

(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 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

3. PUBLIC MOTOR TRANSPORT:

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 “**Public Motor Transport**” may be revised in respect of unskilled and other categories of workers with effect from **1st April, 2020**;

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, 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** as under:—

GENERAL STAFF UNSKILLED :

- | | |
|--|---|
| (a) Peon, Chowkidar, Store Helper, Sweeper, porter, Daftri | Rs. 275/- per day or
Rs. 8,250/- per month |
| (b) Workshop Staff (Un-skilled) | |
| (c) Workshop Mazdoor without having any experience | |

SEMI-SKILLED :

- | | |
|-----------------------|--|
| 1. Asstt. Electrician | Rs. 285.17 per day or
Rs. 8,555/- per month |
| 2. Asstt. Mechanic | |
| 3. Asstt. Fitter | |

4. Asstt. Black Smith
5. Asstt. Carpenter
6. Asstt. Welder
7. Asstt. Turner
8. Asstt. Boaring Barman
9. Asstt. Machinist
10. Asstt. Cushion Maker
11. Asstt. Volcanisor
12. Asstt. 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 Moulders

SKILLED:

Machanic, Fitter, Blacksmith, Carpenter, Welder, Boring wireman, Machanist, Cusion Maker, Tinsmith, 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.

**Rs. 311.52 per day or
Rs. 9,346/- per month.**

HIGHLY SKILLED WORKSHOP STAFF:

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor.

**Rs. 345.50 per day or
Rs. 10,365/- per month.**

GENERAL STAFF (CLERICAL) ETC. :**Group-A**

Out Agent, Out Agency Clerk, Typist, Steno Typist, Store day book Writer, Clerk, Assistant Cashier, Booking Clerk (Restorer), Ledger Keeper, Petrol Pump Attendant.

**Rs. 311.52 per day or
Rs. 9,346/- per month.**

Group-B

Chief Inspector, Receptionist, Inspector, Checker, Stenographer A Grade, Station Supervisor, Assistant Store-Keeper A Grade, Accountant, Cashier, Tyre Inspector. **Rs. 327.50 per day or Rs. 9,825/- per month.**

Group-C

Head Assistant, Head Clerk, Auditor, Head Cashier **Rs. 386.25 per day or Rs. 11,588/- per month.**

RUNNING STAFF :

	Per Day	Permonth
1. Driver	Rs. 349.12	Rs. 10,474/-
2. Conductor	Rs. 318.60	Rs. 9,558/-
3. Cleaner-cum-Conductor	Rs. 298.12	Rs. 8,944/-
4. Part-Time Booking Clerk	Rs. 168.72	Rs. 5,062/-

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 un-skilled/semi-skilled/skilled/highly skilled will be as:—

- (i) **Unskilled.**—An un-skilled 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 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
Un-skilled : Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/Sweeper/Masalchi/Gateman/Waterman/ Cleaner/ Packer/Mazdoor/ Lander/ Unlander/ Messanger/ Clock Room Attendant/ Porter/	Rupees Rs. 275/-Daily or	Rupees Rs. 249.47 Daily or