

(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,  
Sd/  
(KAMLESH KUMAR PANT),  
Principal Secretary (Lab. & Emp.).

[Authoritative English text of this Department Notification No. Shram(A)4-2/2018-L, dated 21st July, 2020 as required under clause(3) of Article 348 of the Constitution of India.]

## LABOUR & EMPLOYMENT DEPARTMENT

### NOTIFICATION

Shimla-2, the 21 July, 2020

#### 4. SHOPS & COMMERCIAL ESTABLISHMENT :

**No. Shram (A)4-2/2018-L.**—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, 2020**;

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

And whereas, a meeting of the said Committee was held on **20-05-2020** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended *w.e.f.* **01-04-2020**.

Now, therefore, in exercise of the powers conferred by the sub-section (2) of Section 5 of the Act *ibid*, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment *w.e.f.* **01-04-2020**.

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
<b>Un-skilled :</b> Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/Sweeper/Masalchi/Gateman/Waterman/ Cleaner/ Packer/Mazdoor/ Lander/ Unlander/ Messanger/ Clock Room Attendant/ Porter/	<b>Rupees</b> Rs. 275/-Daily  or	<b>Rupees</b> Rs. 249.47 Daily  or

Bhishit/ Beldar/ Fireman/ Pandi/ Posterman/ any other worker doing unskilled job.	Rs. 8,250/ Monthly.	Rs. 7,484/- Monthly
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**Semi-Skilled**

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/White  
Washer/Pakora and Chana maker/Clerk  
(Non-matric), Assistant Store Keeper/  
Distributor and Assistant Machineman/  
Enquiry Attendent/ Telephone Attendent, ITI  
Certificate Holder.

**Rupees**

Rs. 290.55 Daily

**Rupees**

Rs. 264.12 Daily

Rs. 8,717/-  
Monthly.

Rs.7,924/- Monthly

**Skilled:**

Blacksmith/Tinsmith/Watchmaker/Radio  
Mechanic/ Carpenter/Plumber/Driver/  
Assistant Tailor/ Cutter (Tailoring)/General  
Mechanic/Halwai/Cook/ Confectioner/  
Baker/Steward/Butler/Fitter/Draughtsman/  
Telephone Operator/Compounder/  
Goldsmith/Shoe Maker/Shawl-Carpet  
Weaving/Compositor/Cinema Operator/  
Salesmen/Drycleaner/Dyer/ Barber/Regular  
Machineman/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.

**Rupees**

Rs. 319.17 Daily

**Rupees**

Rs. 293.37 Daily

Rs. 9,575/-  
Monthly.

Rs. 8,801/- Monthly.

**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. 332.12  
Daily.**Rupees**

Rs. 307.40 daily

Rs. 9,964/-  
MonthlyRs.9,222/-  
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/semi skilled/skilled/highly skilled will be as under:—**

- (i) **Un-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 semi skilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment, skill and but for proper discharge of duties assigned to him or relatively narrow job and where important decisions made by others. His work is thus limited to the performance of routine operations of limited scope.
- (iii) **Skilled.**—A skilled 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,  
Sd/-  
(KAMLESH KUMAR PANT),  
Principal Secretary (Lab. & Emp.).

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*[Authoritative English text of this Department Notification No. Shram(A)4-2/2018-L, dated 21st July, 2020 as required under clause(3) of Article 348 of the Constitution of India].*

**LABOUR & EMPLOYMENT DEPARTMENT**

NOTIFICATION

*Shimla-2, the 21st July, 2020*

**5. FORESTRY INDUSTRIES :**

**No. Shram (A)4-2/2018-L.**—Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Forestry Industries**” may be revised in respect of unskilled and other categories of workers with effect from **1st April, 2020;**