

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No.Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

1. AGRICULTURE

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in respect of unskilled category of workers in the scheduled employment of “**Agriculture**” may be revised with effect from **01-04-2022**;

And whereas, as per provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Committee was constituted vide Notification No: Shram (A) 4-2/2018-L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act *ibid*, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the unskilled workers working in the above mentioned Scheduled Employment Rs. **350** per day or Rs. **10,500** per month w.e.f. **01-04-2022**.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(Act No. 52 of 1961).
3. Where any class of work is performed in piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribes Areas in Himachal Pradesh.

The definition of unskilled will be as under:--

- (i) **Unskilled.-** An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational

environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

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GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

2. CONSTRUCTION OR MAINTENANCE OF ROADS OR BUILDING OPERATIONS, STONE BREAKING & STONE CRUSHING.

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Construction or Maintenance of Roads or Building Operations, Stone Breaking and Stone Crushing**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act *ibid*, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f. **01-04-2022** as under:-

Category of Workers	Revised Wages	
	Daily	Monthly
1	2	3
UN-SKILLED WORKERS :	Rupees	Rupees
Bhisthi/Chimini Cleaner/ Chowkidar/ Distemperer Grade-II/Glazier/Helper for Plumber or Workshop/Rock Cutting Labour/Stone Breaker/Stone Chiseler/Sweeper/Spray man for Bitumen/Pipelinemen/Electrical Coolie/Security Guard/Beldar /Cleaner-Tractor & Road Roller & concrete mixer/Majdoor /Survey Boy/ Watchmen/ Tea boy/Peon/Dresser/ Oilmen/Greaser/ Mess helpers/ Boy Helper (having experience of 0 to 5 years)/ Khalasi (having experience of 0 to 3 years)/Bill Distributors/ Mucker/	350	10500

SEMI-SKILLED WORKER:	Rupees	Rupees
Carpenter Grade-II/ Mason Grade-II/ Sewer Man/Black Smith Grade-II/ Sanitary Fitter Grade-II/Painter/Melter Mate/Sprayman Roads/ Craneman/ Badhani/Upholster /Fitter Attendant/Black Smith/ (Boatman)/ Caneman/ Distemplerer Grade-I/Fitter Grade-II/ Flour Polisher/Stone Dresser / Mali/ Well Sinker/ White Washer/ Work Shop Mechanic Grade-II/Turner Grade-II/Pipe Fitter Grade-II/Brick Moulder/Assistant Fitter/ Assistant Fireman/ Assistant Welder/ Assistant turner/ Battery Charger/ Dresser(Qualified /Experienced)/Hammer Man /Cook/ Vulcaniser/ Nozzle Man/ Tunnel Man/ Alloy Trolley Operator/ Attendant (Store Office) Mechanical Attendant/ Tunnel Jublliman/ Tunnel Man / Helper (having experience of 5 years and above) Oil Cleaner/Navgani/ Mate/Head Watchman/ Assistant Leveler/Khalasi (having experience of 3 to 8 years)/stone Dresser/ Pump Attendant/Auto Electrician Grade-II/ Gardner/ Gauge reader/ Asstt. Lab Attendant/Auto electrician/Motor Mate/ Enquiry Attendant/Telephone Attendant	371.77	11153

Stone Dresser/Stone Breaker/Rock Stone Breaker/Stone Crusher 1½ inch to 2 inch = Rs. 2074.95 per 100 cft 1 to 1¼ inch = Rs. 2314.48 per 100 cft.

SKILLED WORKERS :	Rupees	Rupees
Carpenter Grade-I/ Mason Grade-I/Black Smith / Sanitary Fitter Grade-I/ Upholster Grade-I/Astt. Pump Operator/ Pump Operator/ Pump Driver/ Chargeman Grade-II/Water Supply Fitter / Carpenter Grade-II/ Compressor Operator/ Compressor Driver/ Darji or Tailor Grade-I/ Darji or Tailor Grade-II/Crasher Driver/ Stone Dresser for ornamental work/ Plumber Grade-I/ Pipe Fitter Grade-I/Auto Driver/ Asstt. Mechanic/ Mixer Driver/ Mixer Operator/ Structural Fitter Grade-II/ Workshop Fitter / Generator Operator/ Generator Driver/ Plant Shop Fitter/ diesel Engine Fitter/ Trolley Line Fitter / Crushing Plant Fitter/ Plant Fitter/ Jack Hammer Fitter/ Electrical fitter/ Bunch Fitter/ Shaper/ Auto Fitter/ Pipe Line Fitter/ refrigerator Plant Fitter/ Tractor Operator/Shaft Minor/ Kochring Operator/Dozer Operator/ Roclain Operator/ Scrapper Operator/ Loader operator/ Crane Operator/ Eucild operator/ Wagon Drill Operator/ Boaring Operator/ SLD crane Operator/ Plant Operator/	406.36	12191

Ice Plant Operator or Welder/ Gas Cutter/ turner/ Black Smith/ Tin Smith/ Traction Battery Charger/ Line Man/ Telephone Operator/ Khalssi / Jamadar/ Winder/ Blaster Driller/ Winch Fitter / Compounder/Painter /Miller /Climber/ Moulder/ Levellers/ Saw Mill Cutter/Cable Jointer/Foreman Grade-II/Khalasi(8 years to above) /Tracer Operator/ E.M.E./Driver/Compressor/Rocker Showel Operator/Snow Cutter Operator /Loco Operator/Driller Mason for Glazed Type work/Work Mistry/Motor Mate / Tractor Driver/Telephone mechanic/D.G. Set Operator/Workshop Foreman Grade-II.

HIGHLY SKILLED	Rupees	Rupees
Carpenter for furniture only/Workshop Mechanic Grade-I/Chargeman Grade-I/Workshop Foreman Grade-I/Turner Grade-I/Mechanic All Round Operator /Mason/Mistry and Carpenter Mistry/Structural Fitter Grade-I/Surveyor/Draftsman / Assistant Foreman/ Machinist / Compounder (Qualified)/Road Roller Driver/Bulldozer Driver/ Wireman/ Auto Electrician/ Electrician/ Chemical Analyser.	483.17	14495

Clerical and non Technical Supervisory Staff	Rupees	Rupees
Bituman Tyre Inspector/Road Inspector/Work Inspector/ Store Keeper/ Store Munshi/ Supervisor/Meter Reader/ Ledger Booking Clerk/ Bill Clerk/ Irrigation Booking Clerk/ Patwari/ Complaint Attendant/ Ferro Printer/ Driver (Jeep/Car/Tractor)/ Clerk/ Mechanical Inspector / Assistant Store Keeper/Accounts Clerk/Stenographer.	406.36	12191

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961).
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.

4. If any category of worker employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 20% increase will be admissible over and above the minimum rates of wages to the workers working inside the tunnels.
6. 25 % increase shall be applicable over and above the minimum rates of wages in different categories of workers working in 'Under Construction Hydro- Electric Power Projects' located in Non- Tribal Areas.
7. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh. In case of workers working in the Under Construction Hydro- Electric Power Projects' in Tribal Areas, an additional 10% increase shall be applicable.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i)Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment and skill but for proper discharge of duties assigned to him or relatively narrow job and where important decisions are made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii)Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

**No. Shram(A)4-2/2018-P-II Dated Shimla-2, the
Copy for information and necessary action to:-**

25-05-2022

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)
Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

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DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

3. PUBLIC MOTOR TRANSPORT

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Public Motor Transport**” may be revised in respect of un-skilled and other categories of workers with effect from **01-04-2022;**

And whereas, as per provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948(Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022;**

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act ibid, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f. **01-04-2022 as under:-**

General Staff Unskilled Rs.350 per day, Rs. 10500 per month

- (a) Peon, Chowkidar, Store Helper, Sweeper, porter and Daftri
- (b) Workshop Staff (Unskilled)
- (c) Workshop Mazdoor without having any experience

Semiskilled Rs. 363.08 per day, Rs.10892 per month

1. Asstt. Electrician
2. Asstt. Mechanic
3. Asstt. Fitter
4. Asstt. Black Smith
5. Asst. Carpenter
6. Asstt. Welder
7. Asstt. Turner
8. Asstt. Boaring Barman
9. Asstt. Machinist
10. Asstt. Cushion Maker
11. Asstt. Vulcanisor
12. Asst. Painter
13. Asstt. Upholster
14. Asstt. Tyreman
15. Asstt.Sprayman
16. Asstt. Electrician Mechanic

17. Asstt. Retrader
18. Workshop Mazdoor having ITI Certificate or having 2 years of probation period who has no ITI Diploma
19. Assistant Molders.

SKILLED:

Machanic, Fitter, Blacksmith, Carpenter, Welder, Boring wireman, Machanist, Cusion Maker, Tinsmith, Volcanizer, Painter, Upholster, Tyreman, Spray Painter, Electrician Machanic, Retreader, Moulder, Turner, Workshop Mazdoor having ITI certificate or having 2 years of probation period who has no ITI Diploma. The ITI certificate holder who are working in the same trade. **Rs. 396.63 per day or Rs. 11,899 per month.**

HIGHLY SKILLED WORKSHOP STAFF:

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor **Rs. 439.89 per day or Rs. 13,197 per month.**

GENERAL STAFF (CLERICAL) ETC.:

Group-A

Out Agent, Out Agency Clerk, Typist, Steno typist, Store-day book Writer, Clerk, Assistant Cashier, Booking Clerk (Restorer), Ledger Keeper, Petrol Pump Attendant. **Rs. 396.63 per day or Rs. 11899 per month.**

Group-B

Chief Inspector, Receptionist, Inspector, Checker, Stenographer **Rs. 416.97 per day or Rs. 12509 per month.**

A Grade, Station Supervisor, Assistant Store-Keeper A Grade, Accountant, Cashier, Tyre Inspector. **Rs. 491.77 per day
Rs. 14,753 per month.**

Group-C

Head Assistant, Head Clerk, Auditor, Head Cashier.

RUNNING STAFF

	Per Day	Per month
1.Driver	Rs. 444.50	Rs. 13,335
2.Conductor	Rs. 405.64	Rs. 12,169
3.Cleaner-cum-Conductor	Rs. 379.57	Rs. 11,387
4.Part-Time Booking Clerk	Rs. 243.72	Rs. 7,312

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)

3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment and skill but for proper discharge of duties assigned to him or relatively narrow job and where important decisions are made/taken by others. His work is thus limited to the performance of routine operations of limited scope.

(iii)Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv)Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

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**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

4. SHOPS & COMMERCIAL ESTABLISHMENT

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Shops & commercial Establishments**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948(Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act ibid, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f. **01-04-2022 as under:-**

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rupees	Rupees
Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/ Sweeper/ Masalchi/ Gateman/ Waterman/ Cleaner/ Packer/ Mazdoor/ Lander/ Unlander/ Messenger/ Clock Room Attendant/ Porter/ Bhishit/ Beldar/ Fireman/ Pandi/ Posterman/ any other worker doing unskilled job.	Rs. 350 Daily	Rs 324.47 Daily Rs. 9734 Monthly
	Rs.10500 Monthly.	
Semi-Skilled	Rupees	Rupees
Head porter, Pantryman/Coffee-Teamaker/ Chapatiman/ Assistant Baker/Gate Keeper (Cinema) / Asstt. Lineman / Assistant Operator/ Binder Assistant/ Bill Collector /Convesser / Cook/Assistant Halwai/Book Binder/	Rs. 369.93 Daily. Rs. 11098 Monthly.	Rs. 339.12 Daily Rs. 10174 Monthly

Sticher/ Rulling-cutting/Auctioners /Mali/ Sewerman/
 Hotel Guide/ Assistant Mistry/ Assistant Fitter/
 Assistant Turner/ Assistant/Welder/ Assistant
 Electrician/ Assistant/Salesman/ Assistant Barbar/
 Dhobi/ Pressman/Boilerman/ Film Rewinder/ Waiter/
 Bearer/ Assistant Radio Machanic/Painter/
 WhiteWasher/Pakora and Chanamaker/Clerk (Non-
 matric/ Assistant Store Keeper/ Distributor and Assistant
 Machine man/ Enquiry Attendent/ Telephone Attendent/
 ITI Certificate Holder.

Skilled:	Rupees.	Rupees.
Blacksmith/Tinsmith/Watchmaker/Radio Mechanic/Carpenter/Plumber/Driver/Assistant Tailor/Cutter (Tailoring) /General mechanic/ Halwai Cook/ Confectioner/Baker/ Steward/ Butler/ Fitter/ Draughtsman/TelephoneOperator/ Compounder / Goldsmith./ Shoe Maker / Shawl-Carpet Weaving/ Compositor/Cinema Operator/ Salesmen/ Drycleaner/ Dyer /Barber/ Regular machine man/machinist/ Welder/Moulder/Cashier/ Clerk/ (Matric) Munim/ receptionist/ Waiter/ Bearer / Storekeeper/ headwaiter /Head bearer (Western Style Hotels)/Lineman.ITI certificate holder who are working in the same trade.	Rs. 406.36 Daily. Rs. 12191 Monthly.	Rs. 373.51 Daily Rs. 11205 Monthly.

Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foreman/ Supervisor/ Tailor/Cutter (Tailoring)	Rs. 422.85 Daily. Rs. 12686 Monthly	Rs. 391.38 daily Rs. 11741 Monthly

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

5. FORESTRY INDUSTRIES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “Forestry Industries” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act,1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04.2022** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages	
	Daily	Monthly
UNSKILLED WORKERS		
1 Felling of trees:	Rs. 350	Rs. 10500
1.Lopper (Changi)	Rs. 369.93	Rs. 11098
2.Feller (Garani)	Rs. 357.92	Rs. 10738
2 Logging and sawing including timber passing:		
1.Dresser (Panchani)	Rs. 357.92	Rs. 10738
2.Sawyer (Charani)	Rs. 439.89	Rs. 13197
3.Blacksmith	Rs. 413.02	Rs. 12391
3 Carriage, stacking and timber passing by manual labour:		

1. Mazdoor for carriage	Rs. 357.92	Rs. 10738
2. Mazdoor for loading and un loading of timber.	Rs. 357.92	Rs. 10738
4 Carriage of timber by Aerial ropeways :		
1.Span Mistry-cum-Supervisor	Rs. 439.89	Rs. 13197
2.Span Mistry	Rs. 413.02	Rs. 12391
5 Carriage by water slide (pucci Nalli), dry slide (Pathru), Nullah Bhaan and Darya Bahaan (River floting):		
1. Mohri-wala Mistry	Rs. 471.27	Rs. 14138
2. Taru	Rs. 452.33	Rs. 13570
3. Asstt. Mistry/ Helper Mistry	Rs. 422.85	Rs. 12686
4. Darya-man	Rs. 452.33	Rs. 13570
5. Ghalu	Rs. 384.72	Rs. 11542
6. Jamadar	Rs. 384.72	Rs. 11542
6 Mechanised logging and timber extraction:		
1.Surveyor	Rs. 442.53	Rs. 13276
2.Ski-line Operator	Rs. 413.02	Rs. 12391
3 Truck Driver	Rs. 387.43	Rs. 11623
4. Compressor Driver	Rs. 387.43	Rs. 11623
7 Clerical Staff:		
1.Manager	Rs. 509.43	Rs. 15283
2.Accountant	Rs. 393.38	Rs. 11801
3.Munshi/ Typist clerk	Rs. 357.92	Rs. 10738
8 Saw Mill Workers:		
1.Band Saw Mistry	Rs. 413.02	Rs. 12391
2.Supervisor	Rs. 409.07	Rs. 12272
3.Head Mistry	Rs. 413.02	Rs. 12391

4.Boiler Driver	Rs. 413.02	Rs. 12391
5.Assistant Mistry	Rs. 363.08	Rs. 10892
6.Planner Mistry	Rs. 363.08	Rs. 10892
7.Helper	Rs. 357.92	Rs. 10738
8.Cutter man	Rs. 357.92	Rs. 10738
9 Katha Extraction:		
1.Feller and Chipper	Rs. 357.92	Rs. 10738
2. Katha Supervisor/Katha Processor	Rs. 357.20	Rs. 10716

Highly Skilled

Boiler Attendant (Ist Class) Overseer, Head Foreman= **Rs. 483 Daily. Rs. 14490 Monthly.**

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled employee is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers .

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

6. CHEMICAL & CHEMICAL PRODUCTS

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Chemical & Chemical Products**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Revised minimum rates
Unskilled	Rs. 350 Daily. Rs. 10500 Monthly.
Semi Skilled	
Assistant Electrician, Assistant Fitter, Assistant Turner, Assistant Welder, Assistant Moulder, Assistant Plant Operator, Assistant Blacksmith, Assistant Copraman, Re-irrigation, Assistant , Jamadar, Eastman, East cultivator, Switch Board Attendant, Wireman, Postalman, Fireman, Oilman, Pumpman Grade-I, Machine Levellor, Selector, Cutter-cum-Market seller, Empular, Hageman, ITI Certificate Holder.	Rs. 360.92 Daily. Rs. 10828 Monthly.
Skilled	
Saltman, Electrician, Fitter, Copperman, Turner, Moulder, Blacksmith, Plant operator, Mason, Carpenter, Assistant Foreman, Head Jamadar, Boiler Attendant Grade-II, Workshop Foreman, Electrician Foreman, Engine Driver, Draughtsman, Assistant	Rs. 406.36 Daily. Rs. 12191 Monthly.

Chemist, Machineman, Cashier/Clerk (Matriculate), Salesman, Receptionist, Typist, Store-keeper I.T.I. certificate holder who are working in the same trade.

Highly Skilled

Boiler Attendant (First-Class) Overseer, Head Foreman

Rs. 483.17 Daily.

Rs. 14495 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961).
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as:-(i)

Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(IV). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)
Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

7. ENGINEERING INDUSTRIES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Engineering Industries**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Un-Skilled

Rs. 350 Daily or

Rs. 10500 Monthly.

Semi skilled

Taper Grade-III, Turner Grade-III, Driller Grade-III, Romer Grade-III, **Rs. 360.92 Daily or**

Shareman Grade-III, Machine man, Machinist/Operator Grade-III/ Bragar **Rs. 10828 Monthly.**

Grade-III, Head Spinning Winder/ Liner Grade-III, Press Operator Grade-III,

Spray Painter Grade-III, Transfer Fixer Grade-III, Assembler Grade-III,

Cobbler, Rubber Rosin Cutter, Tailor Grade-III,

Material Checker, Fitter Frame, Numbering man, Frame

Sender, Electroplater Grade-III, Mopper Grade-III, Grinder Grade-III,

Pickler, Polishman, Buferman, Head Mechanic, Operator Grade-III,

Thread/Roller Operator Grade-III, Book-screw Machine Operator Grade-III,

Feeder Grade-III, Dye Maker Grade-III, Welder Grade-III, Tin Smith Grade-

III, Pipe Reader, Hammer man Grade-III, Electric Lineman Grade-III, Voucher Inspector Grade-III, Lister Diesel Engine Driver Grade-III, Oilman.

Skilled

Taper Grade-II, Turner Grade-II, Driller Grade-II, Shaper Grade-II, Shaperman Grade-II, Slaughterman Grade-II, Mechanist/ Operator/Brager Grade-II, Liner Grade-II, Spray Painter Grade-II, Transfer Mixer Grade-II, Press Operator Grade-II, Assembler Grade-II, Tailor Grade-II, Electroplater Grade-II, Moper Grade-II, Grinder Grade-II, Head Machine Operator-II, Thread and Roller Machine Operator Grade-II, Book screw Machine Operator Grade-II, Gold Draw Machine Operator Grade-II, Fitter Grade-II, Carpenter/Pattern Maker Grade-II, Dye Maker Grade-II, Saister Grade-II, Welder Grade-II, Tinsmith Grade-II, Hammerman Grade-II, Blacksmith Grade-II, Tool Setter Grade-II, Electrical Lineman Grade-II, Electrician Grade-II, Armature Winder and Coil winder Grade-II, Cable Jointer Grade-II, Voucher Inspector Grade-II, Lister Diesel Engine Driver Grade-II, Moulder Grade-II, Supervisor, ITI Certificate Holder who are working in the same trade.

Rs. 406.36 Daily.

Rs. 12191 Monthly

Highly Skilled

Turner Grade-I, Grinding Machine Operator Grade-I, Shaper man Grade-I, Slaughterman Grade-I, Miller Grade-I. Electroplater Grade-I, Gold Draw Machine Operator Grade-I, Fitter Grade-I, Carpenter/Pattern Maker Grade-I, Dye maker Grade-I, Engraver Grade-I, Blacksmith Grade-I, Dye Setter Grade-I, Tool Setter Grade-I, Electrician Grade-I,

Rs. 483.17 Daily.

Rs. 14495 Monthly.

Clerical Staff

Cashier (Matriculate) Clerk, Salesman, Typist Storekeeper

Rs. 375.62 Daily.

Rs. 11269 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.

2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i)Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi –skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii)Skilled: -- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File. .

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

8. TEA PLANTATION

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Tea Plantation**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act,1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages
Field workers in Tea Plantation employed on plantation up rooting, spraying, manufacturing, shade lopping, hoeing, pruning weeding, plucking etc. known as unskilled workers employed in the operation;	Rs. 350 Daily or Rs. 10500 Monthly.

A-Grade Leaves -- If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. 25.32 per kilogram extra as incentive.

B Grade Leaves If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. 20.04 per kilogram extra as incentive.

C-Grade Leaves- If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs 14.94 per kilogram extra as incentive.

The piece rates workers employed for plucking will get Rs. 25.32 , Rs. 20.04 Rs. 14.94 per kilogram for A,B,C grade of tea leaves respectively.

SEMI-SKILLED: Workers engaged in Tea Factory & Tea Plantations. **Rs. 355.95** per day, **Rs. 10679** per month

FACTORY:

Include lift Mazdoor, withering Mazdoor, **Rs. 350 daily**
 relling room workers, shifting Mazdoor, **Rs. 10500 Monthly.**
 Fermenting room workers, tea boys,
 sorters, tea makers, time keeper and carriers (jhalli)

PLANTATION:

Cleaners, Assistant Cleaner, Garden Assistant, **Rs. 350 daily**
 Muharirs etc. who maintain records of a field work **Rs. 10500 Monthly.**
 and also includes sweeper, Mali & Mate.

CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF

OFFICE STAFF:

1. Accountant	Rs. 535.02	Rs. 16051 per month plus free accommodation	
2. Clerks	Rs. 406.36	Rs. 12191 per month plus free accommodation	
3. Munshi	Rs. 425.92	Rs. 12778 per month plus free benefits as admissible to clerk	
4. Peon ,Chowkidar/Chaudhary	Rs. 355.95	Rs. 10679 per month plus free benefit as admissible.	
		Daily	Monthly
5. Compounder		Rs. 495.61	Rs. 14868
6. Driver (Jeep/ Car/ Tractor)		Rs. 444.50	Rs. 13335
7. Mechanic ,		Rs. 499.60	Rs. 14988
8. Assistant Mechanic		Rs. 442.53	Rs. 13276
9. Electrician-cum- Mechanic Grade-I		Rs. 499.60	Rs. 14988
10. Electrician-cum- Mechanic Grade-II		Rs. 442.53	Rs. 13276

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

(i)Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi –skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

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2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

**No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-20229.
ESTABLISHMENTS WITH MANUFACTURING PROCESS AS DEFINED IN
CLAUSE (K) OF SECTION-2 OF FACTORIES ACT, 1948**

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Manufacturing Process as Defined in Clause (K) of Section 2 of Factories Act, 1948**” may be revised in respect of un skilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act,1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 350 per day or Rs. 10500 per month
Semi-skilled	Rs. 360.92 per day or Rs. 10828 per month
Skilled & clerical staff	Rs. 406.36 perday. or Rs. 12191 per month
Highly-Skilled	Rs. 483.17 perday or Rs. 14495 per month

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) **Unskilled.**- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) **Semi-skilled.**- A semi skilled worker is one who does work generally defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) **Skilled.**- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) **Highly Skilled.**- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

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3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

10. HOTEL AND RESTAURANTS

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Hotel and Restaurants**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f. **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Revised Wages	
	Where no benefit is provided	Where food, tea and accommodation provided
1	2	3
UN-SKILLED:	Rupees	Rupees
Helper/ Chowkidar/ Peon/ Sweeper/ Masalachi/ Gateman/ Waterman/ Messenger/ Clock Room Attendant/ Porter/ Bhishti/ Beldar/Fireman/ Pandi/ Posterman/ any worker doing un-skilled job.	Rs. 350 Daily	Rs. 324.47 Daily
	Rs. 10500 Monthly	Rs. 9734 Monthly
SEMI-SKILLED WORKER:	Rupees	Rupees
Pantryman /Coffee-Tea Maker/ Chapatiman / Assistant Baker/Cook/ Assistant	Rs. 369.93 Daily	Rs 340.11

Halwai/Book Binder/ Sticher /Ruling Cutting/ Auctioners /Mali /Hotel Guide /Assistant Mistry/ Assistant Fitter/ Sewerman/ Assistant Turner /Assistant	Rs. 11098 Monthly	Rs. 10203 Monthly.
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Welder/ Assistant Electrician/ Assistant
Salesman/ Assistant Barber/ Dhobi/
Pressman/Boilerman/Film Rewinder/ Water
Bearer /Assistant Radio Mechanic/ Painter/
White Washer/ Pakora and Chana
Maker/Clerk (Non-Matric)/ Assistant Store
Keeper/Distributor and Assistant
Machinman/ Enquiry Attendant/ Telephone
Attendant/ ITI certificate holder who are
working in the other trade.

SKILLED WORKERS :	Rupees.	Rupees.
Driver/Halwai/Cook/Confectioner/Baker/St eward/Butler/Draughtsman/TelephoneOpera tor/Receptionist/Waiter/Bearer/Store Keeper/Head Waiter/Head Bearer (Western Style Hotel.) ITI certificate holder who are working in the same trade.	Rs. 406.36 Daily	Rs. 373.51 Daily
	Rs. 12191 Monthly.	Rs. 11205 Monthly.

Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)	Rs. 422.85 Daily	Rs. 391.38
	Rs. 12686 Monthly.	Rs. 11741 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)

3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

11. PRIVATE EDUCATIONAL INSTITUTES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Private Educational Institutes**” may be revised in respect of un skilled and other categories of workers with effect from **01-04-2022** ;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act,1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04--2022** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 350 per day or Rs. 10500 per month
Semi-skilled	Rs. 369.93 per day or Rs. 11098 per month
Skilled	Rs. 406.36 per day or Rs. 12191 per month
Highly skilled	Rs. 422.85 per day or Rs 12686 per month

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational

environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semi skilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

(R.D Dhiman)

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

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2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

12. Hydro Power Projects

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Hydro Power Projects**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers

Minimum Wages

Daily

Monthly

UN-SKILLED WORKERS :

Rs.

Rs.

Peon, Helper to Pump Operator, Helper to Concrete Pump Operator, Pump Attendant, Helper to JWR Crane Operator, Helper to Plant Operator, Helper to Excavator Operator, Helper to Concreting Plant Operator, Helper to Loader Operator, Helper to TAMROCK Operator, Helper to Mechanic, Helper to Turner, Helper to Electrician, Helper to Auto Electrician, Helper to Welder, Helper to Fitter, Helper to Carpenter, Helper to Heavy Motor Vehicle Driver, Helper to Khalasi, Compressor Attendant, Generator Attendant, TM Attendant, Helper to Concrete Mixture Plant Operator, Helper to Fireman, Helper to Stone Dresser, Helper to Head Watchman, Helper to Laboratory Assistant, Helper to Gauge Reader, Helper to Time Keeper, Helper to Diesel

350

10500

Generator Set Operator, Helper to Generator Operator, Helper to Wireless Operator, Helper to Engine Fitter, Helper to Diesel Engine Fitter, Helper to Pipe Fitter, Helper to Pujari, Cleaner-cum-Beldar, Washerman, Washermaid, Office Boy, Clay Cleaner, Helper Boomer, Helper to Automobile Fitter, Masalchi, Air Conditioning Plant Helper, Helper to Supervisor, Mess Helper, Sweeper.

SEMI-SKILLED WORKER:

Junior Pump Operator, Junior Concrete Pump Operator, Junior JWR Crane Operator, Junior Plant Operator, Junior Nozzleman, Junior Excavator Operator, Junior Concreting Plant Operator, Junior Loader Operator, Junior TAMROCK Operator, Junior Mechanic, Junior Auto Electrician, Junior Welder, Junior Fitter, Junior Tyre Fitter, Junior Painter, Junior Plumber, Junior Denter, Junior Carpenter, Security Guard, Khalasi(3 Years Experience), Junior Compressor Attendant, Generator Attendant, Locomotive Attendant, Concrete Mixture Attendant, Assistant Fireman, Stone Dresser, Laboratory Assistant, Gauge Reader, Time Keeper, Diesel Generator Set Operator, Generator Operator , Wireless Operator, Junior Diesel Engine Fitter, Junior Pipe Fitter, Telephone Attendant, Assistant Surveyor, Office Attendant, Junior Oiler, Junior Driller, Junior JCB Operator, Junior Scrapper, Pujari, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Junior Elctrician, Mali

371.77 11153

SKILLED WORKERS :

Dozer Operator, Grader Operator, Loader Operator, Batching Plant Operator, Crushing Operator, Excavator Operator, CMT Crane Operator, 26 Tonne Dumper Operator, Plant Operator, Gantry Operator, JCB Operator, Locomotive Operator, Tamrock/Jambo Operator, Mechanic, Turner, Welder, Driller, Nozzleman, Fitter, Steel Fixer, Blacksmith, Blaster, Carpenter, Auto Electrician, Painter, Denter, Mason, Plumber, Bar Binder, Tyre Fitter, CMT Operator, AC Plant Operator, Merlo Operator,

406.36 12191

Work Inspector, Supervisor, Camp-Incharge, Non Technical Supervisor(Mining Blasting), Driver, Mobile Crane Operator, Bacoh Operator, Hydro Crane Operator, Surveyor, Scrap Operator, Bobcat Operator, Scoop Operator, Garroting Pump Operator, Morter Binder, Data Entry Operator, Cashier, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Cook, Khalasai(more than 5 years Experience) and Dhobi.

HIGHLY SKILLED

Senior Crane Operator, Senior Batching Plant Operator, Senior Trailer Operator, Senior Dumper Operator, Tunnel Boring Machine Operator, Senior Plant Operator, Senior Heavy Earth Moving Machine Operator, Senior Dozer Operator, Senior Loader Operator, Senior CE Plant Operator, Senior Carpenter, Senior Mechanic, Senior Driller, Senior Black Smith, Senior Electrician, Senior Bar Binder, Senior Auto Electrician, Senior Fitter, Senior Tyre Fitter, Senior Turner, Senior Welder, Senior Denter, Driver (Heavy Transport Vehicle), Tower Crane Operator, Senior Welder X-Ray, Cable Jointer, Senior Blaster, 40 Tonne Dumper Operator, Senior Jumbo Operator, Foreman, Gunman, Senior A.C Plant Operator, Workshop Mechanic, Compounder, Chemical Analyser, Laboratory Assistant, Pharmacist, Nurse, Stenographer, Accountant, Khalasi (Above 8 Years Experience) **483.17** **14495**

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 20% increase will be admissible over and above the minimum rates of wages to the workers working inside the tunnels.

6. 25 % increase shall be applicable over and above the minimum rates of wages in different categories of workers working in 'Under Construction Hydro- Electric Power Projects' located in Non- Tribal Areas.
7. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh. In case of workers working in the Under Construction Hydro- Electric Power Projects' in Tribal Areas an additional 10% increase shall be applicable.

Sample calculation of Minimum Rates of Wages is given as below:

	Category of Worker	Minimum Rates of Wages (per day) (Rs.)	Admissibility of 25% increase in Under-Construction Hydro Electric Power Projects Located in Non-Tribal Areas (per day) (Rs.)	Total Wages arrived at as per column no. 3+4 (per day) (Rs.)	Admissibility of 20% Tunnel Allowance over and above the Minimum Rates of Wages as per the column no. 5 (per day) (Rs.)	Total admissibility of Minimum Wages (per day) (Rs.)
1.	2.	3.	4.	5.	6.	7.
(A)	Unskilled	350	87.5	437.5	87.5	525
(B)	Semi-Skilled	371.77	92.94	464.71	92.94	557.65
(C)	Skilled	406.36	101.59	507.95	101.59	609.54
(D)	Highly-Skilled	483.17	120.79	603.96	120.79	724.75

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

- (i) **Unskilled.-** An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.
- (ii) **Semi-skilled.-** A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.
- (iii) **Skilled.-** A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.
- (iv) **Highly Skilled.-** A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

13. PHARMACEUTICALS' INDUSTRIES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Pharmaceuticals' Industries**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Minimum	Wages
	Daily	Monthly
Unskilled Packing Helper, Machine Helper, Laboratory Helper, Store Helper, House Keeping Helper, Peon.	Rs. 350	Rs. 10500
Semi Skilled		
Technician (D.Pharma), Fitter (ITI), Maintenance (ITI), PW-Operator, Mali, Security Guard, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs. 360.92	Rs. 10828

Skilled

Officer (B.Pharma), Technical Supervisor (ITI Diploma, D Pharma), Operator, Security Supervisor, Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier. **Rs. 406.36** **Rs. 12191**

Highly Skilled:- Sales Officer, Sales Executive, Sales Promotion Employee, Medical and Sales Representatives, B.Pharma, Accountant B.Sc. Chemist, M.Sc. Chemist and Stenographer. **Rs. 483.17** **Rs. 14495**

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must

possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(IV). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

14. Hospitals/Nursing Homes & Clinics

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Hospitals/Nursing Homes & Clinics**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act,1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Cleaner, Chowkidar, Watchman, Peon, Room Boy, Office Boy and Masalchi.	350 Daily 10500 Monthly.	324.47 Daily 9734 Monthly
Semi-Skilled	Rs.	Rs.
Clinic Attendant, Assistant Laboratory Technician, Security Sweeper, Operation Theatre Assistant, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Ward Boy and Ward Attendant (0-3 Years Experience)	369.93 Daily. 11098 Monthly	339.12 Daily. 10174 Monthly.

Skilled:	Rs.	Rs.
Receptionist, Pharmacist, Compounder, Laboratory Technician, X-Ray Technician, ANM, Trained Dai, Electrician, Radio Grapher, ECG Operator, X-Ray Dark Room Assistant, Oven Operator, Oxygen Plant Operator, Heating Plant Controller Assistant, Driver, CSSD Assistant, Operation Theatre Technician, Eye Refractionist, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier, Fitter, Plumber, Supervisor, Cook, Dhobi, Ward Boy and Ward Attendant (above 3 years experience)	406.36 Daily.	373.51 Daily
	12191 Monthly	11205 Monthly.

Highly Skilled	Rs.	Rs.
Staff Nurse, Security Supervisor, Senior Electrician, Senior Technician, Senior Radiographer, Senior Compounder. Accountant and Stenographer	422.85 Daily.	391.38 Daily
	12686 Monthly	11741 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled: -- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

15. Domestic Workers

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Domestic Workers**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948(Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04--2022** as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Aya, Cleaner, Masalchi, Watchman and Washer man	350 Daily 10500 Monthly.	296 Daily. 8880 Monthly.
Semi-Skilled	Rs	Rs
Security Guard and Mali	369.93 Daily. 11098 Monthly	306.88 Daily, 9206 Monthly.
Skilled:	Rs.	Rs.
Cook and Driver	406.36 Daily. 12191 Monthly	326.92 Daily 9808 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment and skill but for proper discharge of duties assigned to him or relatively narrow job and where important decisions are made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No.1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

16. Safai Karamchhari Employment

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Safai Karamchhari Employment**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of Workers	Minimum Wages	
	Daily	Monthly
Unskilled:- Sweeper/Safai Karamchhari, Beldar and Cartman,	Rs. 350	Rs. 10500
Semi Skilled		
Work Supervisor, Sanitary Jamadar, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 360.92	Rs. 10828
Skilled		
Driver,Mason,Plumber, Storekeeper,Accounts Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs 406.36	Rs. 12191
Highly Skilled		

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(IV). Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

17. Security Services

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Security Services**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30.03.2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Un-Skilled	Daily	Monthly
Helper and Watchman	Rs. 350	Rs. 10500
Semi skilled		
Security Guard, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 360.92	Rs. 10828
Skilled		
Security Supervisor, Head Watchman, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 406.36	Rs. 12191
Highly Skilled		
Security Officer, Security Manager,	Rs. 483.17	Rs. 14495

Stenographer and Accountant.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act,1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 20% increase will be admissible over and above the minimum rates of wages to the workers working inside the tunnels.
6. 25 % increase shall be applicable over and above the minimum rates of wages in different categories of workers working in 'Under Construction Hydro- Electric Power Projects' located in Non- Tribal Areas.
7. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh. In case of workers working in the Under Construction Hydro- Electric Power Projects' in Tribal Areas an additional 10% increase shall be applicable.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i)Skilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi –skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii)Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv). Highly Skilled: -- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

18. Temples and Religious Places/Dharamshalas

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Temples and Religious Places/Dharamshalas**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

Category of workers	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs	Rs
Peon, Masalchi, Office Boy and Beldar.	350 Daily	324.47 Daily
	10500 Monthly	9734 Monthly.
Semi-Skilled	Rs	Rs
Chapatiman, Sweeper, Room boy, Junior Guest Attendant, Temple Attendant, Bhog Room Attendant, Hall Attendant, Sewadar, Security Guard, Mali, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	369.93 Daily	339.12 Daily
	11098 Monthly	10174 Monthly

Skilled:	Rs.	Rs.
Senior Guest Attendant, Receptionist, Pujari, Pandit,	406.36 Daily	373.51 Daily
Cook, Maulvi, Granthi, Padri, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	12191 Monthly	11205 Monthly

Highly Skilled	Rs.	Rs.
Supervisor, Superintendent, Ragi, Bajantri, Bhajan	422.85 Daily.	391.38 daily
Singer, Stenographer, and Accountant.	12686 Monthly	11741 Monthly.

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT**

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

19. Workers Working in Toll Tax Barriers

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Workers Working in Toll Tax Barriers**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948(Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022;**

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f **01-04-2022** as per recommendations of the said Committee as under:-

	Minimum Daily	Wages Monthly
Un-skilled Workers :-		
Peon, Office Boy and Masalchi.	Rs. 350	Rs. 10500
Semi-skilled:-		
Helper Cook, Cash Collector, Assistant Storekeeper, Assistant Store Munshi, Security Guard and Complaint Attendant.	Rs. 360.92	per day or Rs. 10828 per month
Skilled:-		
Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 406.36	per day or Rs. 12191 per month

Highly-Skilled:-

Supervisor, Superintendent, Stenographer and Accountant. **Rs. 483.17 per day or**

Rs. 14495 per month

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprentices Act, 1961(No. 52 of 1961).
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/skilled/highly skilled worker will be as under:-

(i) Unskilled.- An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii) Semi-skilled.- A semiskilled worker is one who does work generally defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.

(iv) Highly Skilled.- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled workers.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

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2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
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9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)