

JAMMU AND KASHMIR HANDICRAFTS (SUBORDINATE) SERVICES RECRUITMENT RULES, 2005

**Industries and Commerce Department Notification SRO 58 dated
3rd March 2005**

In exercise of the powers conferred by the provision to Section 124 of the Constitution of Jammu and Kashmir, the Governor hereby makes the following rules, namely:—

1. Short title and commencement

(1) These rules may be called the Jammu and Kashmir Handicrafts (Subordinate) Services Recruitment Rules, 2005.

2. Definitions

In these rules, unless the context otherwise requires:—

- (a) “Administrative Department” means the department of the Government in the Civil Secretariat holding Administrative charge of the service;
- (b) “Head of the Department” means the major Head of the Department holding the administrative control of the Organization;
- (c) “Cadre” means the cadre of the service;
- (d) “Member of the Service” means a person appointed to a post in the Service under the provisions of these rules;
- (e) “Board” means the Jammu and Kashmir Subordinate Service Selection Board;
- (f) “Schedule” means the Schedule annexed to these rules;
- (g) “Service” means the Jammu and Kashmir (Subordinate) Services;
- (h) Words and expressions used in these rules but not defined shall have the same meaning as are assigned to them in the Jammu and Kashmir Civil Services (Classification, Control and Appeal) Rules 1956.

3. Constitution of services

(i) From the date of commencement of these rules there shall be constituted the Jammu and Kashmir Handicrafts (Subordinate) Services.

(ii) The Government may at the commencement of these rules, appoint to the service any person who at the commencement of these rules is holding any post in its sanctioned scale of pay included in cadre of the service:

Provided that for purposes of this rule a person appointed prior to the commencement of these rules and is holding any post included in the cadre of the service, shall be deemed to be a member of the service from the date of such appointment".

4. Strength and composition of the services

(1) The authorized permanent and temporary strength of the cadre and the nature of the posts shall be determined by the Government from time to time and shall at the initial constitution of the service under these rules, be such as specified in Schedule (1) to these rules;

Provided that the Government may create temporary, posts in the cadre of the service for specified period or purpose as may be considered necessary from time to time.

(2) The Government shall at the interval of every three or at such intervals as may be necessary, re-examine the strength and composition of the cadre of the service and make such alterations therein as it may deem fit:

Provided that nothing in this sub-rule shall be deemed to affect the power of the Government to alter the strength and composition of the cadre at any time.

5. Qualification and method of recruitment

(i) No person shall be eligible for appointment or promotion to any post in any class, category or grade in the service unless he possesses the qualifications as laid down in the Schedule II and fulfills other recruitments of recruitment as provided in the rules and orders for the time being in force.

(ii) Appointment to the service shall be made:—

- a. by direct recruitment
- b. by promotion; and
- c. Partly by direct recruitment and partly by promotion in the ratio and in manner mentioned against each post in Schedule-II.

6. Probation

(a) Persons appointed to the service either by direct recruitment or by promotion shall be on probation or trial for a period of two years.

(b) The period of probation shall be regulated as per provision of Jammu and Kashmir Civil Service (Classification, Control and Appeal) Rules, 1956.

7. Training and departmental examination

Persons appointed to the service by competitive examination shall be required to undergo such training from time to time during the course of probation and to pass during the period of probation of trial such departmental examination as the Government may prescribe:

Provided that the Government may exempt, either wholly or partly from such training and departmental examination persons who have passed a departmental examination or undergo training declared by the Government to be equivalent to the departmental examination or training/prescribed under these rules.

8. Eligibility of government servants for direct Recruitment

A person already in Government service may apply, through proper channel for recruitment to a vacant post in any particular class and category in the service, if he possesses the educational and other qualifications prescribed for recruitment to such class or category of posts. The upper age limit of such Government servants shall be provided in the general rules:

Provided that in the case of a post which requires a higher degree of specialization and or experience the Government may prescribe higher age limit.

9. Repeal and savings

- (a) All rules corresponding these rules and in force immediately before the commencement of these rules are hereby repealed.
- (b) Notwithstanding such repeal, any appointment, order made or action taken under the provisions of the rules so repealed shall be deemed to have been made or taken under the corresponding under the corresponding provisions of these rules.

10. Maintenance of seniority list

Seniority of the members of the service shall be regulated under the Jammu and Kashmir Civil Service (Classification, Control and Appeal) Rules, 1956. The Head of Department shall maintain and up-to-date and final seniority of the service.

11. Residuary Matters

In regard to the matters not specifically covered by these rules, the member of the service shall be governed by the rules, regulations and orders applicable to the state civil services in general.

12. Interpretation

If any question arises relating to the interpretation of these rules the matter shall be referred to the Government whose decision thereon shall be final and binding.

SCHEDULE I-A (MINISTERIAL)***J&K HANDICRAFTS (SUBORDINATE SERVICE)
RECRUITMENT RULES 2005**

S.NO.	Designation of the Post	Scale	No. of Post		
			Plan	Non Plan	Total
1	Section Officer	¹ [7450-11500]	...	03	03
2	PA	² [7450-11500]	..	01	01
3	AAO	³ [7450-11500]	..	03	03
4	Sts. Officer	⁴ [7450-11500]	01	02	03
5	Head Assistant	5000-8000	..	08	08
6	Jr. Scale Steno	5000-8000	...	06	06
7	Jr. Accountant	³ [5500-9000]	..	02	02
8	Sts. Assistant	5000-8000	..	04	04
9	Senior Asstt./Record Keeper-cum-Typist/ Sr. Typist	4000-6000	...	59	59
10	Cashier	4000-6000	..	11	11

1_ Substituted by SRO 259, dt. 18.7.2007.

2_ Substituted by SRO 367, dt. 23.10.2007.

3_ Substituted by SRO 94, dt. 23.3.2007.

4_ Substituted by SRO 422, dt. 18.12.2007.

11	Store Keeper	4000-6000	..	15	15
12	Account Assistant	4000-6000	...	20	20
13	Jr. Sts. Assistant	4000-6000	..	03	03
14	Jr. Assistant	3050-4910	..	47	47
15	Gestetener Assistant	3050-4910	...	02	02
16	Jamadar Gr. I	2610-3540	..	01	01
17	Jamadar Grade II	2550-3200	..	01	01
18	Orderly-cum-Chowkidar	2550-3200	165	401	566
19	Store Khalasi	2550-3200	...	03	03
20	Mashki	2550-3200	..	01	01
21	Sweeper	2550-3200	..	05	05
22	Class IV/Orderlies	2550-3200	...	52	52

**J&K HANDICRAFTS (SUBORDINATE SERVICE) RECRUITMENT RULES 2005
SCHEDULE II-A
(MINISTERIAL)**

980 HANDICRAFTS (SUBORDINATE) SERVICES RECRUITMENT RULES, 2005

CLASS	CATEGORY	GRADE	DESIGNATION	MINIMUM QUALIFICATION FOR DIRECT RECRUITMENT	METHOD OF RECRUITMENT
I	A	¹ [7450-11500]	Section Officer	...	By promotion from class II category A (<i>Head Assistant</i>) from amongst the persons having not less than 3 years service as such.
	B	² [7450-11500]	PA (Sr. Scale Steno)	...	By promotion from class II category B (<i>Jr. Steno</i>) from amongst the persons having at least 3 years service in that category and having knowledge in Computer Application.
	C	³ [7450-11500]	Asstt. Accounts Officer	...	By deputation from J&K Accounts (<i>Subordinate</i>) Service.

1. Substituted by SRO 259, dt. 18.7.2007.
2. Substituted by SRO 367, dt. 23.10.2007.
3. Substituted by SRO 94, dt. 23.3.2007.

	D	6500-10500	Statistical Officer	...	By deputation from J&K Economics and Statistic (<i>Subordinate</i>) Service.
II	A	5000-8000	Head Assistant	...	By promotion from Class III category A (<i>Senior Asstt. Record-keeper-cum-typist Sr. typist Cashier Store Keeper</i>) from amongst the persons having not less than 3 years service in these categories and having passed Secretariat Asstt. Training course.
	B	5000-8000	Jr. Scale Steno	Graduation with six months computer course and having speed of 65 words per minute in Shorthand and 35 words in Type-Writing	100% by direct recruitment.
	C [*]	[5500-9000]	Jr. Accountant	...	By deputation from J&K Accounts (<i>Subordinate</i>) Service.
	D	5000-8000	Jr. Statistical Asstt.	By deputation from J&K Economics and Statistic (<i>Subordinate</i>) Service.

^{*} Substituted by SRO 94, dt. 23.3.2007.

III	A	4000-6000	Sr. Asstt./Record-keeper-cum-Typist/ Sr. Typist /Cashier/ Store-Keeper	...	By promotion from Class IV Category A (<i>Jr. Asstt.</i>) amongst the persons having not less than 3 years service in these categories.
	B	¹ [4500-7000]	Accounts Assistant	...	By deputation from J&K Accounts (Subordinate) Service.
	C	4000-6000	Jr. Statistical Asstt.	...	By deputation from J&K Economics and Statistics (<i>Subordinate</i>) Service.
IV	A	3050-4910	Junior Asstt.	Graduate from any recognised University with knowledge of typing 35 words spm & 6 months certificate course in computer Application from any recognised Institute.	(i) 75% by direct recruitment (ii) 25% by promotion from Class VII Category E (<i>Class IV Orderlies</i>) on the basis of joint seniority from amongst persons who are matriculate and above with type knowing having minimum speed of 30 wpm.

¹ Substituted by SRO 94, dt. 23.3.2007.

	B	3050-4910	Gestetner Asstt.	Matric with ITI trained in relevant trade & having knowledge in computer application	By direct recruitment.
V		2610-3540	Jamadar grade-I	...	By promotion from Class VI (Jamadar Grade-II)
VI		2550-3200	Jamadar -II	...	By promotion from Class VII (orderlies-cum-Chowkidar Store Khalasi/Sweeper/Mashki/(Class IV))
VII	A	2550-3200	Orderlies-cum-Chowkidar	Matric	By direct recruitment
	B	2550-3200	Store Khalasi	Matric	By direct recruitment
	C	2550-3200	Sweeper	Matric	By direct recruitment
	D	2550-3200	Mashki	Matric	By direct recruitment
	E	2550-3200	Class IV Orderlies	Matric	By direct recruitment

SCHEDULE I-B EXECUTIVE (NON TECHNICAL)
J&K HANDICRAFTS (SUBORDINATE SERVICE)
RECRUITMENT RULES 2005

S.NO.	Designation of the Post	Scale	No. of Post		
			Plan	Non Plan	Total
1	Asstt. Publicity Officer	6500-10500	...	01	01
2	Quality Control Inspector	6500-10500	..	11	11
3	Handicraft Training Officer/Planning Assistant	6500-10500	..	36401	36401
4	Accountant -cum- Store-Supervisor	5000-8000	147	320	467
5	Supdt. Toy and Doll	5000-8000	..	01	01
6	Supervisor Common Facility Centre	5000-8000	..	01	01
7	Product Assistant	5000-8000	..	06	06
8	Quality Control Supervisor	5000-8000	..	04	04
9	Loan Inspector	5000-8000	...	02	02
10	Technical Assistant	5000-8000	..	14	14

S.NO.	Designation of the Post	Scale	No. of Post		
			Plan	Non Plan	Total
11	Enforcement Inspector	5000-8000	05	...	05
12	Care Taker	4000-6000	...	16	16
13	Manager Coop. Training Centre	4000-6000	..	01	01
14	Stamping Asstt.	3050-4910	...	10	10

J&K HANDICRAFTS (SUBORDINATE SERVICE) RECRUITMENT RULES 2005

SCHEDULE II-B

EXECUTIVE (NON TECHNICAL)

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HANDICRAFTS (SUBORDINATE) SERVICES RECRUITMENT RULES, 2005

CLASS	CATEGORY	GRADE	DESIGNATION	MINIMUM QUALIFICATION FOR DIRECT RECRUITMENT	METHOD OF RECRUITMENT
I	A	6500-10500	Asstt. Publicity Officer	Graduate with diploma in Journalism	By direct recruitment.
	B	6500-10500	Quality Control Inspector	Degree in Handloom Textile Technology/Wool Technology with 3 years Diploma in Handloom/ Wool/Wood Technology from any recognised Institute. OR Commerce/Economics/Law Graduate.	(i) 50% by direct recruitment. (ii) 50% by promotion from class II categories C, D, E, F, G (<i>Product Assistant, Quality Control Supervisor, Loan Inspector, Technical, Assistant, Enforcement Inspector</i>) on the basis of joint seniority from amongst the persons having not less than 3 years service in these categories.

	C	6500-10500	Handicrafts Training Officer/Planning Assistant	...	By promotion from Class II category A (<i>Accountant-cum-Store Supervisor Superintendent Toy and Doll</i>) from amongst the persons having at least 5 years service in that category.
II	A	5000-8000	Accountant-cum-Store Supervisor/Superintendent Toy and Doll.	Graduate	(i) 50% by direct recruitment. (ii) 50% by promotion from Class III category A of Sch. II-A (Ministerial) [<i>Senior Asstt. Record-Keeper-cum-Typist Sr. Typist Cashier Store Keeper</i>] and from Class III Category A [Schedule-II-B) [<i>Care Taker</i>] from amongst the persons having not less than 5 years service in that category on the basis of their combined seniority.
	B	5000-8000	Supervisor Common Facility Centre	Graduate	By direct recruitment.
	C	5000-8000	Product Assistant	Diploma in Handloom /Wool/Wood technology	By direct recruitment.

		8000		/Wool/Wood technology from any recognised Institute.	
	D	5000-8000	Quality Control Supervisor	Diploma in Handloom/Wool/Wood technology from any recognised Institute.	By direct recruitment.
	E	5000-8000	Loan Inspector	Commerce Graduate with Economics as one of the subject	By direct recruitment.
	F	5000-8000	Technical Assistant	Diploma in Handloom/Wool/Wood technology from any recognised Institute.	By direct recruitment.
	G	5000-8000	Enforcement Inspector	Law Graduate	By direct recruitment.
III	A	4000-6000	Care Taker	Graduate	(i) 50% by direct recruitment (ii) 50% by promotion from class IV (<i>Stamping Asstt.</i>) from amongst the persons having not

					less than 5 years service as such.
	B	4000-6000	Manager Cooperative Training Centre	Graduate with Diploma in Industrial Cooperative from recognised Institute.	By direct recruitment.
IV		3050-4910	Stamping Asstt.	...	By promotion on the basis of joint seniority from class-IV Employees (<i>Jamadar I & II. Orderlies-cum-Chowkidar Store Khalasi</i>) having minimum qualification of Matric with 5 years service.

SCHEDULE I-C EXECUTIVE (TECHNICAL)
J&K HANDICRAFTS (SUBORDINATE SERVICE)
RECRUITMENT RULES 2005

S.NO.	Designation	Grade	No. of Posts		
			Plan	Non Plan	Total
1	Designer	6500-10500	...	08	08
2	Junior Chemist	6500-10500	..	01	01
3	Master Craftsman	6500-10500	..	04	04
4	Designer-cum-Talim Writer	6500-10500	...	01	01
5	Cameraman Grade-I	6500-10500	..	01	01
6	Asst. Registrar Induscos	5700-10100	..	08	08
7	Senior Analyst	5700-10100	..	01	01
8	Instructor Clay Moulding Ladakh	5700-10100	..	01	01
9	Instructor Fresco Painting (Ladakh)	5700-10100	...	01	01
10	Chauffour	5500-9000	..	01	01
11	SR. Auditor Induscos	5000-8000	..	01	01
12	Inspector Induscos	5000-8000	...	13	13

S.NO.	Designation	Grade	No. of Posts		
			Plan	Non Plan	Total
13	Asstt. Craftsman (SOD)	5000-8000	..	30	30
14	Asstt. Designer (SOD)	5000-8000	...	01	01
15	Potter (SOD)	5000-8000	...	01	01
16	Turner (SOD)	5000-8000	...	01	01
17	Cameraman Gr-II (SOD)	5000-8000	...	01	01
18	Painter (SOD)	5000-8000	...	01	01
19	Talim Writer	5000-8000	...	01	01
20	Blue Print Expert	5000-8000	..	01	01
21	Draftsman (SOD)	5000-8000	...	01	01
22	Calico Instructor	5000-8000	...	05	05
23	Weaving Master (Printing Kathua)	5000-8000	...	01	01
24	Senior Craft Instructor	5000-8000	147	364	511
25	Instructor Papu Shoe making Ladakh	5000-8000	...	01	01

S.NO.	Designation	Grade	No. of Posts		
			Plan	Non Plan	Total
26	Instructor Embroidery Ladakh	5000-8000	...	01	01
27	Instructor Carpet Weaving Ladakh	5000-8000	...	01	01
28	Instructor Carpentry Ladakh	5000-8000	...	01	01
29	Instructor Knitting Ladakh	5000-8000	...	01	01
30	Instructor Hosiery Making Ladakh	5000-8000	..	01	01
31	Dyeing Master Ladakh	5000-8000	..	01	01
32	Designer Ladakh	5000-8000	..	01	01
33	Craftsman HTC Srinagar	5000-8000	..	01	01
34	Instructor Ladakh Crafts	5000-8000	..	20	20
35	Instructor Doll Making and Tailoring Srinagar	5000-8000	..	01	01
36	Analyst	5000-8000	..	01	01

S.NO.	Designation	Grade	No. of Posts		
			Plan	Non Plan	Total
37	Technician cutting Tailoring Embroidery	5000-8000	..	02	02
38	Auditor Induscos	4000-6000	...	11	11
39	Supervisor Induscos	4000-6000	...	19	19
40	Supervisor Coop. Trg. Centre	4000-6000	...	01	01
41	Tailor Master (Srinagar)	4000-6000	...	01	01
42	Instructor Kani Shawl	4000-6000	...	04	04
43	Laboratory Asstt.	4000-6000	...	02	02
44	Driver	4000-6000	...	04	04
45	Electrician (QC)	4000-6000	...	01	01
46	Junior Instructor	4000-6000	147	296	443
47	Junior Instructor Calico	4000-6000	...	08	08
48	Instructor Hand Emb/Machine knitting HTC Jammu	4000-6000	...	3	3

S.NO.	Designation	Grade	No. of Posts		
			Plan	Non Plan	Total
49	Instructor Toy (Srinagar)	4000-6000	...	01	01
50	Junior Instructor Carpentry	4000-6000	...	01	01
51	Junior Instructor Painting Ladakh	4000-6000	...	01	01
52	Carpet Instructor Ladakh	4000-6000	...	07	07
53	Carpet Machine	4000-6000	...	02	02
54	Talim Writer-cum- Designer (Ladakh)	4000-6000	...	01	01
55	Craftsman/Asstt. Craftsman/Asstt. Craftsman Tapestry (SOD)	4000-6000	...	05	05
56	Laboratory Bearer-I	3050-4910	...	01	01
57	Instructor Coop. Trg. Centres (Hand & Machine Emb./ Cutting Tailoring)	3050-4910	...	06	06
58	Designer Tailoring & Emb.	3050-4910	...	02	02

S.NO.	Designation	Grade	No. of Posts		
			Plan	Non Plan	Total
59	Asstt. Craft Instructor	3050-4910	...	01	01
60	Weaving Instructor	3050-4910	...	01	01
61	Doll Instructor	3050-4910	...	01	01
62	Carpet Asstt. Ladakh	3050-4910	...	05	05
63	Jobber Calico	3050-4910	...	05	05
64	Wireman	3050-4910	...	01	01
65	Jr. Supervisor Induscos	3050-4910	...	02	02
66	Dyeing Attendant Ladakh	2550-3200	...	01	01
67	Wireman (Central Market)	2550-3200	...	01	01
68	Lab. Bearer Grade-II	2550-3200	...	01	01
69	Dyeing Attendant	2550-3200	...	01	01

J&K HANDICRAFTS (SUBORDINATE SERVICE) RECRUITMENT RULES 2005

SCHEDULE II-C

EXECUTIVE (TECHNICAL)

CLASS	CATEGORY	GRADE	DESIGNATION	MIN. QUALIFICATION FOR DIRECT RECRUITMENT	METHOD OF RECRUITMENT
I	A	6500-10500	Designer	Graduate with diploma in Fine Art Applied Art from any recognised Institute	(i) 75% by direct recruitment. (ii) 25% by promotion from class III category C (<i>Assistant Designer SOD</i>) from amongst the persons having not less than 5 years service in that category.
	B	6500-10500	Junior Chemist	Post Graduate or degree in Textile Chemistry from any recognised Institute.	By direct recruitment.
	C	6500-10500	Master Craftsman	...	By promotion from Class III category B (<i>Asstt. Craftsman SOD</i>) from respective craft in

					such of Designs having not less than 5 years service as such. Preference to be given to National/State awardees.
	D	6500-10500	Designer-cum-Talim Writer	By promotion from Class III category H (<i>Talim Writer</i>) from amongst the persons having 10 years experience in carpet designing and Talim Writing.
	E	6500-10500	Cameraman Grade-I	By promotion from Class III category F (<i>Cameraman Grade-II (SOD)</i>) from amongst the persons having at least 5 years service in that category.
II	A	5700-10100	Asstt. Registrar Induscos	By promotion from Class III category A (<i>Sr. Auditor Induscos Inspector Induscos</i>) from amongst persons having not less than 5 years experience in that category and having passed Industrial Cooperative Management Course from a recognised Institute.

	B	5700-10100	Senior Analyst	...	By promotion from Class III category Y (<i>Analyst</i>) from amongst the persons having not less than 5 years experience in that category.
	C	5700-10100	Instructor Clay Moulding Ladakh	Matric with Trained in the line and having 10 years experience and subject to practical Test.	By direct recruitment.
	D	5700-10100	Instructor Fresco Painting (Ladakh)	Matric and above with Trained in the line and having 10 years experience on the subject and on the basis of practical Test.	By direct recruitment.
III	A	5000-8000	Sr. Auditor Induscos/ Inspector Induscos	Commerce graduate with diploma in Industrial Coop. Management from recognised Institute.	(i) 50% by direct recruitment. (ii) 50% by promotion from class IV category A (<i>Supervisor Auditor Induscos Supervisor Coop. Training Centre</i>) from amongst the persons having passed Industrial Coop. Management course from a

	B	5700-10100	Senior Analyst	...	By promotion from Class III category Y (<i>Analyst</i>) from amongst the persons having not less than 5 years experience in that category.
	C	5700-10100	Instructor Clay Moulding Ladakh	Matric with Trained in the line and having 10 years experience and subject to practical Test.	By direct recruitment.
	D	5700-10100	Instructor Fresco Painting (Ladakh)	Matric and above with Trained in the line and having 10 years experience on the subject and on the basis of practical Test.	By direct recruitment.
III	A	5000-8000	Sr. Auditor Induscos/ Inspector Induscos	Commerce graduate with diploma in Industrial Coop. Management from recognised Institute.	(i) 50% by direct recruitment. (ii) 50% by promotion from class IV category A (<i>Supervisor Auditor Induscos Supervisor Coop. Training Centre</i>) from amongst the persons having passed Industrial Coop. Management course from a

					recognised institute on the basis of combined seniority.
B	5000-8000	Asstt. Craftsman (SOD)	Matric and above with 10 years experience and on the basis of practical Test.	By promotion from Class IV category P (<i>Craftsman/Asstt. Craftsman/Asstt. Craftsman Tapestry SOD</i>).	
C	5000-8000	Asstt. Designer (SOD)	Graduate with diploma in designing/Fine Art from any recognised University.	By direct recruitment.	
D	5000-8000	Potter (SOD)	Matric and above with 10 years experience in respective trade subject to practical test	By direct recruitment.	
E	5000-8000	Turner (SOD)	Matric and ITI trained in the relevant trade subject to practical test	By direct recruitment.	
F	5000-8000	Cameraman Grade-II (SOD)	Matric and above with Certificate in photography from any recognised Institute with 5 years experience.	By direct recruitment.	

G	5000-8000	Painter (SOD)	Matric and above with ITI trained in painting and having 5 years experience to practical test.	By direct recruitment.
H	5000-8000	Talim Writer	Matric and above with 10 years experience in Talim Writing subject to practical test.	By direct recruitment.
I	5000-8000	Blue Print Expert	Matric and above possessing diploma in blue printing from a recognised Institute subject to practical test.	By direct recruitment.
J	5000-8000	Draftsman (SOD)	...	By deputation from J&K Engineering (Subordinate) Services.
K	5000-8000	Calico Instructor	Matric and above with 10 years experience in the line subject to practical test.	(i) 50% by direct recruitment. (ii) 50% by promotion from class IV category H (<i>Jr. Instructor Calico</i>) from amongst the persons having not less than 5 years service as such.

L	5000-8000	Weaving Master (Printing Kathua)	Matric and above with 10 years experience in the line subject to practical test.	By promotion from Class V category E (<i>Weaving Instructor</i>) from amongst the persons having not less than 10 years experience as such. In case no person is available then by direct recruitment.
M	5000-8000	Senior Craft Instructor	Matric and above with 10 years experience in the line and should be a National awardee subject to practical test.	(i) 40% by direct recruitment for Awardees. (ii) 60% by promotion from Class IV category G (<i>Jr. Instructor</i>) from amongst the persons having not less than 5 years experience in the category on the basis of their seniority in the respective craft.
N	5000-8000	Instructor Papu Shoe making Ladakh	Matric and above with 10 years experience in the line subject to practical test.	By direct recruitment.
O	5000-8000	Instructor Embroidery Ladakh	Matric with trained in line and possessing 10 years experience subject to	By direct recruitment.

				practical test.	
	P	5000-8000	Instructor Carpet Weaving Ladakh	Matric with trained in the line and possessing 10 years experience subject to practical test	By promotion from Class IV category M (<i>Carpet Instructor Ladakh</i>) from amongst the persons having at least 5 years service.
	Q	5000-8000	Instructor Carpentry Ladakh	Matric with trained in the line and possessing 10 years experience subject to practical test	By promotion from Class IV category K (<i>Jr. Instructor Carpentry</i>) from amongst the persons having 5 years service as such.
	R	5000-8000	Instructor Knitting Ladakh	Matric and above with trained in the line and having 10 years experience subject to practical test	By direct recruitment
	S	5000-8000	Instructor Hosiery Making Ladakh	Matric and above with trained in the line and having 10 years experience subject to practical test.	By direct recruitment.
	T	5000-8000	Dyeing Master Ladakh	Matric and above with trained in the line particularly in Patto Dyeing	By direct recruitment.

				particularly in Patto Dyeing with 10 years experience subject to practical test.	
	U	5000-8000	Designer Ladakh	Matric and above with diploma in designing from any Recognised Institute subject to practical test.	By direct recruitment.
	V	5000-8000	Craftsman HTC Srinagar	Matric and above with trained in line and having 10 years experience subject to practical test.	By direct recruitment.
	W	5000-8000	Instructor Ladakh Crafts	Matric and above with trained in the line and having 10 years experience subject to practical test	By direct recruitment.
	X		Instructor Doll Making and Tailoring Srinagar.	Matric and above with trained in the line and having 10 years experience subject to practical test	By direct recruitment.
	Y	5000-8000	Analyst	Matric and above with trained in the line and having 10 years experience	By promotion from class IV category D (<i>Laboratory Asstt.</i>) from amongst the persons

				having 10 years experience subject to practical test	from amongst the persons having 5 years service as such.
	Z	5000-8000	Technician cutting Tailoring Embroidery	Matric and above with trained in the respective line and having 10 years experience subject to practical test	By promotion from class V category I (<i>Instructor Hand Emb. Machine knitting HTC Jammu</i>) having 5 years service in that category.
IV	A	4000-6000	(a) Auditor Induscos (b) Supervisor Induscos (c) Supervisor Cooperative Training Centre.	10+2 with basic course in Cooperative Management from a recognised Institute.	(i) 50% by direct recruitment. (ii) 50% by promotion from class V category J (<i>Jr. Supervisor</i>) having passed basic course of Cooperative Management from a recognised Institute with 5 years service experience in that category.
	B	4000-6000	Tailor Master (Srinagar)	07 years service in the line.	By direct recruitment.
	C	4000-6000	Instructor Kani Shawl	Matric with 10 years experience in respective craft subject to practical test	By direct recruitment.

D	4000-6000	Laboratory Asstt.	B.Sc. with Chemistry as one of the subject	(i) 50% by direct recruitment. (ii) 50% by promotion from class V category A (<i>Lab. Bearer Grade-I</i>) having passed matriculation with 5 years service experience.
E	4000-6000	Driver	Middle pass possessing hill driving licence	(i) 75% by direct recruitment. (ii) 25% by promotion from amongst class IV employees possessing hill driving license with 5 years service as experience.
F	4000-6000	Electrician (QC)		By promotion from class V category I (<i>Wireman</i>) and ITI trained with 5 years service experience.
G	4000-6000	Junior Instructor	Matric with 10 years experience in respective craft subject to practical test	(i) 70% by direct recruitment. (ii) 30% by promotion from class IV employees having 2 years service experience in the

					respective craft subject to practical test.
	H	4000-6000	Junior Instructor Calico	Matric with 10 years experience in respective craft subject to practical test.	(i) 50% by direct recruitment. (ii) 50% by promotion from class V category H (<i>Jobber Calico</i>)/trained Class IV employees subject to practical test.
	I	4000-6000	Instructor Hand Emb/Machine knitting HTC Jammu	Matric with 10 years experience in respective craft subject to practical test.	By direct recruitment
	J	4000-6000	Instructor Toy (Srinagar)	Matric with 10 years experience in the line subject to practical test.	By direct recruitment
	K	4000-6000	Junior Instructor Carpentry	Matric with ITI certificate in relevant trade and possessing 02 years experience subject to practical test.	By direct recruitment

L	4000-6000	Junior Instructor Painting Ladakh	Matric with 10 years experience in the line and on the basis of merit in practical test.	By direct recruitment
M	4000-6000	Carpet Instructor Ladakh	Matric with 10 years experience in the line and on the basis of merit in practical test.	(i) 50% by direct recruitment. (ii) 50% by promotion from class V category G (<i>Carpet Assistant Ladakh</i>).
N	4000-6000	Carpet Mechanic	Matric with 10 years experience in the line and on the basis of merit in practical test.	By direct recruitment
O	4000-6000	Talim Writer-cum-Designer (Ladakh)	Matric with diploma in Designing and 5 years experience in Talim Writing subject to practical test.	By direct recruitment
P	4000-6000	Craftsman/Asstt. Craftsman/Asstt. Craftsman Tapestry (SOD)	Matric with diploma in Designing and 5 years experience in Talim Writing subject to practical test.	By direct recruitment

V	A	3050-4910	Laboratory Bearer Grade-I	10+2 with Science subjects.	By promotion from class VI category C (Laboratory bearer Grade II)
	B	3050-4910	Instructor Coop. Trg. Centre (Hand & Machine Emb//Cutting Tailoring)	Matric with 10 years experience in the line subject to practical test	By direct recruitment
	C	3050-4910	Designer Tailoring & Emb.	Matric with 10 years experience in the line subject to practical test	By direct recruitment
	D	3050-4910	Asstt. Craft Instructor	Matric with 10 years experience in the line subject to practical test	By direct recruitment
	E	3050-4910	Weaving Instructor	Matric with 10 years experience in the line subject to practical test	By direct recruitment
	F	3050-4910	Doll Instructor	Matric with 10 years experience in the line subject to practical test	By direct recruitment

	G	3050-4910	Carpet Asstt. Ladakh	Matric with 10 years experience in the line subject to practical test	By direct recruitment
	H	3050-4910	Jobber Calico	Matric with 10 years experience in the line subject to practical test	By direct recruitment
	I	3050-4910	Wireman	Matric with ITI certificate in relevant trade subject to practical test	By direct recruitment
	J	3050-4910	Jr. Supervisor Induscos	Matric having passed Coop. Management Course from recognised Institute subject to practical test	(i) 50% by direct recruitment. (ii) 50% by promotion from class V category H (<i>Jobber Calico</i>) class IV employees having qualification of Matriculation and basic Coop. Trg. course.
VI	A	2550-3200	Dyeing Attendant Ladakh	Matric with 10 years experience in the line subject to practical test	By direct recruitment