

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:—**

- (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.
- (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 21st July, 2020*

**7. ENGINEERING 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 “**Engineering Industries**” 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:—

**Un-skilled :**

Rs. 275.00/- Daily  
Rs. 8,250/- Monthly

**Semi-skilled :**

Taper Grade-III, Turner Grade-III, Driller Grade-III, Romer Grade-III, Shareman Grade-III, Machineman, 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, Numberingman, 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, Tinsmith Grade-III, Pipe Reader, Hammerman Grade-III, Electric Lineman Grade-III, Voucher Inspector Grade-III, Lister Diesel Engine Driver Grade-III, Oilman.

Rs. 283.47 Daily  
Rs. 8,504/- 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.

Rs. 319.17 Daily  
Rs. 9,575/- Monthly

**Highly Skilled :**

Turner Grade-I, Grinding Machine Operator Grade-I, Shaperman 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. 379.50 Daily or Rs. 11.385/- Monthly.
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**Clerical Staff :**

Cashier (Matriculate) Clerk, Salesman, Typist Storekeeper	Rs. 295.02 Daily or Rs. 8,851/- 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/semi-skilled/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 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.).

[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.