

(Authoritative English Text of this Department Notification No. Shram (A)4-1/2024 dated 23.04.2024 as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

No. Shram (A)4-1/2024

NOTIFICATION
Dated Shimla-2, the

23.04.2024.

1. AGRICULTURE

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in respect of unskilled category of workers in the Scheduled employment of "Agriculture" may be revised with effect from 01.04.2024;

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) 42/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act ibid, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the unskilled workers working in the above mentioned Scheduled Employment Rs. 400 per day or Rs. 12,000 per month w.e.f. 01.04.2024.

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,

Priyanka Basu Ingty
Secretary (Lab. Emp. & O.P.) to the
Government of Himachal Pradesh.

No. Shram (A)4-1/2024

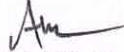
Dated Shimla-2, the

23.04.2024

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E (Lab.) M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

2


(Amar Singh)

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

No. Shram (A)4-1/2024

NOTIFICATION
Dated Shimla-2, the

23.09.2024.

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

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Construction or Maintenance of Roads or Building Operations, Stone Breaking and Stone Crushing" may be revised in respect of unskilled and other categories of workers with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act ibid, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f. 01.04.2024 as under:-

Category of Workers	Revised Wages	
	Daily	Monthly
1	2	3
UN-SKILLED WORKERS :	Rupees	Rupees
Bhisthi/Chimini Cleaner/ Chowkidar/ Distemperer Grade-II/Glazier/Helper for Plumber or Workshop/Rock Cutting Labour/Stone Breaker/Stone Chiseler/Sweeper/Spray man for Bitumen/Pipelinemen/Electrical Coolie/Security Guard/Beldar /Cleaner-Tractor & Road Roller & concrete mixer/Majdoor /Survey Boy/ Watchmen/ Tea boy/Peon/Dresser/ Oilmen/Greaser/ Messhelpers/ Boy Helper (0 to 5 years)/ Khalasi (0 to 3 years)/Bill Distributors/ Mucker	400	12,000
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/ Distemperer 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	425	12,750

Charger/ Dresser/(Qualified /Experienced)/Hammer Man /Cook/
 Vulcaniser/ Nozzle Man/ Tunnel Man/ Alloy Trolley Operator/ Attendant
 (Store Office) Mechanical Attendant/ Tunnel Jublliman/ Tunnel Man /
 Helper (5 years and above) Oil Cleaner/Navgani/ Mate/Head
 Watchman/ Assistant Leveler/Khalasi (3 to 8 years)/stone Dresser/ Pump
 Attendant/Auto Electrician Grade-II/ Gardner/ Gauge reader/ Asstt. Lab
 Attendant/Auto electrician/Motor Mate/ Enquiry Attendant/Telephone
 Attendant

(4)

Stone Dresser/Stone Breaker/Rock Stone Breaker/Stone Crusher 1½
 inch to 2 inch = Rs. 2372 per 100 cft 1 to 1¼ inch = Rs. 2646
 per 100 cft.

SKILLED WORKERS :	Rupees	Rupees
Carpenter Grade-I/ Mason Grade-I/Black Smith / Sanitary Fitter Grade-I/ Upholster Grade-I/Astt. Pump Operator/ Pump Operator/ Pump Driver/ Chargeman Grade-II/Water Supply Fitter / Carpenter Grade-II/ Compressor Operator/ Compressor Driver/ Darji or Tailor Grade-I/ Darji or Tailor Grade-II/Crasher Driver/ Stone Dresser for ornamental work/ Plumber Grade-I/ Pipe Fitter Grade-I/Auto Driver/ Asstt. Mechanic/ Mixer Driver/ Mixer Operator/ Structural Fitter Grade-II/ Workshop Fitter / Generator Operator/ Generator Driver/ Plant Shop Fitter/ diesel Engine Fitter/ Trolley Line Fitter / Crushing Plant Fitter/ 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/ Roclain 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.	464	13,920

HIGHLY SKILLED	Rupees	Rupees
Carpenter for furniture only/Workshop Mechanic Grade-I/Chargeman Grade-I/Workshop Foreman Grade-I/Turner Grade-I/Mechanic All Round Operator /Mason/Mistry and Carpenter Mistry/Structural Fitter Grade-I/Surveyor/Draftsman / Assistant Foreman/ Machinist / Compounder (Qualified) Road Roller Driver/Bulldozer Driver/ Wireman/ Auto Electrician/ Electrician/ Chemical Analyser.	553	16,590

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Clerical and non Technical Supervisory Staff	Rupees	Rupees
Bituman Tyre Inspector/Road Inspector/Work Inspector/ Store Keeper/	464	13,920
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.		

(5)

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.



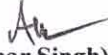
(iv) **Highly Skilled:** -- A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled employees.

By order,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.
23.09.2024

No. Shram (A)4-1/2024 Dated Shimla-2, the
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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E (Lab.) M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)
Deputy Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04, 2024.

3. PUBLIC MOTOR TRANSPORT

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Public Motor Transport" may be revised in respect of unskilled and other categories of workers with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act ibid, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f. 01.04.2024 as under:-

General Staff Unskilled

Rs.400 per day, Rs. 12,000 per month

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

Semiskilled

Rs. 415 per day, Rs.12,450 per month

1. Asstt. Electrician
2. Asstt. Mechanic
3. Asstt. Fitter
4. Asstt. Black Smith
5. Asst. Carpenter
6. Asstt. Welder
7. Asstt. Turner
8. Asstt. Boaring Barman
9. Asstt. Machinist
10. Asstt. Cushion Maker
11. Asstt. Vulcanisor
12. Asst. Painter
13. Asstt. Upholster
14. Asstt. Tyreman
15. Asstt. Sprayman
16. Asstt. Electrician Mechanic
17. Asstt. Retrader
18. Workshop Mazdoor having ITI Certificate or having 2 years of probation period who has no ITI Diploma
19. Assistant Molders.

SKILLED:

Machanic, Fitter, Blacksmith, Carpenter, Welder, Boring wireman, Rs. 453 per day
 Machanist, Cusion Maker, Tinsmith, Volcanizer, Painter, Upholster, or Rs. 13,590 per month. ⑧
 Tyreman, Spray Painter, Electrician Machanic, Retreader, Moulder, Turner,
 Workshop Mazdoor having ITI certificate or having 2 years of probation
 period who has no ITI Diploma. The ITI certificate holder who are working
 in the same trade.

HIGHLY SKILLED WORKSHOP STAFF:

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor Rs. 503 per day or Rs. 15,090
 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. 453 per day or Rs.
 13,590 per month.

Group-B

Chief Inspector, Receptionist, Inspector, Checker, Stenographer A
 Grade, Station Supervisor, Assistant Store-Keeper A Grade,
 Accountant, Cashier, Tyre Inspector. Rs. 477 per day or Rs. 14310
 per month.

Group-C

Head Assistant, Head Clerk, Auditor, Head Cashier. Rs. 562 per day
 Rs. 16,860 per month.

RUNNING STAFF

	Per Day	Per month
1.Driver	Rs. 508	Rs. 15,240
2.Conductor	Rs. 464	Rs. 13920
3.Cleaner-cum-Conductor	Rs. 434	Rs. 13020
4.Part-Time Booking Clerk	Rs. 278	Rs. 8340

NOTE:-

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

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4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh. (9)

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,

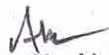
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5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04.2024.

4. SHOPS & COMMERCIAL ESTABLISHMENT

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Shops & commercial Establishments" may be revised in respect of unskilled and other categories of workers with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act ibid, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f. 01.04.2024 as under:-

Category of employees	Where no benefit is provided	Where food, tea & 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.400 Daily	Rs 371 Daily
	Rs.12000 Monthly.	Rs. 11,130 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/	Rs.423 Daily.	Rs. 413 Daily
	Rs. 12,690 Monthly.	Rs. 12,390 Monthly

WhiteWasher/Pakora and Chanamaker/Clerk (Non-matric/
Assistant Store Keeper/ Distributor and Assistant Machine
man/ Enquiry Attendent/ Telephone Attendent/ ITI
Certificate Holder.

(11)

Skilled:	Rupees.	Rupees.
Blacksmith/Tinsmith/Watchmaker/Radio	Rs.464 Daily.	Rs. 427 Daily
Mechanic/Carpenter/Plumber/Driver/Assistant Tailor/Cutter (Tailoring) /General mechanic/ Halwai/ Cook/ Confectioner/Baker/ Steward/ Butler/ Fitter/ Draughtsman/TelephoneOperator/ Compounder / Goldsmith./ Shoe Maker / Shawl-Carpet Weaving/ Compositor/CinemaOperator/Salesmen/Drycleaner/Dyer/Bar ber/Regular machine man/ machinist/ Welder/Moulder/Cashier/Clerk/(Matric)Munim/receptionist/ Waiter/ Bearer / Storekeeper/ headwaiter /Head bearer (Western Style Hotels)/Lineman.ITI certificate holder who are working in the same trade.	Rs.13,920 Monthly.	Rs. 12,810 Monthly.

Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/	Rs.483 Daily.	Rs. 447 daily
Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)	Rs.14,490 Monthly	Rs. 13,410 Monthly

NOTE:-

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

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

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

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

- (ii) **Semi-skilled:** -- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.
- (iii) **Skilled:** -- A skilled employee is one who is capable of working efficiently of exercising considerable independent judgment and of discharging his duties with responsibility. He must possess a thorough and comprehensive knowledge of the trade, craft or industry in which he is employed.
- (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,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

23.09.2024

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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E (Lab.)M.W.A.C./2024 dated 17.08.2024.
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10. Guard File.


(Amar Singh)

Deputy Secretary (Lab. Emp. &O.P.) to the
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DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

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No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04, 2024.

5. FORESTRY INDUSTRIES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Forestry Industries" may be revised in respect of unskilled and other categories of workers with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages	
	Daily	Monthly
UNSKILLED WORKERS		
1 Felling of trees:	Rs. 400	Rs. 12,000
1.Lopper (Changi)	Rs. 423	Rs. 12,690
2.Feller (Garani)	Rs. 409	Rs. 12,270
2 Logging and sawing including timber passing:		
1.Dresser (Panchani)	Rs. 409	Rs. 12,270
2.Sawyer (Charani)	Rs. 503	Rs. 15,090
3.Blacksmith	Rs. 473	Rs. 14,190
3 Carriage, stacking and timber passing by manual labour:		
1. Mazdoor for carriage	Rs. 409	Rs. 12,270
2. Mazdoor for loading and un loading of timber.	Rs. 409	Rs. 12,270

4 Carriage of timber by Aerial ropeways :

1.Span Mistry-cum-Supervisor	Rs.503	Rs.15,090
2.Span Mistry	Rs. 473	Rs. 14,190

5 Carriage by water slide (pucci Nalli), dry slide (Pathru), Nullah Bhaan and Darya Bahaan (River floting):

1. Mohri-wala Mistry	Rs. 539	Rs. 16,170
2. Taru	Rs. 517	Rs.15,510
3. Asstt. Mistry/ Helper Mistry	Rs. 483	Rs. 14,490
4. Darya-man	Rs. 517	Rs. 15,510
5. Ghalu	Rs. 440	Rs. 13,200
6. Jamadar	Rs. 440	Rs. 13,200

6 Mechanised logging and timber extraction:

1.Surveyor	Rs. 506	Rs. 15,180
2.Ski-line Operator	Rs. 473	Rs. 14,190
3 Truck Driver	Rs. 443	Rs. 13,290
4. Compressor Driver	Rs. 443	Rs. 13,290

7 Clerical Staff:

1.Manager	Rs. 583	Rs. 17,490
2.Accountant	Rs. 449	Rs. 13,470
3.Munshi/ Typist clerk	Rs. 409	Rs. 12,270

8. Saw Mill Workers:

1.Band Saw Mistry		
2.Supervisor	Rs. 473	Rs. 14,190
3.Head Mistry	Rs. 467	Rs. 14,010
4.Boiler Driver	Rs. 473	Rs. 14,190
5.Assistant Mistry	Rs. 473	Rs. 14,190
6.Planner Mistry	Rs. 415	Rs. 12,450
7.Helper	Rs. 415	Rs. 12,450
8.Cutter man	Rs. 409	Rs. 12,270

9 Katha Extraction:

1. Feller and Chipper	Rs. 409	Rs. 12,270
2. Katha Supervisor/Katha Processor	Rs. 409	Rs. 12,270

Highly Skilled

Boiler Attendant (1st Class) Overseer, Head Foreman= Rs. 553 Daily. Rs. 16,590 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,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

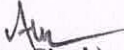
23.09.2024

**No. Shram(A)4-1/2024 Dated Shimla-2, the
Copy for information and necessary action to:-**

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

6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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(Amar Singh)

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 23.04, 2024 as required under clause (3) of article 348 of the Constitution of India.)

(17)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04, 2024.

6. CHEMICAL & CHEMICAL PRODUCTS

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Chemical & Chemical Products" may be revised in respect of unskilled and other categories of workers with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Category of Workers	Revised minimum rates
Unskilled	Rs. 400 Daily.
	Rs. 12,000 Monthly.
Semi Skilled	
Assistant Electrician, Assistant Fitter, Assistant Turner, Assistant Welder, Assistant Moulder, Assistant Plant Operator, Assistant Blacksmith, Assistant Copraman, Re-irrigation, Assistant, Jamadar, Eastman, East cultivator, Switch Board Attendant, Wireman, Postalman, Fireman, Oilman, Pumpman Grade-I, Machine Levellor, Selector, Cutter-cum-Market seller, Empular, Hageman, ITI Certificate Holder.	Rs. 413 Daily.
	Rs. 12,390 Monthly.
Skilled	
Saltman, Electrician, Fitter, Copperman, Turner, Moulder, Blacksmith, Plant operator, Mason, Carpenter, Assistant Foreman, Head Jamadar, Boiler Attendant Grade-II, Workshop Foreman, Electrician Foreman, Engine Driver, Draughtsman, Assistant Chemist, Machineman, Cashier/Clerk (Matriculate), Salesman, Receptionist, Typist, Store-keeper I.T.I. certificate holder who are working in the same trade.	Rs. 464 Daily.
	Rs. 13,920 Monthly.
Highly Skilled	

NOTE:-

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

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

23.04.2024

No. Shram(A)4-1/2024 Dated Shimla-2, the

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Amar Singh)

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.09, 2024.

7. ENGINEERING INDUSTRIES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Engineering Industries" may be revised in respect of unskilled and other categories of workers with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Un-Skilled

Rs. 400 Daily or

Rs. 12,000 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 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

Rs. 464 Daily.

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

Rs.13,920 Monthly

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Highly Skilled

Turner Grade-I, Grinding Machine Operator Grade-I, Shaper man Grade-I, Rs. 553 Daily.

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.16,590 Monthly.

Clerical Staff

Cashier (Matriculate) Clerk, Salesman, Typist Storekeeper Rs. 429 Daily.

Rs.12,870 Monthly.

NOTE:-

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

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

- (i) **Unskilled:** -- An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.
- (ii) **Semi-skilled:** -- A semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

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

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

By order,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.09.2024

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


Amar Singh

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

No. Shram(A)4-1/2024

NOTIFICATION
Dated Shimla-2, the

23.04, 2024.

8. TEA PLANTATION

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of "Tea Plantation" may be revised in respect of unskilled and other categories of workers with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages
Field workers in Tea Plantation employed on plantation up to rooting, spraying, manufacturing, shade lopping, hoeing, pruning weeding, plucking etc. known as unskilled workers employed in the operation;	Rs. 400 Daily or Rs. 12,000 Monthly.

A-Grade Leaves -- If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. 29 per kilogram extra as incentive.

B Grade Leaves If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. 22 per kilogram extra as incentive.

C-Grade Leaves- If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs 17 per kilogram extra as incentive.

The piece rates workers employed for plucking will get Rs. 29, Rs. 22 Rs. 17 per kilogram for A,B,C grade of tea leaves respectively.

SEMI-SKILLED: Workers engaged in Tea Factory & Tea Plantations. Rs. 407 per day, Rs. 12210 per month

FACTORY:

Include lift Mazdoor, withering Mazdoor, Rs. 400 daily

relling room workers, shifting Mazdoor, Rs. 12,000 Monthly.

Fermenting room workers, tea boys,

sorters, tea makers, time keeper and carriers (jhalli)

PLANTATION:

Cleaners, Assistant Cleaner, Garden Assistant, **Rs. 400 daily**

Muharirs etc. who maintain records of a field work **Rs. 12,000 Monthly.**

and also includes sweeper, Mali & Mate.

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CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF

OFFICE STAFF:

1. Accountant	Rs. 611	Rs. 18,330 per month plus free accommodation	
2. Clerks	Rs. 464	Rs. 13,920 per month plus free accommodation	
3. Munshi	Rs. 487	Rs. 14,610 per month plus free benefits as admissible to clerk	
4. Peon ,Chowkidar/Chaudhary	Rs. 407	Rs. 12,210 per month plus free benefit as admissible.	
		Daily	Monthly
5. Compounder		Rs. 567	Rs. 17010
6. Driver (Jeep/ Car/ Tractor)		Rs. 508	Rs. 15,240
7. Mechanic ,		Rs. 571	Rs. 17,130
8. Assistant Mechanic		Rs. 506	Rs. 15180
9. Electrician-cum- Mechanic Grade-I		Rs. 571	Rs. 17,130
10. Electrician-cum- Mechanic Grade-II		Rs. 506	Rs. 15180

NOTE:-

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

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

Am

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.

24

(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,

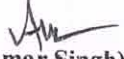
Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024 Dated Shimla-2, the

23.09.2024

Copy for information and necessary action to:-

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2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04.2024.

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

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of "Manufacturing Process as Defined in Clause (K) of Section 2 of Factories Act, 1948" may be revised in respect of un skilled and other categories of workers with effect from 01.04.2024;

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-F-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 400 P.D. or Rs. 12,000 per month
Semi-skilled	Rs. 412 P.D. or Rs. 12,360 per month
Skilled & clerical staff	Rs. 464 P.D. or Rs. 13,920 per month
Highly-Skilled	Rs. 553 P.D. or Rs. 16,590 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,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04.2024

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2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


Amar Singh

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04.2024.

10. HOTEL AND RESTAURANTS

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of "Hotel and Restaurants" may be revised in respect of unskilled and other categories of workers with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 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. 400 Daily Rs. 12,000 Monthly	Rs. 371 Daily Rs. 11,130 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	Rs. 423 Daily Rs. 12,690 Monthly	Rs. 388 Rs. 11,640 Monthly.

Salesman/ Assistant Barber/ Dhobi/ Pressman/Boilerman/Film Rewinder/ Water Bearer /Assistant Radio Mechanic/ Painter/ White Washer/ Pakora and Chana Maker/Clerk (Non-Matric)/ Assistant Store Keeper/Distributor and Assistant Machinman/ Enquiry Attendant/ Telephone Attendant/ ITI certificate holder who are working in the other trade.

SKILLED WORKERS :

Rupees.

Rupees.

Driver/Halwai/Cook/Confectioner/Baker/Steward/Butler/Draughtsman/Telephone Operator/Receptionist/Waiter/Bearer/Store Keeper/Head Waiter/Head Bearer (Western Style Hotel.) ITI certificate holder who are working in the same trade.

Rs. 464 Daily

Rs. 427 Daily

Rs. 13920 Monthly.

Rs. 12,810 Monthly.

Highly Skilled

Rupees.

Rupees.

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

Rs. 483 Daily

Rs. 447

Rs. 14,490 Monthly.

Rs. 13,410 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

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of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.

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

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

By order,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.


No. Shram(A)4-1/2024

Dated Shimla-2, the

23.09.2024

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04, 2024.

11. PRIVATE EDUCATIONAL INSTITUTES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of "Private Educational Institutes" may be revised in respect of un skilled and other categories of workers with effect from 01.04.2024 ;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 400 per day or Rs. 12,000 per month
Semi-skilled	Rs. 423 per day or Rs. 12,690 per month
Skilled	Rs. 464 per day or Rs. 13,920 per month
Highly skilled	Rs. 483 per day or Rs 14,490 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.

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

By order,

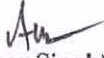
Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024 Dated Shimla-2, the

23.04, 2024

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.03.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 23.09.2024 as required under clause (3) of article 348 of the Constitution of India.)

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GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.09.2024.

12. Hydro Power Projects

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Hydro Power Projects" may be revised in respect of unskilled and other categories of workers may be fixed with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Category of Workers	Minimum Wages	
	Daily	Monthly
UN-SKILLED WORKERS :	Rs.	Rs.
Peon, Helper to Pump Operator, Helper to Concrete Pump Operator, Pump Attendant, Helper to JWR Crane Operator, Helper to Plant Operator, Helper to Excavator Operator, Helper to Concreting Plant Operator, Helper to Loader Operator, Helper to TAMROCK Operator, Helper to Mechanic, Helper to Turner, Helper to Electrician, Helper to Auto Electrician, Helper to Welder, Helper to Fitter, Helper to Carpenter, Helper to Heavy Motor Vehicle Driver, Helper to Khalasi, Compressor Attendant, Generator Attendant, TM Attendant, Helper to Concrete Mixture Plant Operator, Helper to Fireman, Helper to Stone Dresser, Helper to Head Watchman, Helper to Laboratory Assistant, Helper to Gauge Reader, Helper to Time Keeper, Helper to Diesel 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, Masuani, Air Conditioning Plant	400	12,000

SEMI-SKILLED WORKER:

Junior Pump Operator, Junior Concrete Pump Operator, Junior JWR 425 12,750
Crane Operator, Junior Plant Operator, Junior Nozzleman, Junior
Excavator Operator, Junior Concreting Plant Operator, Junior Loader
Operator, Junior TAMROCK Operator, Junior Mechanic, Junior Auto
Electrician, Junior Welder, Junior Fitter, Junior Tyre Fitter, Junior
Painter, Junior Plumber, Junior Denter, Junior Carpenter, Security Guard,
Khalasi(3 Years Experience), Junior Compressor Attendant, Generator
Attendant, Locomotive Attendant, Concrete Mixture Attendant,
Assistant Fireman, Stone Dresser, Laboratory Assistant, Gauge Reader,
Time Keeper, Diesel Generator Set Operator, Generator Operator ,
Wireless Operator, Junior Diesel Engine Fitter, Junior Pipe Fitter,
Telephone Attendant, Assistant Surveyor, Office Attendant, Junior Oiler,
Junior Driller, Junior JCB Operator, Junior Scrapper, Pujari, Assistant
Storekeeper, Assistant Store Munshi, Complaint Attendant, Junior
Electrician, Mali

SKILLED WORKERS :

Dozer Operator, Grader Operator, Loader Operator, Batching Plant 464 13,920
Operator, Crushing Operator, Excavator Operator, CMT Crane
Operator, 26 Tonne Dumper Operator, Plant Operator, Gantry Operator,
JCB Operator, Locomotive Operator, Tamrock/Jambo Operator,
Mechanic, Turner, Welder, Driller, Nozzieman, Fitter, Steel Fixer,
Blacksmith, Blaster, Carpenter, Auto Electrician, Painter, Denter, Mason,
Plumber, Bar Binder, Tyre Fitter, CMT Operator, AC Plant Operator,
Merlo Operator, Work Inspector, Supervisor, Camp-Incharge, Non
Technical Supervisor(Mining Blasting), Driver, Mobile Crane Operator,
Bacoh Operator, Hydro Crane Operator, Surveyor, Scrap Operator,
Bobcat Operator, Scoop Operator, Garroting Pump Operator, Morter
Binder, Data Entry Operator, Cashier, Storekeeper, Accounts Clerk,
Clerk, Computer Operator, Cook, Khalasai(more than 5 years
Experience) and Dhobi.

HIGHLY SKILLED

Senior Crane Operator, Senior Batching Plant Operator, Senior Trailer 553 16,590
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



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Electrician, Senior Fitter, Senior Tyre Fitter, Senior Turner, Senior Welder, Senior Denter, Driver (Heavy Transport Vehicle), Tower Crane Operator, Senior Welder X-Ray, Cable Jolnter, 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).

(24)

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.

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

	Category of Worker	Minimum Rates of Wages (per day) (Rs.)	Admissibility of 25% increase in Under-Construction Hydro Electric Power Projects Located in Non-Tribal Areas (per day) (Rs.)	Total Wages arrived at as per column no: 3+4 (per day) (Rs.)	Admissibility of 20% Tunnel Allowance over and above the Minimum Rates of Wages as per the column no. 5 (per day) (Rs.)	Total admissibility of Minimum Wages (per day) (Rs.)
1.	2.	3.	4.	5.	6.	7.
(A)	Unskilled	400	100	500	100	600
(B)	Semi-Skilled	425	106	531	106	637
(C)	Skilled	464	116	580	116	696
(D)	Highly-Skilled	553	138	691	138	829

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

25

- (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,

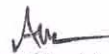
Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

23.09.2024

No. Shram(A)4-1/2024 Dated Shimla-2, the

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. L.R-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2. the

23.04, 2024.

13. PHARMACEUTICALS' INDUSTRIES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Pharmaceuticals' Industries" may be revised in respect of unskilled and other categories of workers may be fixed with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Category of Workers	Minimum	Wages
	Daily	Monthly
Unskilled Packing Helper, Machine Helper, Laboratory Helper, Store Helper, House Keeping Helper, Peon.	Rs. 400	Rs. 12,000
Semi Skilled		
Technician (D.Pharma), Fitter (ITI), Maintenance (ITI), PW-Operator, Mali, Security Guard, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs. 413	Rs. 12,390
Skilled		
Officer (B.Pharma), Technical Supervisor (ITI Diploma, D Pharma), Operator, Security Supervisor, Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 464	Rs. 13,920
Highly Skilled:- Sales Officer, Sales Executive, Sales Promotion Employee, Medical and Sales Representatives, B.Pharma, Accountant B.Sc. Chemist, M.Sc. Chemist and Stenographer.	Rs. 553	Rs. 16,590

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,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

22.09.2024

No. Shram(A)4-1/2024 Dated Shimla-2, the
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

No. Shram(A)4-1/2024

NOTIFICATION
Dated Shimla-2, the

23.09.2024.

14. Hospitals/Nursing Homes & Clinics

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Hospitals/Nursing Homes & Clinics" may be revised in respect of unskilled and other categories of workers may be fixed with effect from 01.04.2024.

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Cleaner, Chowkidar, Watchman, Peon, Room Boy, Office Boy and Masalchi.	400 Daily 12,000 Monthly.	371 Daily 11,130 Monthly
Semi-Skilled	Rs.	Rs.
Clinic Attendant, Assistant Laboratory Technician, Security Guard Operation Theatre Assistant, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Ward Boy and Ward Attendant (0-3 Years Experience)	423 Daily. 12690 Monthly	387 Daily. 11,610 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,	464 Daily 13,920 Monthly	427 Daily 12,810 Monthly.

CSSD Assistant, Operation Theatre Technician, Eye Refractionist, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier, Fitter, Plumber, Supervisor, Cook, Dhobi, Ward Boy and Ward Attendant (above 3 years experience)

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Highly Skilled	Rs.	Rs.	
Staff Nurse, Security Supervisor, Senior Electrician, Senior Technician, Senior Radiographer, Senior Compounder, Accountant and Stenographer	483 Daily. 14,490 Monthly	447 Daily 13,410	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,

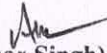
Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024 Dated Shimla-2, the
Copy for information and necessary action to:-

21.09.2024

An

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

40

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04.2024.

15. Domestic Workers

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Domestic Workers" may be revised in respect of unskilled and other categories of workers may be fixed with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Aya, Cleaner, Masalchi, Watchman and Washer man	400 Daily 12,000 Monthly.	338 Daily. 10,140 Monthly.
Semi-Skilled	Rs	Rs
Security Guard and Mali	423 Daily. 12,690 Monthly	351 Daily, 10,530 Monthly.
Skilled:	Rs.	Rs.
Cook and Driver	464 Daily. 13,920 Monthly	373 Daily 11,190 Monthly.

An
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,


Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

23.04.2024

No. Shram(A)4-1/2024 Dated Shimla-2, the

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.
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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 23.04.2024 as required under clause (3) of article 348 of the constitution of India.)

43

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04,2024.

16. Safai Karamchhari Employment

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Safai Karamchhari Employment" may be revised in respect of unskilled and other categories of workers may be fixed with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:

Category of Workers	Minimum Wages	
	Daily	Monthly
Unskilled:- Sweeper/Safai Karamchhari, Beldar and Cartman,	Rs. 400	Rs. 12,000
Semi Skilled		
Work Supervisor, Sanitary Jamadar, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 413	Rs. 12,390
Skilled		
Driver, Mason, Plumber, Storekeeper, Accounts Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs 464	Rs. 13,920
Highly Skilled		
Jr. Engineer, Sanitary Inspector and Stenographer,	Rs. 553	Rs. 16,590

NOTE:-

Am

- (44)
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,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.


No. Shram(A)4-1/2024

Dated Shimla-2, the

23.04,2024

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 23.04. 2024 as required under clause (3) of article 348 of the constitution of India.)

65

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

No. Shram(A)4-1/2024

NOTIFICATION
Dated Shimla-2, the

23.04, 2024.

17. Security Services

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Security Services" may be revised in respect of unskilled and other categories of workers may be fixed with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Un-Skilled	Daily	Monthly
Helper and Watchman	Rs. 400	Rs. 12,000
Semi skilled		
Security Guard, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 413	Rs. 12,390
Skilled		
Security Supervisor, Head Watchman, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 464	Rs. 13,920
Highly Skilled		
Security Officer, Security Manager, Stenographer and Accountant.	Rs. 553	Rs. 16,590

NOTE:-

- (48)
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,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

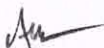
No. Shram(A)4-1/2024 Dated Shimla-2, the
Copy for information and necessary action to:-

23.04.2024

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.

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

57


(Amar Singh)

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

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

27.04.2024.

18. Temples and Religious Places/Dharamshalas

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Temples and Religious Places/Dharamshalas" may be revised in respect of unskilled and other categories of workers may be fixed with effect from 01.04.2024;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on 20-06-2024 wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f 01.04.2024 as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs	Rs
Peon, Masalchi, Office Boy and Beldar.	400 Daily 12,000 Monthly	371 Daily 11,130 Monthly.
Semi-Skilled	Rs	Rs
Chapatiman, Sweeper, Room boy, Junior Guest Attendant, Temple Attendant, Bhog Room Attendant, Hall Attendant, Sewadar, Security Guard, Mali, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	423 Daily 12,690 Monthly	413 Daily 12,390 Monthly
Skilled:	Rs.	Rs.
Senior Guest Attendant, Receptionist, Pujari, Pandit, Cook, Maulvi, Granthi, Padri, Storekeeper, Accounts Clerk, Clerk,	464 Daily 13,920 Monthly	427 Daily 12,810 Monthly

Am

Highly Skilled	Rs.	Rs.
Supervisor, Superintendent, Ragi, Bajantri, Bhajan Singer, Stenographer, and Accountant.	483 Daily. 14,490 Monthly	447 daily 13,410 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,

Priyanka Basu Ingty
Secretary (Lab. Emp.&O.P.) to the
Government of Himachal Pradesh.

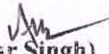
23.09, 2024

No. Shram(A)4-1/2024 Dated Shimla-2, the
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.
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4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.

Am

6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t his letter No. L&E(Lab.)M.W.A.C./2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)

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

(50)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

23.09, 2024.

19. Workers Working in Toll Tax Barriers

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Workers Working in Toll Tax Barriers" may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01.04.2024**;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **20-06-2024** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2024**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **01.04.2024** as per recommendations of the said Committee as under:-

Category of employees	Minimum Daily	Wages Monthly
Un-skilled Workers :-		
Peon, Office Boy and Masalchi.	Rs. 400	Rs. 12,000
Semi-skilled:-		
Helper Cook, Cash Collector, Assistant Storekeeper, Assistant Store Munshi, Security Guard and Complaint Attendant.	Rs. 413 per day or	Rs. 12,390 per month
Skilled:-		
Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 464 per day or	Rs. 13,920 per month
Highly-Skilled:-		
Supervisor, Superintendent, Stenographer and Accountant.	Rs. 553 per day or	Rs. 16,590 per month

NOTE:-

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

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

- (i) **Unskilled:** -- An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.
- (ii) **Semi-skilled:** -- A semiskilled worker is one who does work generally defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.
- (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,

Priyanka Basu Ingty
Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

23.09.2024

No. Shram(A)4-1/2024 Dated Shimla-2, the
Copy for information and necessary action to:-

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7. All the Head of Departments, Himachal Pradesh.
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9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.


(Amar Singh)
Deputy Secretary (Lab.Emp.&O.P.) to the
Government of Himachal Pradesh