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14/9/2021

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14/9/2021



(Authoritative English Text of this Department Notification No. Shram (A) 4-2/2018-P-1 dated 2021 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-1 Dated Shimla-2, the 9th September, 2021

I. 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 01-04-2021;

And whereas, as per provisions of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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. 300 per day or Rs. 9000 per month w.e.f. 01-04-2021.

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 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.

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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.

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

No.Shram (A) 4-2/2018-P-1 Dated

Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-1 dated 2021 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-1 Dated Shimla-2, the 9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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. 01-04-2021 as under:-

Category of Workers	Revised Wages	
	Daily	Monthly
I	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	300	9000

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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 /

Aw

/Cleaner-Tractor & Road Roller & concrete mixer/Majdoor /Survey Boy/ Watchmen/ Tea boy/Peon/Dresser/ Oilmen/Greaser/ Messhelpers/ Boy Helper (0 to 5 years)/ Khalasi (0 to 3 years)/Bill Distributors/ Mucker

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 (5 years and above) Oil Cleaner/Navgani/ Mate/Head Watchman/ Assistant Leveler/Khalasi (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	318.57	9557

Stone Dresser/Stone Breaker/Rock Stone Breaker/Stone Crusher
1½ inch to 2 inch = Rs. 1778.63 per 100 cft 1 to 1¼ inch =
Rs. 1983.95 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 /	348.21	10446

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Crushing Plant Fitter/ B. 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/ Roclaim Operator/ Scrapper Operator/ Loader operator/ Crane Operator/ Euclid operator/ Wagon Drill Operator/ Boaring Operator/ SLD crane Operator/ B Plant Operator/ 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 Forman Grade-II.

HIGHLY SKILLED

	Rupees	Rupees
Carpenter for furniture only/Workshop Mechanic Grade-I/ChargemanGrade-I/Workshop Foreman Grade-I/TurnerGrade-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.	414.03	12421

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/ Patwar/ Complaint Attendant/ Ferro Printer/ Driver (Jeep/Car/Tractor)/ Clerk/ Mechanical Inspector / Assistant Store Keeper/Accounts	348.21	10446

Asw

Clerk/Stenographer.

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. 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 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.

(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.

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(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 employees.

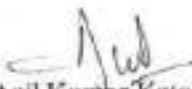
By order,

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

No. Shram (A) 4-2/2018-P-I Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171001, 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 30.07.2021.
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-1 Dated Shimla-2, the 9th September, 2021

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 01-04-2021;

And whereas, as per provisions of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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. 01-04-2021 as under:-

- General Staff Unskilled Rs.300 per day, Rs. 9000 per month**
- (a) Peon, Chowkidar, Store Helper, Sweeper, porter and Dafiri
 - (b) Workshop Staff (Unskilled)
 - (c) Workshop Mazdoor without having any experience

- Semiskilled Rs. 311.12 per day, Rs.9334 per month**
- 1. Asst. Electrician
 - 2. Asst. Mechanic
 - 3. Asst. Fitter
 - 4. Asst. Black Smith
 - 5. Asst. Carpenter
 - 6. Asstt. Welder

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7. Asstt. Turner
8. Asstt. Boring 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. Retreader
18. Workshop Mazdoor having ITI Certificate or having 2 years of probation period who has no ITI Diploma
19. Assistant Molders.

SKILLED:

Mechanic, Fitter, Blacksmith, Carpenter, Welder, Boring wireman, Rs. 339.87 per day or Rs. 10196 per month.
 Machanist, Cushion Maker, Tinsmith, Vulcanizer, 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.

HIGHLY SKILLED WORKSHOP STAFF:

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor Rs. 376.94 per day or Rs. 11308 per month.

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GENERAL STAFF (CLERICAL) ETC.:**Group-A**

Out Agent, Out Agency Clerk, Typist, Steno typist, Store-daybook Writer, Clerk, Assistant Cashier, Booking Clerk (Restorer), Ledger Keeper, Petrol Pump Attendant.

Rs. 339.87 per day or Rs. 10196 per month.

Group-B

Chief Inspector, Receptionist, Inspector, Checker, Stenographer A Grade, Station Supervisor, Assistant Store-Keeper A Grade, Accountant, Cashier, Tyre Inspector.

Rs.357.30 per day or Rs.10719 per month.

Group-C

Head Assistant, Head Clerk, Auditor, Head Cashier.

Rs.421.40 per day

Rs. 12642 per month.

RUNNING STAFF

	Per Day	Per month
1. Driver	Rs.380.89	Rs. 11427
2. Conductor	Rs.347.59	Rs. 10428
3. Cleaner-cum-Conductor	Rs.325.25	Rs. 9757
4. Part-Time Booking Clerk	Rs.193.72	Rs. 5812

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.

The definition of unskilled/semiskilled/skilled/highly skilled 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.

(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 employees.

By order,

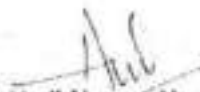
Addl. Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.



No.Shram (A) 4-2/2018-P-I Dated Shimla-2, the 9th September, 2021

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2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
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4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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-1 dated 2021 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-1

Dated Shimla-2, the

9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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. 01-04-2021 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/ Maselchi/ Gateman/ Waterman/ Cleaner/ Packer/ Mazdoor/ Lander/ Unlander/ Messenger/ Clock Room Attendant/ Porter/ Bhishit/ Beldar/ Fireman/ Pandi/ Posterman/ any other worker doing unskilled job.	Rs.300 Daily Rs.9000 Monthly.	Rs 274.47 Daily Rs.8234 Monthly

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Semi-Skilled

Head porter, Pantryman/Coffee-Teamaker/ Chapetiman/
 Assistant Baker/Gate Keeper (Cinema) / Asstt. Lineman
 / Assistant Operator/ Binder Assistant/ Bill Collector
 /Convesser / Cook/Assistant Halwai/Book Binder/
 Sticher/ Rulling-cutting/Auctioners /Mali/ Sewerman/
 Hotel Guide/ Assistant Mistry/ Assistant Fitter/
 Assistant Turner/ Assistant/Welder/ Assistant
 Electrician/ Assistant/Salesman/ Assistant Barber/
 Dhobi/ Pressman/Bollerman/ 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.

Rupees

Rupees

Rs.316.99
Daily.

Rs. 289.12 Daily

Rs.9510
Monthly.

Rs.8674 Monthly

Skilled:

Blacksmith/Tinsmith/Watchmaker/Radio
 Mechanic/Carpenter/Plumber/Driver/Assistant
 Tailor/Cutter (Tailoring) /General mechanic/ Halwai/
 Cook/ Confectioner/Baker/ Steward/ Butler/ Fitter/
 Draughtsman/Telephone Operator/ Compounder /
 Goldsmith/ Shoe Maker / Shawl-Carpet Weaving/
 Compositor/Cinema Operator/Salesmen/Drycleaner/Dyer
 /Barber/Regular machine man/ machinist/
 Welder/Moulder/Cashier/Clerk/(Matric)Minim/receptio-
 nist/ Waiter/ Bearer / Storekeeper/ headwaiter /Head
 bearer (Western Style Hotels)/Lineman,ITI certificate
 holder who are working in the same trade.

Rupees.

Rupees.

Rs.348.21
Daily.

Rs. 320.06 Daily

Rs. 10446
Monthly.

Rs.9602 Monthly.

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Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates) Accountant /Head	Rs.362.34	Rs. 335.37 daily
Cashier/ Head Cook/ Head Butler/Head Baker/ Head	Daily.	Rs.10061 Monthly
Confectioner/Head mechanic/ Electrician/ Foreman/	Rs. 10870	
Supervisor./ Tailor/Cutter (Tailoring)	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 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.

(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.

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


By order,

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

No.Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

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2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
9. All the Deputy Commissioners, Himachal Pradesh
10. Guard File


 (Anil Kumar Katoch)
 Under Secretary (Lab.&Emp.) to the
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GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram (A) 4-2/2018-P-I Dated Shimla-2, the 9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No.11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04.2021 as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages	
	Daily	Monthly
UNSKILLED WORKERS		

1 Felling of trees:	Rs.300.00	Rs.9000
1.Lopper (Changi)	Rs.316.99	Rs.9510
2.Feller (Garani)	Rs.306.70	Rs.9201
2 Logging and sawing including timber passing:		
1.Dresser (Panchani)	Rs.306.70	Rs.9201
2.Sawyer (Charani)	Rs.376.94	Rs.11308

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3.Blacksmith	Rs.353.92	Rs.10618
3 Carriage, stacking and timber passing by manual labour:		
1. Mazdoor for carriage	Rs.306.70	Rs.9201
2. Mazdoor for loading and un loading of timber.	Rs.306.70	Rs.9201
4 Carriage of timber by Aerial ropeways :		
1.Span Mistry-cum-Supervisor	Rs.376.94	Rs.11308
	Rs.353.92	Rs. 10618
2.Span Mistry		
5 Carriage by water slide (pucci Nalli), dry slide (Pathru), Nullah Bahaan and Darya Bahaan (River floating):		
1. Mohri-wala Mistry	Rs.403.83	Rs.12115
2. Taru	Rs.387.60	Rs. 11628
3. Asstt. Mistry/ Helper Mistry	Rs.362.34	Rs. 10870
4. Darya-man	Rs.387.60	Rs.11628
5. Ghalu	Rs.329.67	Rs.9890
6. Jamadar	Rs.329.67	Rs.9890
6 Mechanised logging and timber extraction:		
1.Surveyor	Rs.379.20	Rs.11376
2.Ski-line Operator	Rs.353.92	Rs.10618
3 Truck Driver	Rs.331.99	Rs.9960
4. Compressor Driver	Rs.331.99	Rs.9960
7 Clerical Staff:		
1.Manager	Rs.436.53	Rs.13096
2.Accountant	Rs.337.09	Rs. 10113

Arul

3. Munshi/ Typist clerk

Rs. 306.70

Rs. 9201

8. Saw Mill Workers:

1. Band Saw Mistry

Rs. 353.92

Rs. 10618

2. Supervisor

Rs. 350.53

Rs. 10516

3. Head Mistry

Rs. 353.92

Rs. 10618

4. Boiler Driver

Rs. 353.92

Rs. 10618

5. Assistant Mistry

Rs. 311.12

Rs. 9334

6. Planner Mistry

Rs. 311.12

Rs. 9334

7. Helper

Rs. 306.70

Rs. 9201

8. Cutter man

Rs. 306.70

Rs. 9201

9. Katha Extraction:

1. Feller and Chipper

Rs. 306.70

Rs. 9201

2. Katha Supervisor/Katha Processor

Rs. 306.08

Rs. 9182

Highly Skilled

Boiler Attendant (1st Class) Overseer, Head Foreman- Rs. 414.03 Daily. Rs. 12421 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 will be as:-

(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.

(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 employees

Handwritten signature

By order,

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

No.Shram (A) 4-2/2018-P-1 Date: Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-1 dated 2021 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-1 Dated Shimla-2, the 9th September, 2021

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 01-04-2021;

And whereas, as per provision (Act No.11 of 1948) of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

Category of Workers	Revised minimum rates
Unskilled	Rs. 300.00 Daily. Rs. 9000 Monthly.
Semi Skilled	
Assistant Electrician, Assistant Fitter, Assistant Turner, Assistant Welder, Assistant Moulder, Assistant Plant Operator, Assistant Blacksmith, Assistant Coprman, 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. 309.27 Daily. Rs. 9278 Monthly.

Handwritten signature

Skilled

Saltman, Electrician, Fitter, Copperman, Turner, Moulder, **Rs. 348.21 Daily.**

Blacksmith, Plant operator, Mason, Carpenter, Assistant Foreman, **Rs. 10446 Monthly.**

Head Jamadar, Boiler Attendant Grade-II, Workshop Foreman,

Electrician Foreman, Engine Driver, Draughtsman, Assistant

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. 414.03 Daily.

Rs. 12421 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.

And

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

- (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.
- (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 employees.

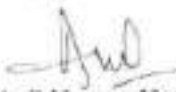
By order,

Addl. Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
Shimla-2, the 9th September, 2021

No.Shram (A) 4-2/2018-P-1 Dated

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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-1 dated 2021 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-1 Dated Shimla-2, the 9th September, 2021

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 01-04-2021;

And whereas, as per provision (Act No.11 of 1948) of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

Un-Skilled

Rs.300 Daily or
Rs.9000 Monthly.

Semi skilled

Taper Grade-III, Turner Grade-III, Driller Grade-III, Romer Grade-III, Rs. 309.27 Daily or
Shareman Grade-III, Machine man, Machinist/Operator Grade-III/ Bragar Rs. 9278 Monthly.
Grade-III, Head Spinning Winder/ Lincer 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, Bufeman, Head Mechanic,

Head

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.348.21 Daily.

Rs.10446 Monthly

Highly Skilled

Turner Grade-I, Grinding Machine Operator Grade-I, Shaper man Grade-I, Slaughter man Grade-I, Miller Grade-I Electroplater Grade-I, Gold Draw Machine Operator Grade-I, Fitter Grade-I, Carpenter/Pattern Maker Grade-I,

Rs.414.03 Daily.

Rs.12421 Monthly.

Asul

Dye maker Grade-I, Engraver Grade-I, Blacksmith Grade-I, Dye Setter
Grade-I, Tool Setter Grade-I, Electrician Grade-I,

Clerical Staff

Cashier (Matriculate) Clerk, Salesman, Typist Storekeeper

Rs.321.87 Daily.

Rs.9656 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 wages in the Scheduled Tribal Areas in Himachal Pradesh.

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

(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.

(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.

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

By order,

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

No.Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-I dated 2021 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-I Dated Shimla-2, the 9th September, 2021

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 01-04-2021;

And whereas as per provision of (Act No. 11 of 1948) of clause (a) sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages
Field workers in Tea Plantation employed on plantation up to rootling, spraying, manufacturing, shade lopping, hoeing, pruning weeding, plucking etc. known as unskilled workers employed in the operation;	Rs. 300.00 Daily or Rs. 9000 Monthly.

A-Grade Leaves -- If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. 21.70 per kilogram extra as incentive.

B Grade Leaves -- If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. 17.17 per kilogram extra as incentive.

C-Grade Leaves -- If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs 12.80 per kilogram extra as incentive.

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The piece rates workers employed for plucking will get Rs. 21.70, Rs. 17.17 Rs. 12.80 per kilogram for A,B,C grade of tea leaves respectively.

SEMI-SKILLED: Workers engaged in Tea Factory and Tea Plantations. **Rs.305.01 per day, Rs.9150 per month**

FACTORY:

Include lift Mazdoor, withering Mazdoor **Rs. 300 daily**
 rolling room workers, shifting Mazdoor, **Rs. 9000 Monthly.**
 Fermenting room workers, tea boys,
 sorters, tea makers, time keeper and carriers (ghalli)

PLANTATION:

Cleaners, Assistant Cleaner, Garden Assistant, **Rs. 300 daily**
 Muharirs etc. who maintain records of a field work **Rs. 9000 Monthly.**
 and also includes sweeper, Mali & Mate.

CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF

OFFICE STAFF:

1. Accountant	Rs. 458.46	Rs.13754 per month plus free accommodation
2. Clerks	Rs. 348.21	Rs.10446 per month plus free accommodation
3. Munshi	Rs. 364.97	Rs.10949 per month plus free benefits as admissible to clerk
4. Peon ,Chowkidar/Chaudhary	Rs.305.01	Rs.9150 per month plus free benefit as admissible.
		Daily Monthly
5. Compounder		Rs.424.69 Rs.12741

Arul

6. Driver (Jeep/ Car/ Tractor)	Rs.380.88	Rs.11427
7. Mechanic	Rs.428.11	Rs.12843
8. Assistant Mechanic	Rs.379.20	Rs.11376
9. Electrician-cum- Mechanic Grade-I	Rs.428.11	Rs.12843
10. Electrician-cum- Mechanic Grade-II	Rs.379.20	Rs.11376

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 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.

(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,

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

No. Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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-1 dated 2021 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-1

Dated Shimla-2, the

9th September, 2021

9. 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 01-04-2021;

And whereas, as per provision (Act No. 11 of 1948) of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 300 per day or Rs. 9000 per month
Semi-skilled	Rs. 309.27 P.D. or Rs. 9278 per month
Skilled & clerical staff	Rs. 348.21 P.D. or Rs. 10446 per month
Highly-Skilled	Rs. 414.03 P.D. or Rs. 12421 per month

NOTES:

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.

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

- (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.
- (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 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 employees.




By order,

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

No.Shram (A) 4-2/2018-P-I Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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-I dated 2021 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-I

Dated Shimla-2, the

9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) of clause (a) sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948) 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 01-04-2021 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/	Rs. 300 Daily	Rs. 274.47 Daily
Masalachi/ Gateman/ Waterman/	Rs. 9000 Monthly	Rs. 8234 Monthly
Messenger/ Clock Room Attendant/ Porter/		

Asst

Bhishti/ Beldar/Fireman/ Pandi/ Posterman/
any worker doing un-skilled job.

SEMI-SKILLED WORKER:

	Rupees	Rupees
Pantryman /Coffee-Tea Maker/ Chapatiman	Rs. 316.99 Daily	Rs 290.11
/ Assistant Baker/Cook/ Assistant Halwai/Book Binder/ Sticher /Ruling Cutting/ Auctioners /Mali /Hotel Guide /Assistant Mistry/ Assistant Fitter/ Sewerman/ Assistant Turner /Assistant 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.	Rs.9510 Monthly	Rs.8703 Monthly.

SKILLED WORKERS :

	Rupees.	Rupees.
Driver/Halwai/Cook/Confectioner/Baker/St eward/Butler/Draughtsman/Telephone Opera tor/Receptionist/Waiter/Bearer/Store Keeper/Head Waiter/Head Bearer (Western Style Hotel.) ITI certificate holder who are working in the same trade.	Rs. 348.21 Daily Rs.10446 Monthly.	Rs. 320.06 Daily Rs. 9602 Monthly.

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Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates)	Rs. 362.34 Daily	Rs. 335.37
Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)	Rs.10870 Monthly.	Rs. 10061 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 wages in the Scheduled Tribal Areas in Himachal Pradesh.

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

(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.

(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.

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- (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 employees.


By order,

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

No.Shram (A) 4-2/2018-P-I Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-I dated 2021 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-I Dated Shimla-2, the 9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee is under:-

Un-skilled Workers	Rs. 300 per day or	Rs. 9000 per month
Semi-skilled	Rs. 316.99 per day or	Rs. 9510 per month
Skilled	Rs. 348.21 per day or	Rs. 10446 per month
Highly skilled	Rs. 362.34 per day or	Rs 10870 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 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.

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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 will be as:-

- (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.
- (ii) **Semi-skilled:** -- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much at 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 employees.

And

By order,

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

No.Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-I dated 2021 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-I

Dated Shimla-2, the

9th September, 2021

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 **01-04-2021**;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 **14-07-2021** 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. **01-04-2021**;

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 **01-04-2021** 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	300	9000

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 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, Cleener-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 318.57 9557
 JWR Crane Operator, Junior Plant Operator, Junior Nozzdeman, 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 Dentor, 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 Electrician, Mali

SKILLED WORKERS :

Dozer Operator, Grader Operator, Loader Operator, Batching 348.21 10446
 Plant Operator, Crushing Operator, Excavator Operator, CMT

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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, 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).

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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. 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 will be as:-

- (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.
- (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.

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

By order,

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

No.Shram (A) 4-2/2018-P-I Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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.01 77-2880551)

(Authoritative English Text of this Department Notification No. Shram (A) 4-2/2018-P-I dated 2021 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-I

Dated Shimla-2, the

9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04-2021 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.300	Rs.9000
Semi Skilled		
Technician (D.Pharm), Fitter (ITI), Maintenance (ITI), PW-Operator, Mali, Security Guard, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs.309.27	Rs. 9278

[Handwritten signature]

Skilled

Officer (B.Pharma), Technical Supervisor (ITI Diploma, D Rs. 348.21 Rs. 10446
Pharma), Operator, Security Supervisor, Electrician,
Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data
Entry Operator and Cashier.

Highly Skilled:- Sales Officer, Sales Executive, Sales Promotion Rs. 414.03 Rs. 12421
Employee, Medical and Sales Representatives, B.Pharma,
Accountant B.Sc. Chemist, M.Sc. Chemist and Stenographer.

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 will be as:-

(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.

(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

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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 employees.

By order,

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

No. Shram (A) 4-2/2018-T-I Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-1 dated 2021 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-1

Dated Shimla-2, the

9th September, 2021

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 01-04-2021

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04-2021 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.	300 Daily 9000 Monthly.	274.47 Daily 8234 Monthly
Semi-Skilled	Rs.	Rs.
Clinic Attendant, Assistant Laboratory Technician, Security Sweeper, Operation Theatre Assistant,	316.99 Daily.	289.12 Daily.

Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Ward Boy and Ward Attendant (0-3 Years Experience)	9510 Monthly	8674 Monthly.
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Skilled:	Rs.	Rs.
Receptionist, Pharmacist, Compounder, Laboratory Technician, X-Ray Technician, A.M. 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)	348.21 Daily. 10446 Monthly	320.06 Daily 9602 Monthly.

Highly Skilled	Rs.	Rs.
Staff Nurse, Security Supervisor, Senior Electrician, Senior Technician, Senior Radiographer, Senior Compounder, Accountant and Stenographer	362.34 Daily. 10870 Monthly	335.37 Daily 10061 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.

[Handwritten Signature]

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

(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.

(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 employees.


By order,

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

No. Shram (A) 4-2/2018-P-I Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021,
9. All the Deputy Commissioners, Himachal Pradesh
10. Guard File


(Anil Kumar Katoch)

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

(Authoritative English Text of this Department Notification No. Shram (A) 4-2/2018-P-1 dated 2021 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-1 Dated Shimla-2, the 9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 wherein increase in Minimum wages payable at all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. 01-04-2021;

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 01-04-2021 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	300 Daily 9000 Monthly.	246 Daily. 7380 Monthly.



Semi-Skilled	Rs	Rs
Security Guard and Mali	316.99 Daily, 9510 Monthly	256.88 Daily, 7306 Monthly.
Skilled:	Rs.	Rs.
Cook and Driver	348.21 Daily, 10446 Monthly	276.92 Daily, 8303 Monthly.

NOTE:-

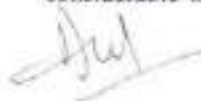
1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprenticeship Act, 1961 (No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the 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 will be as:-

(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.

(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



posses 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 employees.

By order,

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

No.Shram (A) 4-2/2018-P-1 Dated - Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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)

200

(Authoritative English Text of this Department Notification No. Shram (A) 4-2/2018-P-I dated 2021 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-I Dated Shimla-2, the 9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

Category of Workers	Minimum Wages	
	Daily	Monthly
Unskilled:- Sweeper/Safai Karamchhari, Beldar and Cartman,	Rs. 300	Rs. 9000
Semi Skilled		
Work Supervisor, Sanitary Jamadar, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 309.27	Rs. 9278

Aw

Skilled

Driver, Mason, Plumber, Storekeeper, Accounts Clerk, Rs. 348.21 Rs. 10446
 Computer Operator, Data Entry Operator and Cashier.

Highly Skilled

Jr. Engineer, Sanitary Inspector and Stenographer, Rs. 414.03 Rs. 12421

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 will be as:-

- (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.
- (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 employees.

By order,

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

No.Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pt. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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-I dated 2021 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-I

Dated Shimla-2, the

9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the said Minimum Wages Act (Act No. 11 of 1948) 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. 01-04-2021 as per recommendations of the said Committee as under:-

Un-Skilled	Daily	Monthly
Helper and Watchman	Rs. 300	Rs. 9000
Semi skilled		
Security Guard, Assistant Storekeeper, Assistant Store Manshi and Complaint Attendant.	Rs. 309.27	Rs. 9278
Skilled		
Security Supervisor, Head Watchman, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 348.21	Rs. 10446

[Handwritten Signature]

Highly Skilled

Security Officer, Security Manager,

Rs.414.03

Rs.12421

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 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. 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 will be as:-

(i) Skilled: -- 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.

(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.

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(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 employees.


By order,

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

No. Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The L.R.-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-I dated 2021 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-I

Dated Shimla-2, the

9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the said Minimum Wages Act, 1948 (Act No. 11 of 1948) 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 01-04-2021 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
Peon, Masalchi, Office Boy and Beldar.	300 Daily	274.47 Daily
	9000 Monthly	8234 Monthly.
Semi-Skilled	Rs	Rs
Chapatiman, Sweeper, Room boy, Junior Guest	316.99 Daily	289.12 Daily



Attendant, Temple Attendant, Bhog Room Attendant, 9510 Monthly 8674 Monthly
Hall Attendant, Sewadar, Security Guard, Mali,
Assistant Storekeeper, Assistant Store Munshi and
Complaint Attendant.

Skilled:	Rs.	Rs.
Senior Guest Attendant, Receptionist, Pujari, Pandit,	348.21 Daily	320.06 Daily
Cook, Maulvi, Granthi, Padri, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	10446 Monthly	9602 Monthly

Highly Skilled	Rs.	Rs.
Supervisor, Superintendent, Ragi, Bajantri, Bhajan	362.34 Daily.	335.37 daily
Singer, Stenographer, and Accountant.	10870 Monthly	10061 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.

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 employees.

By order,

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

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

- (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.
- (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 posses 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 employees.

By order.

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

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

Dated

Shimla-2, the 9th September, 2021

Copy for information and necessary action to:-

- 1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
- 2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
- 3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
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- 5. The 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 30.07.2021.
- 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-I dated 2021 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-I

Dated Shimla-2, the

9th September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 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 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

	Minimum Daily	Wages Monthly
Un-skilled Workers :-	Rs.300	Rs. 9000
Peon, Office Boy and Masalchi-		
Semi-skilled:-	Rs.309.27	per day or
Helper Cook, Cash Collector, Assistant Storekeeper, Assistant Store Munshi, Security Guard and Complaint Attendant.	Rs. 9278	per month

Handwritten signature

Skilled:-

Electrician, Storekeeper, Accounts Clerk, Rs. 348.21 per day or
 Clerk, Computer Operator, Data Entry Rs. 10446 per month
 Operator and Cashier.

Highly-Skilled:-

Supervisor, Superintendent, Stenographer Rs. 414.03 per day or
 and Accountant. Rs. 12421 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 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.

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

(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.

(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.

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- (iii) **Skilled:** - A skilled employ- 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 employees.


By order,

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

No.Shrm (A) 4-2/2018-P-1 Dated Shimla-2, the 9th September, 2021

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5. The Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-1, 17004, 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 30.07.2021.
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)