

(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 21st July, 2020

8. TEA PLANTATION :

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 “**Tea Plantation**” may be revised in respect of unskilled 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 power conferred by the sub-section (2) of Section 5 the said Act, the Governor of Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment *w.e.f.* **1st April, 2020** 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. 275.00 Daily or
Rs. 8,250/- Monthly.**

A-Grade Leaves.—If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. 19.89 per kilogram extra as incentive.

B-Grade Leaves.—If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. 15.74 per kilogram extra as incentive.

C-Grade Leaves.—If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs 11.73 per kilogram extra as incentive.

The piece rates workers employed for plucking will get Rs. 19.89, Rs. 15.74 and Rs. 11.73 per kilogram for A,B,C grade of tea leaves respectively.

SEMI-SKILLED: Workers engaged in Tea Factory & Tea Plantations. **Rs. 279.57** per day or **Rs. 8,387/-** 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. 275.00 daily or
Rs. 8,250/- Monthly**

PLANTATION:

Cleaners, Assistant Cleaner, Garden Assistant, Muharirs etc. who maintain records of a field work and also includes Sweeper, Mali & Mate.

**Rs. 275.00 daily or
Rs. 8,250/- Monthly**

CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF:

OFFICE STAFF:

1.	Accountant	Rs. 420.22	Rs. 12,607/- per month plus free accommodation.
2.	Clerks	Rs. 319.17	Rs. 9,575/- per month plus free accommodation.
3.	Munshi	Rs. 334.53	Rs. 10,036/- per month plus free benefits as admissible to clerk.
4.	Peon, Chowkidar/ Chaudhary	Rs. 279.57	Rs. 8,387/- per month plus free benefit as admissible.
			Daily
5.	Compounder		Rs. 389.27
6.	Driver (Jeep/Car/Tractor)		Rs. 349.12
7.	Mechanic		Rs. 392.40
8.	Assistant Mechanic		Rs. 347.57
9.	Electrician-cum-Mechanic, Grade-I		Rs. 392.40
10.	Electrician-cum-Mechanic, Grade-II		Rs. 347.57
			Monthly
			Rs.11,678/-
			Rs. 10,474/-
			Rs. 11,772/-
			Rs. 10,427/-
			Rs. 11,772/-
			Rs. 10,427/-

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/semi-skilled will be as:

- (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 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,
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 21-07-2020 as required under clause(3) of Article 348 of the Constitution of India].

LABOUR & EMPLOYMENT DEPARTMENT

NOTIFICATION

Shimla-2, the 21st July, 2020

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

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 “**Manufacturing Process as Defined in Clause (K) of Section 2 of Factories Act, 1948**” may be revised in respect of unskilled and other categories of workers with effect from **1st April, 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;