

(Authoritative English Text of this Department Notification No-Shram(A)4-2/2018-dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

1. AGRICULTURE

No.Shram (A)4-2/2018

Dated Shimla-2, the

6th August,2019

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 **01-04-2019**;

And whereas, as per provisions 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 dated **24-04-2018**;

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019**;

Now, therefore, in exercise of the powers conferred by the 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. **1-4-2019**.

Un-skilled workers Rs. 250/- per day or Rs. 7500/- 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 in piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribes Areas in Himachal Pradesh.

The definition of unskilled will be as under:--

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

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

By order,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018 Dated Shimla-2, the 6th August, 2019
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

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

NOTIFICATION

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

No. Shram (A)4-2/2018

Dated Shimla-2,

6th August,2019

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 **1st April, 2019;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018;**

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019;**

Now, therefore, in exercise of the powers conferred by the 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. **01-4-2019.**

Category of Workers

Revised Wages

Daily Monthly

1

2 3

UN-SKILLED WORKERS :

Rupees Rupees

Bhisthi/Chimini Cleaner/ Chowkidar/ Distemperer Grade-II/Glazier/Helper for Plumber or Workshop/Rock Cutting Labour/Stone Breaker/Stone Chiseler/Sweeper/Spray man for Bitumen/Pipelinemen/Electrical Coolie/Security Guard/Beldar /Cleaner-Tractor & Road Roller & concrete mixer/Majdoor /Survey Boy/ Watchmen/ Tea boy/Peon/Dresser/ Oilmen/Greaser/ Messhelpers/ Boy Helper (0 to 5 years)/ Khalasi (0 to 3 years)/Bill Distributors/ Mucker

250.00/- 7500/-

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/

267.00/- 8,010/-

Gardner/ Gauge reader/ Asstt. Lab Attendant/Auto electrician/Motor Mate/ Enquiry Attendant/Telephone Attendant
Stone Dresser/Stone Breaker/Rock Stone Breaker/Stone Carrier 1½ inch to 2 inch = Rs. 1482.20 per 100 cft 1 to 1¼ inch = Rs. 1653.31 per 100 cft.

SKILLED WORKERS :	Rupees	Rupees
Carpenter Grade-I/ Mason Grade-I/Black Smith / Sanitary Fitter Grade-I/ Upholster Grade-I/Asstt. Pump Operator/ Pump Operator/ Pump Driver/ Chageman Grade-II/Water Supply Fitter / Carpenter Grade-II/ Compressor Operator/ Compressor Driver/ Darji or Tailor Grade-I/ Darji or Tailor Grade-II/Crasher Driver/ Stone Dresser for ornamental work/ Plumber Grade-I/ Pipe Fitter Grade-I/Auto Driver/ Asstt. Mechanic/ Mixer Driver/ Mixer Operator/ Structural Fitter Grade-II/ Workshop Fitter / Generator Operator/ Generator Driver/ Plant Shop Fitter/ diesel Engine Fitter/ Trolley Line Fitter / Crushing Plant Fitter/ 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/ Eucild 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.	294.17/-	8,825/-

HIGHLY SKILLED	Rupees	Rupees
Carpenter for furniture only/Workshop Mechanic Grade-I/ChagemanGrade-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.	354.50	10,635/-

Clerical and non Technical Supervisory Staff	Rupees	Rupees
Bituman Tyre Inspector/Road Inspector/Work Inspector/ Store Keeper/ Store Munshi/ Supervisor/Meter Reader/ Ledger Booking Clerk/ Bill Clerk/ Irrigation Booking Clerk/ Patwari/ Complaint Attendant/ Ferro Printer/ Driver (Jeep/Car/Tractor) Clerk/ Mechanical Inspector / Assistant Store Keeper/Accounts Clerk/Stenographer.	294.17	8,825/-

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.

(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,

Nisha Singh, IAS

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

No.Shram(A)4-2/2018 Dated Shimla-2 the,

6th August, 2019

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated 6th August, 2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

3. PUBLIC MOTOR TRANSPORT

No.Shram(A)4-2/2018 **Dated Shimla-2** the, **6th August, 2019**

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 **1st April, 2019;**

And whereas, as per provisions 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 dated **24-04-2018;**

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019;**

Now, therefore, in exercise of the powers conferred by the 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. **01-04-2019.**

General Staff Unskilled :

- | | |
|--|--|
| (a) Peon, Chowkidar, Store Helper, Sweeper, porter, Daftri | Rs.250/-per day or
Rs.7500/permonth |
| (b) Workshop Staff (Unskilled) | |
| (c) Workshop Mazdoor without having any experience | Rs. 250/- per day, or
Rs. 7,500/- per month |

Semiskilled:

Rs. 260.17 per day or Rs.7,805/- per month

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

18. Workshop Mazdoor having ITI Certificate or having 2 years of probation period who has no ITI Diploma

19. Assistant Molders.

SKILLED:

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

Rs. 286.52/- per day or Rs. 8596/- per month.

HIGHLY SKILLED WORKSHOP STAFF:

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor

Rs. 320.50/- per day or Rs. 9615/- per month.

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. 286.52/- per day or Rs. 8596/-per month.

Group-B

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

Rs.302.50/- per day or Rs.9076/- per month.

Group-C

Head Assistant, Head Clerk, Auditor, Head Cashier.

Rs.361.25/- per day or Rs. 10,838/-per month.

RUNNING STAFF

- 1.Driver
- 2.Conductor
- 3.Cleaner-cum-Conductor
- 4.Part-Time Booking Clerk

Per Day Per month

Rs.324.12/- Rs. 9,724/-
Rs.293.60/- Rs. 8,808/-
Rs.273.12/- Rs. 8,194/-
Rs.143.72/- Rs. 4,312/-

NOTE:-

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

(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,

Nisha Singh, IAS

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

No.Shram(A)4-2/2018 Dated Shimla-2 the,

6th August, 2019

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4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
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(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

4. SHOPS & COMMERCIAL ESTABLISHMENT

No.Shram (A)4-2/2018 Dated Shimla-2 the, 6th August, 2019

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 **1st April, 2019;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018;**

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019;**

Now, therefore, in exercise of the powers conferred by the 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. **01-04-2019.**

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled:-	Rupees	Rupees
Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/ Sweeper/ Masalchi/ Gateman/ Waterman/ Cleaner/ Packer/ Mazdoor/ Lander/ Unlander/ Messenger/ Clock Room Attendant/ Porter/ Bhishit/ Beldar/ Fireman/ Pandi/ Posterman/ any other worker doing unskilled job.	Rs.250/-Daily or Rs.7,500/Monthly	Rs 224.47/- Daily or Rs.6,734/- Monthly
Semi-Skilled:-	Rupees	Rupees
Head porter, Pantryman/Coffee-Teamaker/ Chapatiman/ Assistant Baker/Gate Keeper (Cinema) / Asstt. Lineman / Assistant Operator/ Binder Assistant/ Bill Collector /Convesser / Cook/Assistant Halwai/Book Binder/ Sticher/ Rulling-cutting/Auctioners /Mali/ Sewerman/ Hotel Guide/ Assistant Mistry/ Assistant Fitter/ Assistant Turner/ Assistant/Welder/ Assistant Electrician/ Assistant/Salesman/ Assistant Barbar/ Dhobi, Pressman/Boilerman/ Film Rewinder/ Waiter, Bearer), Assistant Radio Machanic/Painter/ WhiteWasher/Pakora and Chanamaker/Clerk (Non-matric), Assistant Store Keeper/ Distributor and Assistant Machine man. Enquiry Attendent/ Telephone Attendent, ITI Certificate Holder.	Rs.265.55/- Daily. Rs.7967/- Monthly.	Rs. 239.12/- Daily Rs.7174/- Monthly
Skilled:	Rupees.	Rupees.
Blacksmith/Tinsmith/Watchmaker/Radio Mechanic/Carpenter/Plumber/Driver/Assistant Tailor/Cutter (Tailoring) /General mechanic/ Halwai/	Rs.294.17 Daily. Rs. 8,825/-	Rs. 268.37Daily Rs.8,051/- Monthly.

Cook/ Confectioner/Baker/ Steward/ Butler/ Fitter/ Monthly.
 Draughtsman/TelephoneOperator/ Compounder /
 Goldsmith./ Shoe Maker / Shawl-Carpet Weaving/
 Compositor/CinemaOperator/Salesmen/Drycleaner/Dyer
 /Barber/Regular machine man/ machinist/
 Welder/Moulder/Cashier/Clerk/(Matric)Munim/receptio
 nist/ Waiter/ Bearer/) / Storekeeper/ headwaiter /Head
 bearer (Western Style Hotels)/Lineman.ITI certificate
 holder who are working in the same trade.

Highly Skilled:	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates) Accountant /Head	Rs.307.12 Daily.	Rs. 282.40 daily
Cashier/ Head Cook/ Head Butler/Head Baker/ Head	Rs. 9,214/-	
Confectioner/Head mechanic/ Electrician/ Foremen/	Monthly	Rs.8472/- Monthly
Supervisor./ Tailor/Cutter (Tailoring)		

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.
- (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,

Nisha Singh, IAS
 Additional Chief Secretary (Lab.&Emp.) to the
 Government of Himachal Pradesh.

Copy for information and necessary action to:-

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3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram-Shram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.

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

NOTIFICATION

5. FORESTRY INDUSTRIES

No.Shram(A)4-2/2018

Dated Shimla-2 the,

6th August, 2019

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 **1st April, 2019;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018;**

And whereas, a meeting of the said Committee was held on 31-05-2019 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. **01-04-2019;**

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages	
	Daily	Monthly
UNSKILLED WORKERS		
1 Felling of trees:	Rs.250.00	Rs.7500/-
1.Lopper (Changi)	Rs.265.55	Rs.7,967/-
2.Feller (Garani)	Rs.256.12	Rs.7,684/-
2 Logging and sawing including timber passing:		
1.Dresser (Panchani)	Rs.256.12	Rs.7,684/-
2.Sawyer (Charani)	Rs.320.50	Rs.9,615/-
3.Blacksmith	Rs.299.40	Rs.8,982/-
3 Carriage stacking and timber passing by manual labour:		
1. Mazdoor for carriage	Rs.256.12	Rs.7,684/-
2. Mazdoor for loading and un loading of timber.	Rs.256.12	Rs.7,684/-
4 Carriage of timber by Aerial ropeways :		
1.Span Mistry-cum-Supervisor	Rs.320.50	Rs.9,615/-
2.Span Mistry	Rs.299.40	8,982/-
5 Carriage by water slide (pucci Nalli) dry slide (Pathru), Nullah Bhaan Darya Bahaan (River floating):		
1. Mohri-wala Mistry	Rs.345.15	Rs.10,355/-
2. Taru	Rs.330.27	Rs. 9,908/-
3. Asstt. Mistry/ Helper Mistry	Rs.307.12	Rs. 9,214/-
4. Darya-man	Rs.330.27	Rs.9,908/-
5. Ghalu	Rs.277.17	Rs.8,315/-

6. Jamadar	Rs.277.17	Rs.8,315/-
6 Mechanised logging and timber extraction:		
1.Surveyor	Rs.322.57	Rs.9,677/-
2.Ski-line Operator	Rs.299.40	Rs.8,982/-
3 Truck Driver	Rs.279.30	Rs.8,379/-
4. Compressor Driver	Rs.279.30	Rs.8,379/-
7 Clerical Staff:		
1.Manager	Rs.375.12	Rs.11,254/-
2.Accountant	Rs.283.97	Rs. 8,519/-
3.Munshi/ Typist clerk	Rs. 256.12	Rs. 7,684/-
8. Saw Mill Workers:		
1.Band Saw Mistry	Rs.299.40	Rs.8,982/-
2.Supervisor	Rs.296.29	Rs. 8,889/-
3.Head Mistry	Rs. 299.40	Rs.8,982/-
4.Boiler Driver	Rs.299.40	Rs.8,982/-
5.Assistant Mistry	Rs.260.17	Rs.7,805/-
6.Planner Mistry	Rs.260.17	Rs.7,805/-
7.Helper	Rs.256.12	Rs.7,684/-
8.Cutter man	Rs.256.12	Rs.7,684/-
9 Katha Extraction:		
1.Feller and Chipper	Rs.256.12	Rs.7,684/-
2. Katha Supervisor/Katha Processor	Rs.255.55	Rs.7,667/-

Highly Skilled :

Boiler Attendant (Ist Class) Overseer, Head Foreman= Rs.354.50/-. Daily. or Rs.10,635.00 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.

By order,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018 Dated Shimla-2 the,

6th August, 2019

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

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,

Nisha Singh, IAS

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

No.Shram(A)4-2/2018 Dated Shimla-2 the,

6th August, 2019

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)

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

(Authoritative English Text of this Department Notification No.Shram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of Article 348 of the Constitution of India.)

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

NOTIFICATION

7. ENGINEERING INDUSTRIES

No.Shram (A)4-2/2018

Dated Shimla-2,the

6th August,2019

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 **1st April, 2019;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018;**

And whereas, a meeting of the said Committee was held on 31-05-2019 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. **01-04-2019;**

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Un-Skilled:

Rs.250.00/-Daily. or
Rs.7,500/-Monthly.

Semi skilled :

Taper Grade-III, Turner Grade-III, Driller Grade-III, Romer Grade-III, Shareman Grade-III, Machine man, Machinist/Operator Grade-III/ Bragar Grade-III, Head Spinning Winder/ Liner Grade-III, Press Operator Grade-III, Spray Painter Grade-III, Transfer Fixer Grade-III, Assembler Grade-III, Cobbler, Rubber Rosin Cutter, Tailor Grade-III, Material Checker, Fitter Frame, Numbering man, Frame

Rs. 258.47/-Daily or
Rs.7754/- Monthly.

Sender, Electroplater Grade-III, Mopper Grade-III, Grinder Grade-III, Pickler, Polishman, Buferman, Head Mechanic, Operator Grade-III, Thread/Roller Operator Grade-III, Book-screw Machine Operator Grade-III, Feeder Grade-III, Dye Maker Grade-III, Welder Grade-III, Tin Smith Grade-III, Pipe Reader, Hammer man Grade-III, Electric Lineman Grade-III, Voucher Inspector Grade-III, Lister Diesel Engine Driver Grade-III, Oilman.

Skilled

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

Rs.294.17/- Daily or
Rs.8,825/- Monthly

Moulder Grade-II, Supervisor, ITI Certificate Holder who are working in the same trade.

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

Rs. 354.50/- Daily or
Rs.10,635/- Monthly.

Clerical Staff

Cashier (Matriculate) Clerk, Salesman, Typist Storekeeper

Rs. 270.02/- Daily or
Rs.8,101/- 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)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.

(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,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

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

6th August, 2019

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification NoShram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

8. TEA PLANTATION

No.Shram (A)4-2/2018

Dated Shimla-2 the,

6th August,2019

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 **1st April, 2019**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018**;

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019**;

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages
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Field workers in Tea Plantation employed on plantation up rooting, spraying, manufacturing, shade lopping, hosing, pruning weeding, plucking etc. known as unskilled workers employed in the operation;	Rs. 250.00/- Daily or Rs. 7500/- Monthly.
---	--

A-Grade Leaves -- If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. 18.08 per kilogram extra as incentive.

B Grade Leaves If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. 14.31 per kilogram extra as incentive.

C-Grade Leaves- If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs 10.66 per kilogram extra as incentive.The piece rates workers employed for plucking will get Rs. 18.08, Rs. 14.31 Rs. 10.66 per kilogram for A,B,C grade of tea leaves respectively.

SEMI-SKILLED: Workers engaged in Tea Factory & Tea Plantations. Rs.254.56/- per day or Rs.7,637/- per month

FACTORY:

Include lift Mazdoor withering Mazdoor, relling room workers, shifting Mazdoor, Fermenting room workers, tea boys, sorters, tea makers, time keeper and carriers (jhalli)	Rs. 250-00/-daily or Rs. 7,500/- Monthly.
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PLANTATION:

Cleaners, Assistant Cleaner, Garden Assistant, Muharirs etc. who maintain records of a field work and also includes sweeper, Mali & Mate.	Rs. 250-00 daily Rs. 7,500/- Monthly.
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CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF

OFFICE STAFF:

1. Accountant	Rs. 395.22	Rs.11,857/- per month plus free accommodation
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2. Clerks	Rs. 294.17	Rs.8,825/- per month plus free accommodation
3. Munshi	Rs. 309.53	Rs.9,286/- per month plus free benefits as admissible to clerk
4. Peon ,Chowkidar/Chaudhary	Rs.254.57	Rs.7,637/- per month plus free benefit as admissible.
		Daily
5. Compounder		Rs.364.27
		Monthly
		Rs.10,928/-
6. Driver (Jeep/ Car/ Tractor)		Rs.324.12
7. Mechanic		Rs.367.40
8. Assistant Mechanic		Rs.322.57
9. Electrician-cum- Mechanic , Grade-I		Rs.367.40
10.Electrician-cum- Mechanic , Grade-II		Rs.322.57
		Rs.9,724/-
		Rs.11022/-
		Rs.9677/-
		Rs.11,022/-
		Rs.9,677/-

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 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.

By order,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018 Dated Shimla-2 the, 6th August, 2019
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.

8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No.Shram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

**9. ESTABLISHMENTS WITH MANUFACTURING PROCESS AS DEFINED IN
CLAUSE (K) OF SECTION-2 OF FACTORIES ACT, 1948**

No.Shram (A)4-2/2018

Dated Shimla-2 the,

6th August,2019

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 unskilled and other categories of workers with effect from **1st April, 2019**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018**;

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019**

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 250.00 per day or Rs. 7,500/- per month
Semi-skilled	Rs. 258.47 P.D. or Rs. 7,754/- per month
Skilled & clerical staff	Rs. 294.17 P.D. or Rs. 8,825/- per month
Highly-Skilled	Rs. 354.50 P.D. or Rs. 10,635/- 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.
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,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018 Dated Shimla-2 the, 6th August, 2019

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3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated 6th August, 2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

10. HOTEL AND RESTAURANTS

No. Shram (A)4-2/2018

Dated Shimla-2 the,

6th August, 2019

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 un skilled and other categories of workers with effect from **1st April, 2019;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A)4-2/2018 dated **24-04-2018 ;**

And whereas, a meeting of the said Committee was held on 31-05-2019 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. **01-04-2019;**

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Category of Workers	Revised Wages	
	Where no benefit is provided	Where food, tea and combined accommodation provided
1	2	3
UN-SKILLED:	Rupees	Rupees
Helper/ Chowkidar/ Peon/ Sweeper/ Masalachi/ Gateman/ Waterman/ Messenger/ Clock Room Attendant/ Poter/ Bhishti/ Beldar/Fireman/ Pandi/ Posterman/ any worker doing un-skilled job.	Rs. 250-00/- Daily or Rs. 7500.00/- Monthly	Rs. 224.47/- Daily or Rs. 6734/- Monthly
SEMI-SKILLED WORKER:	Rupees	Rupees
Pantryman /Coffee-Tea Maker/ Chapatiman / 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	Rs. 265.55/- Daily or Rs. 7,967/- Monthly	Rs. 240.11/- or Rs. 7,203/- Monthly.

Attendant. ITI certificate holder who are working in the other trade.

SKILLED WORKERS :

Driver/Halwai/Cook/Confectioner/Baker/Storeward/Butler/Draughtsman/Telephone Operator/Receptionist/Waiter/Bearer/Store Keeper/Head Waiter/Head Bearer (Western Style

Rupees.

Rs. 294.17/- Daily

or

Rs. 8,825/- Monthly.

Rupees.

Rs. 268.37/- Daily

or

Rs. 8,051/- Monthly.

Hotel.) ITI certificate holder who are working in the same trade.

Highly Skilled:

Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)

Rupees.

Rs. 307.12/- Daily

or

Rs. 9,214/- Monthly.

Rupees.

Rs. 282.40/-

or

Rs. 8,472/- 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.

(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,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.

10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

11. PRIVATE EDUCATIONAL INSTITUTES

No.Shram (A)4-2/2018

Dated Shimla-2 the,

6th August,2019

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 **1st April, 2019;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018;**

And whereas, a meeting of the said Committee was held on 31-05-2019 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. **01-04-2019;**

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 250.00 per day or Rs. 7,500/- per month
Semi-skilled	Rs. 265.55 P.D. or Rs. 7,967/- per month
Skilled	Rs. 294.17 P.D. or Rs. 8,825/- per month
Highly skilled	Rs. 307.12 P.D. or Rs. 9,214/- 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.
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

(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,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018 Dated Shimla-2 the, 6th August, 2019

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

**NOTIFICATION
12.Hydro Power Projects**

Shram(A)4-2/2018 Dated Shimla-2 the

6th August, 2019

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 **1st April, 2019;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018;**

And whereas, a meeting of the said Committee was held on 31-05-2019 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. **01-04-2019;**

Now, therefore, in exercise of the power conferred of sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Category of Workers

**Minimum Wages
Daily Monthly**

UN-SKILLED WORKERS :

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

250.00/- 7,500/-

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, Cleaner-cum-Beldar, Washerman / Washermaid, Office Boy, Clay Cleaner, Helper Boomer, Helper to Automobile Fitter, Masalchi, Air Conditioning Plant Helper, Helper to Supervisor, Mess Helper, Sweeper.

SEMI-SKILLED WORKER:

Junior Pump Operator, Junior Concrete Pump Operator, Junior JWR Crane Operator, Junior Plant Operator, Junior Nozzleman, Junior Excavator Operator, Junior Concreting Plant Operator, Junior Loader Operator, Junior TAMROCK Operator, Junior

267.00/- 8,010/-

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

SKILLED WORKERS :

Dozer Operator, Grader Operator, Loader Operator, Batching Plant Operator, Crushing Operator, Excavator Operator, CMT Crane Operator, 26 Tonne Dumper Operator, Plant Operator, Gantry Operator, JCB Operator, Locomotive Operator, Tamrock/Jambu 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), Dhobi.

294.17/- 8,825/-

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).

354.50/- 10,635/--

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.
- (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,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018 Dated Shimla-2 the, 6th August, 2019

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No.Shram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

**NOTIFICATION
13.Pharmaceuticals' Industries**

Shram(A)4-2/2018 Dated Shimla-2 the,

6th August,2019

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 **1st April, 2019;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018;**

And whereas, a meeting of the said Committee was held on 31-05-2019 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. **01-04-2019;**

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Category of Workers	Minimum Daily	Wages Monthly
Unskilled Packing Helper, Machine Helper, Laboratory Helper, Store Helper, House Keeping Helper, Peon.	Rs.250.00/-	Rs.7,500/-
Semi Skilled Technician (D.Pharma), Fitter (ITI), Maintenance (ITI), PW-Operator, Mali, Security Guard, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs.258.47/-	Rs. 7,754/-
Skilled Officer (B.Pharma), Technical Supervisor (ITI Diploma, D Pharma), Operator, Security Supervisor, Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier.	Rs. 294.17/-	Rs. 8,825/-
Highly Skilled:- Sales Officer, Sales Executive, Sales Promotion Employee, Medical and Sales Representatives, B.Pharma, Accountant B.Sc. Chemist, M.Sc. Chemist, Stenographer.	Rs. 354.50/-	Rs. 10,635/-

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,

Nisha Singh, IAS

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

No.Shram(A)4-2/2018 Dated Shimla-2 the,

6th August, 2019

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

14. Hospitals/Nursing Homes & Clinics

Shram(A)4-2/2018 Dated Shimla-2 the, 6th August,2019

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 **1st April, 2019**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018**;

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01.04.2019**;

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** 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, Masalchi.	250.00/- 7,500/- Monthly.	224.47/-Daily. 6,734/- Monthly
Semi-Skilled:	Rs.	Rs.
Clinic Attendant, Assistant Laboratory Technician, Security Guard, Sweeper, Operation Theatre Assistant, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant. Ward Boy/ward Attendant(0-3 years service)	265.55/- Daily. or 7,967.00/- Monthly	239.12/- Daily. or 7,174/- Monthly.
Skilled:	Rs.	Rs.
Receptionist, Pharmacist, Compounder, Laboratory Technician, X-Ray Technician, ANM, Trained Dai, Electrician, Radio Grapher, ECG Operator, X-Ray Dark Room Assistant, Oven Operator, Oxygen Plant Operator, Heating Plant Controller Assistant, Driver, CSSD Assistant, Operation Theatre Technician, Eye Refractionist, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier, Fitter, Plumber, Supervisor, Cook, Dhobi. Ward Boy/ward Attendant(above 3 years	294.17/- Daily. or 8,825.00/- Monthly	268.37/- Daily or 8,051/- Monthly.

service)

Highly Skilled:	Rs.	Rs.
Staff Nurse, Security Supervisor, Senior Electrician, Senior Technician, Senior Radiographer, Senior Compounder. Accountant, Stenographer	307.12 /-Daily. or 9,214/- Monthly	282.40/- daily or 8,472/- 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 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,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018 Dated Shimla-2 the, 6th August, 2019

Copy for information and necessary action to:-

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

6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated 6th August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

15. Domestic Workers

Shram(A)4-2/2018 Dated Shimla-2 the, 6th August,2019

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 **1st April, 2019**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018**;

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019**;

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & accommodation provided
Un skilled:	Rs.	Rs.
Helper, Aya, Cleaner, Masalchi, Watchman, Washer man	250.00/- Daily or 7,500.00 Monthly.	196.00/- Daily. or 5,880/- Monthly.
Semi-Skilled:	Rs	Rs
Security Guard, Mali	265.55/- Daily. or 7,967/-Monthly	206.88/-Daily, or 6,206/- Monthly.
Skilled:	Rs.	Rs.
Cook, Driver	294.17/-Daily. or 8,825/- Monthly	226.92/- Daily or 6,808/- 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 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,

Nisha Singh, IAS

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

No.Shram(A)4-2/2018 Dated Shimla-2 the,

6th August, 2019

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated 6th August, 2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

16. Safai Karamchari Employment

Shram(A)4-2/2018 **Dated Shimla-2** **the,** **6th August,2019**

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Safai Karamchari Employment**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **1st April, 2019**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018**;

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019**;

Now, therefore, in exercise of the power conferred by the sub- section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Category of Workers	Minimum Wages	
	Daily	Monthly
Unskilled:- Sweeper/Safai Karamchari, Beldar, Cartman,	Rs. 250.00/-	Rs.7,500/-
Semi Skilled: Work Supervisor, Sanitary Jamadar, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs.258.47/-	Rs. 7,754/-
Skilled : Driver,Mason,Plumber, Storekeeper,Accounts Clerk, Computer Operator, Data Entry Operator, Cashier.	Rs 294.17/-	Rs. 8,825/-
Highly Skilled: Jr. Engineer, Sanitary Inspector, Stenographer,	Rs. 354.50/-	Rs. 10,635/-

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,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018 Dated Shimla-2 the, August, 2019
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No.Shram(A)4-2/2018 dated ----- August,2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

17. Security Services

Shram(A)4-2/2018 **Dated Shimla-2** **the** **6th August,2019**

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 **1st April, 2019;**

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018;**

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019;**

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

Un-Skilled :	Daily	Monthly
Helper, Watchman	Rs. 250.00/-.	Rs.7,500/-
Semi skilled:		
Security Guard, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs. 258.47/-	Rs.7,754/-
Skilled:		
Security Supervisor, Head Watchman, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier.	Rs. 294.17/-	Rs.8,825/-
Highly Skilled:		
Security Officer, Security Manager, Stenographer, Accountant.	Rs.354.50/-	Rs.10,635/-

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.

(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,

Nisha Singh, IAS

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

No.Shram(A)4-2/2018 Dated Shimla-2 the, 6th August, 2019
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated -----August, 2019 as required under clause(3) of Article 348 of the constitution of India.)

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

NOTIFICATION

18. Temples and Religious Places/Dharamshalas

Shram(A)4-2/2018 Dated Shimla-2 the, 6th August,2019

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 **1st April, 2019**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018** ;

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019**;

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** 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, Beldar.	250.00/- Daily or 7,500.00 Monthly	224.47/- Daily or 6,734/- Monthly.
Semi-Skilled:	Rs	Rs
Chapatiman, Sweeper, Room boy, Junior Guest Attendant, Temple Attendant, Bhog Room Attendant, Hall Attendant, Sewadar, Security Guard, Mali, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	265.55/- Daily or 7,967/- Monthly	239.12/- Daily or 7,174/- Monthly
Skilled:	Rs.	Rs.
Senior Guest Attendant, Receptionist, Pujari, Pandit, Cook, Maulvi, Granthi, Padri, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier.	294.17/- Daily or 8,825/-Monthly	268.37/-Daily or 8,051/-Monthly
Highly Skilled:	Rs.	Rs.
-Supervisor, Superintendent, Ragi, Bajantri, Bhajan Singer, Stenographer, Accountant.	307.12 /-Daily. or 9,214/- Monthly	282.40/- daily or 8,472/- 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 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,

Nisha Singh, IAS
Additional Chief Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018 Dated Shimla-2 the, 6th August, 2019
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018 dated -----August, 2019 as required under clause(3) of article 348 of the Constitution of India.)

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

NOTIFICATION

19. Workers Working in Toll Tax Barriers

Shram(A)4-2/2018 **Dated Shimla** **the,** **6th August,2019**

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 **1st April, 2019**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act,1948, a Minimum Wages Advisory Committee was constituted vide Notification No:Shram (A)4-2/2018 dated **24-04-2018**.

And whereas, a meeting of the said Committee was held on **31-05-2019** 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. **01-04-2019**;

Now, therefore, in exercise of the power conferred by the sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2019** as per recommendations of the said Committee as under:-

	Minimum Daily	Wages Monthly
Un-skilled :- Peon, Office Boy, Masalchi.	Rs.250.00/-	Rs. 7500/-
Semi-skilled:- Helper Cook, Cash Collector, Assistant Storekeeper, Assistant Store Munshi, Security Guard, Complaint Attendant.	Rs. 258.47/-	Rs. 7,754/-
Skilled:- Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier.	Rs. 294.1/-	Rs. 8,825/-
Highly-Skilled:- Supervisor, Superintendent, Stenographer, Accountant.	Rs. 354.50/-	Rs. 10,635/-

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.

(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,

Nisha Singh, IAS

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

No.Shram(A)4-2/2018 Dated Shimla-2 the, 6th August, 2019
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Addl.Chief Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
4. The Special PS to the Hon'ble Labour & Employment Minister, H.P.
5. The SPS to the Chief Secretary to the Govt. of H.P
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. 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 06.07.2019.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Paramjit Singh Thakur)
Deputy Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh

