by the registered construction workers union or by Labour Officer or Labour Inspector having the jurisdiction of the area or Sarpanch / Councilors looking after the developmental activities of the area or a certificate issued by an Officer of the executing agency where construction worker has worked may also be considered.



The district wise details of the registered workers are as under

Total Registration (2025-26) 28-01-2026

District Name	Total Count
Anantnag	52020
Bandipora	31825
Baramulla	61527
Budgam	53896
Ganderbal	15647
Kulgam	31680
Kupwara	55149
Pulwama	28606
Shopian	20040
Srinagar	33653
Doda	29503
Jammu	34988
Kathua	11535
Kishtwar	15167
Poonch	21781
Rajouri	18285
Ramban	20378
Reasi	14201
Samba	9187
Udhampur	19901
Total	578969

Note: The Board is regularly conducting the awareness camps to cover all the unregistered eligible BOC worker. However, some of the districts have less registration the Board is making its efforts to boost the registration of the workers so that no eligible BOC worker is left unregistered.

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***Details of financial assistance for education**

S.No.	Class/Course wise detail	Financial Assistance (in rupees)	
		For boys	For girls
1.	Class 1 st to 5 th	2800	2800
2.	Class 6 th to 8 th	3800	3800
3.	Class 9 th & 10 th	6000	6000
4.	Class 11 th	8000	8000
5.	Class 12 th	10000	12000
6.	B.A; B.Sc; B.Com; BBA; BCA or any other recognized degree courses	13000	15000
7.	ITI Courses	15000	20000
8.	Paramedical Courses	15000	20000
9.	M.A; M.Sc; LLB; LLM; M.Com; M.Lib; MBA; MCA or any other recognized PG Courses	17500	20000
10.	Three Years Engineering or any other recognized Diploma Courses	25000	28000
11.	MBBS; BE; B.Tech; BDS, BVSC; MS; MD; or any other technical or medical degree or PG Course	45000	48000
12.	B.Sc. Agriculture; Horticulture; Forestry; Nursing and other integrated courses	18500	22000
13.	All other full time professional courses at graduation level and post graduation level which otherwise have not been specifically mentioned in any of the columns above	18500	22000



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The J&K Building and Construction Workers Welfare Board is currently running the below mentioned welfare schemes for registered construction Workers.

S.No.	Name of the Scheme	Amount of Assistance
1	Ex-gratia in the event of accidental death of a worker	Rs.500000
2	Ex -gratia in the event of natural death of a worker	Rs.200000
3	Financial assistance in the case of chronic or life consuming disease of a worker or his dependent family member	Rs.150000
4	Financial assistance in the case of permanent disability of a worker (disability beyond 50%)	Rs.450000
5	Financial assistance in case of disability between 25% to 50%.	Rs.75000
6	Financial assistance for treatment and disability upto 25% in case a worker remains away from work place for a period of not less than one month and not less than three months	Rs.9330/- to Rs.27990/-
7	Financial assistance for education for the wards of workers	*Rs.2800 to Rs.48000
8	Financial assistance in the event of marriage for self or real daughter/ son	Rs.50000
9	Scholarship award for meritorious wards of a worker securing 90% and above marks in class 10th or 12 th	Rs.50000
10	Financial assistance to meet the expenditure of funeral at the time of death of a worker	Rs.5000
11	Financial assistance in cases of maternity of female workers	Rs.5000

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District-wise registration of unemployed youth with DE&CC's of J&K UT

S.No.	District	Male	Female	Total
1	Srinagar	11802	8058	19860
2	Ganderbal	10479	5295	15774
3	Budgam	8159	3303	11462
4	Anantnag	18494	14230	32724
5	Kulgam	14976	6482	21458
6	Pulwama	18034	9880	27914
7	Shopian	11175	7417	18592
8	Baramulla	13090	6478	19568
9	Bandipora	6692	4385	11077
10	Kupwara	14275	5115	19390
Total Kashmir Division		127176	70643	197819
13	Jammu	8248	6935	15183
14	Samba	10056	7414	17470
15	Kathua	16997	9805	26802
16	Kishtwar	6561	2519	9080
17	Doda	9578	3632	13210
18	Rajouri	10876	4695	15571
19	Reasi	8121	4256	12377
20	Udhampur	6347	5272	11619
21	Ramban	11212	2754	13966
22	Poonch	11032	5559	16591
Total Jammu Division		99028	52841	151869
Grand Total		226204	123484	349688