

(Authoritative English Text of this Department Notification No. Shram(A)4-8/2006-Partfile dated 28-05-2014 as required under clause(3) of Article 348 of the constitution of India.)

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

1. AGRICULTURE

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

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 **1st April,2014.**

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the powers conferred by clause(a) of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014** as per recommendations of the said Committee as under:-

Un-skilled workers Rs. 170/- per day or Rs. 5100/- per month.

NOTE

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

The definition of unskilled will be as under:--

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

By order,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**
Copy for information and necessary action to:-

- 1.The Special Secretary-Cum-Pr.PS to the Hon'ble Chief Minister H.P.
- 2.The Special PS to the Hon'ble Labour Minister,H.P.
3. The PS to the Hon'ble Chief Secretary to the Govt. of H.P.
- 4.All the Administrative Secretaries to the Govt. of H.P.Shimla.
- 5.The Director, Labour Bureau, GOI, Shimla-171004,H.P.
- 6.All the Deputy Commissioners, Himachal Pradesh.
- 7.All the Head of Departments, Himachal Pradesh.
- 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare
copies.
- 9.Guard File.

Deputy Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

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

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

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Construction or Maintenance of Stone Breaking and Stone Crushing**” may be revised in respect of unskilled and other categories of workers with effect from **1st April, 2014**.

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)4-8/2006-MW-part, dated 30th August, 2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power conferred of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014** as per recommendations of the said Committee as under:-

Category of Workers	Revised Wages	
	Daily	Monthly
1	2	3
	Rupees	Rupees
UN-SKILLED WORKERS :		
Bhisthi/Chimini Cleaner/ Chowkidar/ Distemperer	170.00	5100
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		
SEMI-SKILLED WORKER:	Rupees	Rupees
Carpenter Grade-II/ Mason Grade-II/ Sewer Man/Black Smith Grade-II/ Sanitary Fitter Grade-II/Painter/Melter Mate/Sprayman Roads/ Craneman/ Badhani/Upholster /Fitter Attendant/Black Smith (Boatman)/ Caneman/ Distemplerer Grade-I/Fitter Grade-II/ Flour Polisher/Stone Dresser / Mali/ Well	187.00	5610

Sinker/ White Washer/ Work Shop Mechanic
 Grade-II/Turner Grade-II/Pipe Fitter Grade-II/Brick
 Moulder/Assistant Fitter/ Assistant Fireman/
 Assistant Welder/ Assistant turner/ battery Charger/
 Dresser/(Qualified /Experienced)/Hammer Man
 /Cook/ Vulcaniser/ Nozzle Man/ Tunnel Man/ Alloy
 Trolley Operator/ Attendant (Store Office) Mechanical
 Attendant/ Tunnel Jublliman/ Tunnel Man / Helper (5
 years and above) Oil Cleaner/Navgani/ Mate/Head
 Watchman/ Assistant Leveler/Khalasi (3 to 8
 years)/stone Dresser/ Pump Attendant/Auto
 Electrician Grade-II/ Gardner/ Gauge reader/ Asstt.
 Lab Attendant/Auto electrician/Motor Mate/ Enquiry
 Attendant/Telephone Attendant.

Stone Breaker/Rock carrier Breaker/Stone
 Carrier 1½ inch to 2 inch Rs. 1279 cft
 1 to 1¼ inch Rs.1433 cft

SKILLED WORKERS :

	Rupees	Rupees
Carpenter Grade-I/ Mason Grade-I/Black Smith /	214.17	6425
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 /Wireless
 Operator/Workshop Forman Grade-II.

HIGHLY SKILLED

	Rupees	Rupees
Carpenter for furniture only/Workshop Mechanic	274.50	8235
Grade-I/ChargemanGrade-I/Workshop Foreman		
Grade-I/TurnerGrade-I/Mechanic All Round Operator		
/Mason/Mistry and Carpenter Mistry/Structural Fitter		
Grade-I/Surveyor/Draftsman / Assistant Foreman/		
Machinist / Compounder (Qualified) Road Roller		
Driver/Bulldozer Driver/ Wireman/ Auto Electrician/		
Electrician/ Chemical Analyser.		

Clerical and non Technical Supervisory Staff

	Rupees	Rupees
Bituman Tyre Inspector/Road Inspector/Work	214-17	6425
Inspector/ Store Keeper/ Store Munshi/		
Supervisor/Meter Reader/ Ledger Booking Clerk/ Bill		
Clerk/ Irrigation Booking Clerk/ Patwari/ Complaint		
Attendant/ Ferro Printer/ Driver (Jeep/Car/Tractor)		
Clerk/ Mechanical Inspector / Assistant Store		
Keeper/Accounts Clerk/Stenographer.		

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:-

(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,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh)

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**

Copy for information and necessary action to:-

- 1.The Special Secretary-Cum-Pr.PS to the Hon'ble Chief Minister H.P.
- 2.The Special PS to the Hon'ble Labour Minister,H.P.
3. The PS to the Hon'ble Chief Secretary to the Govt. of H.P.
- 4.All the Administrative Secretaries to the Govt. of H.P.Shimla.
- 5.The Director, Labour Bureau, GOI, Shimla-171004,H.P.
- 6.All the Deputy Commissioners, Himachal Pradesh.
- 7.All the Head of Departments, Himachal Pradesh.
- 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
- 9.Guard File.

Deputy Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

(Authoritative English Text of this Department Notification No. Shram(A)4-8/2006-Partfile dated 28-05-2014 as required under clause(3) of Article 348 of the constitution of India.)

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

3. PUBLIC MOTOR TRANSPORT

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of **“Public Motor Transport”** may be revised in respect of un-skilled and other categories of workers with effect from **1st April,2014;**

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power 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 **1st April, 2014** as per recommendations of the said Committee as under:-

General Staff Unskilled **Rs.170 /- per day, Rs.5100/- per month**

- (a) Peon , Chowkidar, Store Helper, Sweeper, porter, Daftri
- (b) Workshop Staff (Unskilled)

Workshop Mazdoor without having any experience

Rs. 170/- per day, Rs. 5100/- per month

Semiskilled

Rs.180.17 per day, Rs.5405/- 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. Volcanisor
12. Asst. Painter
13. Asstt. Upholster
14. Asstt. Tyreman
15. Asstt.Sprayman
16. Asstt. Electrician Mechanic
17. Asstt. Retrader
18. Workshop Mazdoor having ITI Certificate or having 2 years of probation period who has no ITI Diploma
19. Assistant Molders.

SKILLED:

Machanic, Fitter, Blacksmith, Carpenter, Welder, Boring Rs. 206.52 per day or

wireman, Machanist, Cusion Maker, Tinsmith, Rs. 6196 per month.
 Volcanizer, Painter, Upholster, Tyreman, Spray Painter,
 Electrician Machanic, Retreader, Moulder, Turner,
 Workshop Mazdoor having ITI certificate or having 2
 years of probation period who has no ITI Diploma. The ITI
 certificate holder who are working in the same trade.

HIGHLY SKILLED WORKSHOP STAFF:

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor Rs. 240.50 per day or Rs. 7215 per month.

GENERAL STAFF (CLERICAL) ETC.:

Group-A

Out Agent, Out Agency Clerk, Typist, Steno typist, Rs. 206.52 per day or
 Store-daybook Writer, Clerk, Assistant Cashier, Rs. 6196 per month.
 Booking Clerk (Restorer), Ledger Keeper, Petrol
 Pump Attendant.

Group-B

Chief Inspector, Receptionist, Inspector, Checker, Rs.222.52 per day or
 Stenographer A Grade, Station Supervisor, Rs. 6676 per month,
 Assistant Store-Keeper A Grade, Accountant,
 Cashier, Tyre Inspector.

Group-C

Head Assistant, Head Clerk, Auditor, Head Cashier. Rs.281.25 per day or
 Rs. 8438 per month

RUNNING STAFF

	Per Day	Per month
1.Driver	Rs.244.12	Rs. 7324
2.Conductor	Rs.213.60	Rs. 6408
3.Cleaner-cum-Conductor	Rs.193.12	Rs. 5794
4.Part-Time Booking Clerk	Rs. 63.72	Rs. 1912

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:-

(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 supervise efficiently the work of skilled employees.

By order,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh)

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**

Copy for information and necessary action to:-

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 - 6.All the Deputy Commissioners, Himachal Pradesh.
 - 7.All the Head of Departments, Himachal Pradesh.
 - 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
- W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
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to the Government of Himachal Pradesh.

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

4. SHOPS & COMMERCIAL ESTABLISHMENT

No.Shram (A)4-8/2006-Partfile **Dated Shimla-2 28-05- 2014**

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 un skilled and other categories of workers with effect from **1st April,2014**.

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power conferred of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014** 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	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 un skilled job.	Rs.170/-Daily Rs.5100 Monthly.	Rs 144.47/-Daily. Rs. 4334 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	Rs.185.55 Daily. Rs. 5567 Monthly.	Rs. 159.12 Daily. Rs.4774 Monthly.

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

Skilled:	Rupees.	Rupees.
Blacksmith/Tinsmith/Watchmaker/Radio Mechanic/Carpenter/Plumber/Driver/ Assistant Tailor/Cutter (Tailoring) /General mechanic/ Halwai/ Cook/ Confectioner/Baker/ Steward/ Butler/ Fitter/ Draughtsman/TelephoneOperator/ Compounder / Goldsmith./ Shoe Maker / Shawl-Carpet Weaving/ Compositor/ Cinema Operator/Salesmen/Drycleaner/Dyer/ Barber/Regular machine man/machinist/ Welder/Moulder/Cashier/ Clerk/(Matric) Munim /receptionist/ Waiter/ Bearer/) / Storekeeper/ headwaiter /Head bearer (Western Style Hotels)/Lineman.ITI certificate holder who are working in the same trade.	Rs.214.17 Daily.	Rs. 188.37 Daily
	Rs. 6425 Monthly.	Rs. 5651 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.227.12 Daily.	Rs. 202.40 daily
	Rs. 6814 Monthly.	Rs. 6072 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,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh)

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**

Copy for information and necessary action to:-

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- 2.The Special PS to the Hon'ble Labour Minister,H.P.
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- 4.All the Administrative Secretaries to the Govt. of H.P.Shimla.
- 5.The Director, Labour Bureau, GOI, Shimla-171004,H.P.
- 6.All the Deputy Commissioners, Himachal Pradesh.
- 7.All the Head of Departments, Himachal Pradesh.
- 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
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Deputy Secretary (Labour & Employment)
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**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT
NOTIFICATION**

5. FORESTRY INDUSTRIES

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

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 un skilled and other categories of workers with effect from **1st April, 2014**.

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power conferred of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages	
	Daily	Monthly
UNSKILLED WORKEPRS	Rs.170.00	Rs.5100
1 Felling of trees:		
1.Lopper (Changi)	Rs.185.55	Rs.5567
2.Feller (Garani)	Rs.176.12	Rs.5284
2 Logging and sawing including timber passing:		
1.Dresser (Panchani)	Rs.176.12	Rs.5284
2.Sawyer (Charani)	Rs.240.50	Rs.7215
3.Blacksmith	Rs.219.40	Rs.6582
3 Carriage stacking and timber passing by manual labour:		
1. Mazdoor for carriage	Rs.176.12	Rs.5284
2. Mazdoor for loading and un loading of timber.	Rs.176.12	Rs.5284
4 Carriage of timber by Aerial ropeways :		
1.Span Mistry-cum-Supervisor	Rs.240.50	Rs.7215
2.Span Mistry	Rs.219.40	Rs.6582
5 Carriage by water slide (pucci Nalli) dry slide (Pathru), Nullah Bhaan Darya Bahaan (River floting):		
1. Mohri-wala Mistry	Rs.265.15	Rs.7955
2. Taru	Rs.250.27	Rs.7508
3. Asstt. Mistry/ Helper Mistry	Rs.227.12	Rs.6814
4. Darya-man	Rs.250.27	Rs.7508
5. Ghalu	Rs.197.17	Rs.5915
6. Jamadar	Rs.197.17	Rs.5915

6 Mechanised logging and timber extraction:

1.Surveyor	Rs.242.57	Rs.7277
2.Ski-line Operator	Rs.219.40	Rs.6582
3 Truck Driver	Rs.199.30	Rs.5979
4. Compressor Driver	Rs.199.30	Rs.5979

7 Clerical Staff:

1.Manager	Rs.295.12	Rs.8854
2.Accountant	Rs.203.97	Rs.6119
3.Munshi/ Typist clerk	Rs.176.12	Rs.5284

8 Saw Mill Workers:

1.Band Saw Mistry	Rs.219.40	Rs.6582
2.Supervisor	Rs.216.29	Rs.6489
3.Head Mistry	Rs.219.40	Rs.6582
4.Boiler Driver	Rs.219.40	Rs.6582
5.Assistant Mistry	Rs.180.17	Rs.5405
6.Planner Mistry	Rs.180.17	Rs.5405
7.Helper	Rs.176.12	Rs.5284
8.Cutter man	Rs.180.17	Rs.5405

9 Katha Extraction:

1.Feller and Chipper	Rs.176.12	Rs.5284
2. Katha Supervisor/Katha Processor	Rs.185.55	Rs.5567

Highly Skilled

Boiler Attendant (Ist Class) Overseer, Head Foreman= Rs.274.50. Daily.
Rs.8235 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,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh)

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**
Copy for information and necessary action to:-

- 1.The Special Secretary-Cum-Pr.PS to the Hon'ble Chief Minister H.P.
- 2.The Special PS to the Hon'ble Labour Minister,H.P.
3. The PS to the Hon'ble Chief Secretary to the Govt. of H.P.
- 4.All the Administrative Secretaries to the Govt. of H.P.Shimla.
- 5.The Director, Labour Bureau, GOI, Shimla-171004,H.P.
- 6.All the Deputy Commissioners, Himachal Pradesh.
- 7.All the Head of Departments, Himachal Pradesh.
- 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
- 9.Guard File.

Deputy Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

(Authoritative English Text of this Department Notification No. Shram(A)4-8/2006-Partfile dated 28-05-2014 as required under clause(3) of Article 348 of the constitution of India.)

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

6. CHEMICAL & CHEMICAL PRODUCTS

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

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 un skilled and other categories of workers with effect from **1st April, 2014**.

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power conferred of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014**.as per recommendations of the said Committee as under:-

Category of Workers	Revised minimum rates
Unskilled	Rs. 170.00 Daily. Rs. 5100.00. 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. 178.47 Daily. Rs. 5354 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. 214.17 Daily. Rs. 6425 Monthly.
Highly Skilled Boiler Attendant (First-Class) Overseer, Head Foreman	Rs. 274.50 Daily. Rs. 8235 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,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**
Copy for information and necessary action to:-

- 1.The Special Secretary-Cum-Pr.PS to the Hon'ble Chief Minister H.P.
- 2.The Special PS to the Hon'ble Labour Minister,H.P.
3. The PS to the Hon'ble Chief Secretary to the Govt. of H.P.
- 4.All the Administrative Secretaries to the Govt. of H.P.Shimla.
- 5.The Director, Labour Bureau, GOI, Shimla-171004,H.P.
- 6.All the Deputy Commissioners, Himachal Pradesh.
- 7.All the Head of Departments, Himachal Pradesh.
- 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
- 9.Guard File.

Deputy Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

(Authoritative English Text of this Department Notification No. Shram(A)4-8/2006-Partfile dated 28-05-2014 as required under clause(3) of Article 348 of the constitution of India.)

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

7. ENGINEERING INDUSTRIES

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

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 un skilled and other categories of workers with effect from **1st April, 2014**.

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power conferred of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014** as per recommendations of the said Committee as under:-

Un-Skilled

Rs. 170.00. Daily.
Rs.5100 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.

Rs. 214.17 Daily.
Rs.6425 Monthly

Skilled

Taper Grade-II, Turner Grade-II, Driller Grade-II, Shaper Grade-II, Shaperman Grade-II, Slaughterman Grade-II, Mechanist/ Operator/Brager Grade-II, Liner Grade-II, Spray

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

Highly Skilled

Turner Grade-I, Grinding Machine Operator Grade-I, Shaper man Grade-I, Slaughter man Grade-I, Miller Grade-I, Electroplater Grade-I, Gold Draw Machine Operator Grade-I, Fitter Grade-I, Carpenter/Pattern Maker Grade-I, Dye maker Grade-I, Engraver Grade-I, Blacksmith Grade-I, Dye Setter Grade-I, Tool Setter Grade-I, Electrician Grade-I,	Rs. 274.50 Daily. Rs.8235 Monthly.
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Clerical Staff

Cashier (Matriculate) Clerk, Salesman, Typist Storekeeper.	Rs. 190.02 Daily. Rs.5701 Monthly.
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NOTE

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

1.

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,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**

Copy for information and necessary action to:-

- 1.The Special Secretary-Cum-Pr.PS to the Hon'ble Chief Minister H.P.
 - 2.The Special PS to the Hon'ble Labour Minister,H.P.
 3. The PS to the Hon'ble Chief Secretary to the Govt. of H.P.
 - 4.All the Administrative Secretaries to the Govt. of H.P.Shimla.
 - 5.The Director, Labour Bureau, GOI, Shimla-171004,H.P.
 - 6.All the Deputy Commissioners, Himachal Pradesh.
 - 7.All the Head of Departments, Himachal Pradesh.
 - 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
- W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
- 9.Guard File.

Deputy Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

(Authoritative English Text of this Department Notification No. Shram(A)4-8/2006-Partfile dated 28-05-2014 as required under clause(3) of Article 348 of the constitution of India.)

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

8. TEA PLANTATION

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

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 un skilled and other categories of workers with effect from **1st April, 2014**.

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power conferred of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages
Field workers in Tea Plantation employed on plantation up rooting, spraying, manufacturing, shade lopping, hosing ,pruning weeding, plucking etc. known as unskilled workers employed in the operation;	Rs. 170.00 Daily or Rs. 5100 Monthly.
A-Grade Leaves -- If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. 12.30 per kilogram extra as incentive.	
B Grade Leaves If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. 9.20 per kilogram extra as incentive.	
C-Grade Leaves- If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs 6.92 per kilogram extra as incentive.	
The piece rates workers employed for plucking will get Rs. 12.30, Rs. 9.20 Rs. 6.92 per kilogram for A,B,C grade of tea leaves respectively.	
SEMI-SKILLED: Workers engaged in Tea Factory & Tea Plantations.	Rs.174.56 per day, Rs.5237/- per month
FACTORY: Include lift Mazdoor withering Mazdoor, relling room workers, shifting Mazdoor, fermenting room workers, tea boys , sorters, tea makers, time keeper and carriers (jhalli)	Rs. 170-00 daily Rs. 5100 Monthly.
PLANTATION: Cleaners, Assistant Cleaner, Garden Assistant, Muharirs etc. who maintain records of a field work and also includes sweeper, Mali & Mate.	Rs. 170-00 daily Rs. 5100 Monthly.

CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF**OFFICE STAFF:**

1. Accountant	Rs. 315.22	Rs.9457.00 per month plus free accommodation	
2. Clerks	Rs. 214.17	Rs.6425.00 per month plus free accommodation	
3. Munshi	Rs. 229.53	Rs.6886.00 per month plus free benefits as admissible to clerk	
4. Peon ,Chowkidar/Chaudhary	Rs.174.57	Rs.5237.00 per month plus free benefit as admissible.	
		Daily	Monthly
5. Compounder		Rs.284.27	Rs.8528
6. Driver (Jeep/ Car/ Tractor)		Rs.244.12	Rs.7324
7. Mechanic ,		Rs.287.40	Rs.8622
8. Assistant Mechanic		Rs.242.57	Rs.7277
9. Electrician-cum- Mechanic , Grade-I		Rs.287.40	Rs.8622
10.Electrician-cum- Mechanic , Grade-II		Rs.242.57	Rs.7277

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.

By order,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**

Copy for information and necessary action to:-

- 1.The Special Secretary-Cum-Pr.PS to the Hon'ble Chief Minister H.P.
- 2.The Special PS to the Hon'ble Labour Minister,H.P.
3. The PS to the Hon'ble Chief Secretary to the Govt. of H.P.
- 4.All the Administrative Secretaries to the Govt. of H.P.Shimla.
- 5.The Director, Labour Bureau, GOI, Shimla-171004,H.P.
- 6.All the Deputy Commissioners, Himachal Pradesh.
- 7.All the Head of Departments, Himachal Pradesh.
- 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
- 9.Guard File.

Deputy Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

(Authoritative English Text of this Department Notification No. Shram(A)4-8/2006-Partfile dated 28-05-2014 as required under clause(3) of Article 348 of the constitution of India.)

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

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

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

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 **1st April, 2014**.

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power conferred of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 170.00 per day or Rs. 5100 per month
Semi-skilled	Rs. 178.47 P.D. or Rs. 5354 per month
Skilled & clerical staff	Rs. 214.17 P.D. or Rs. 6425 per month
Highly-Skilled	Rs. 274.50 P.D. or Rs. 8235 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,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**

Copy for information and necessary action to:-

- 1.The Special Secretary-Cum-Pr.PS to the Hon'ble Chief Minister H.P.
- 2.The Special PS to the Hon'ble Labour Minister,H.P.
3. The PS to the Hon'ble Chief Secretary to the Govt. of H.P.
- 4.All the Administrative Secretaries to the Govt. of H.P.Shimla.
- 5.The Director, Labour Bureau, GOI, Shimla-171004,H.P.
- 6.All the Deputy Commissioners, Himachal Pradesh.
- 7.All the Head of Departments, Himachal Pradesh.
- 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
- 9.Guard File.

Deputy Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

(Authoritative English Text of this Department Notification No. Shram(A)4-8/2006-Partfile dated 28-05-2014 as required under clause(3) of Article 348 of the constitution of India.)

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

10. HOTEL AND RESTAURANTS

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of “**Hotel and Restaurants**” may be revised in respect of un skilled and other categories of workers with effect from **1st April, 2014**.

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power conferred of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014** as per recommendations of the said Committee as under:-

Category of Workers	Revised Wages	
	Where no benefit is provided	Where food, tea and accommodation provided
1	2	3
UN-SKILLED:	Rupees	Rupees
Helper/ Chowkidar/ Peon/ Sweeper/ Masalachi/ Gateman/ Waterman/ Messenger/ Clock Room Attendant/ Poter/ Bhishti/ Beldar/ Fireman/ Pandi/ Posterman/ any worker doing un-skilled job.	Rs. 170-00 Daily Rs. 5100 Monthly	Rs 144.47 Daily Rs. 4334 Monthly
SEMI-SKILLED WORKER:	Rupees	Rupees
Pantryman /Coffee-Tea Maker/ Chapatiman / Assistant Baker/Cook/ Assistant Halwai/Book Binder/ Sticher /Ruling Cutting/ Auctioners /Mali /Hotel Guide /Assistant Mistry/ Assistant Fitter/ Sewerman/ Assistant Turner /Assistant Welder/ Assistant Electrician/ Assistant Salesman/ Assistant	Rs. 185.55 Daily Rs. 5567 Monthly	Rs 160.11 Daily Rs. 4803 Monthly.

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 :

Driver/Halwai/Cook/Confectioner/ Baker/Steward/Butler/Draughtsma n/TelephoneOperator/Receptionist/ Waiter/Bearer/Store Keeper/Head Waiter/Head Bearer (Western Style Hotel.) ITI certificate holder who are working in the same trade.	Rupees. Rs. 214.17 Daily Rs. 6425 Monthly.	Rupees. Rs. 188.37 Daily Rs. 5651 Monthly.
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Highly Skilled

Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)	Rupees. Rs. 227.12 Daily Rs. 6814 Monthly.	Rupees. Rs. 201.46 Daily Rs. 6044 Monthly.
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NOTE

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

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

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

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

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

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

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

By order,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**

Copy for information and necessary action to:-

- 1.The Special Secretary-Cum-Pr.PS to the Hon'ble Chief Minister H.P.
- 2.The Special PS to the Hon'ble Labour Minister,H.P.
3. The PS to the Hon'ble Chief Secretary to the Govt. of H.P.
- 4.All the Administrative Secretaries to the Govt. of H.P.Shimla.
- 5.The Director, Labour Bureau, GOI, Shimla-171004,H.P.
- 6.All the Deputy Commissioners, Himachal Pradesh.
- 7.All the Head of Departments, Himachal Pradesh.
- 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
- 9.Guard File.

Deputy Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

(Authoritative English Text of this Department Notification No. Shram(A)4-8/2006-Partfile dated 28-05-2014 as required under clause(3) of Article 348 of the constitution of India.)

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

11. PRIVATE EDUCATIONAL INSTITUTES

No.Shram (A)4-8/2006-Partfile

Dated Shimla-2 28-05- 2014

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of “**Private Education Institutes**” may be revised in respect of un skilled and other categories of workers with effect from **1st April, 2014**.

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)4-8/2006-MW-part, dated 30th August,2012 and the meeting of the said Committee was held on 27-05-2014.

Now, therefore, in exercise of the power conferred of Sub-section (2) of section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f **1st April, 2014** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 170.00 per day or Rs. 5100 per month
Semi-skilled	Rs. 185.55 P.D. or Rs. 5567 per month
Skilled	Rs. 214.17 P.D. or Rs. 6425 per month
Highly skilled	Rs. 227.12 P.D. or Rs. 6814 per month

NOTE

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

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

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

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

By order,

Principal Secretary (Labour & Employment)
to the Government of Himachal Pradesh.

No.Shram(A)4-8/2006-partfile Dated Shimla-2 the **28-05- 2014**
Copy for information and necessary action to:-

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 - 2.The Special PS to the Hon'ble Labour Minister,H.P.
 3. The PS to the Hon'ble Chief Secretary to the Govt. of H.P.
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 - 6.All the Deputy Commissioners, Himachal Pradesh.
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 - 8.Labour Commissioner-Cum- Director of Employment,H.P Shimla-171001
- W.r.t her letter No.1-16/78(Lab)M.W./8/07 dated 28-05-2014 with 10 spare copies.
- 9.Guard File.

Deputy Secretary (Labour & Employment)
to the Government of Himachal Pradesh.