

[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

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

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 “**Construction or Maintenance of Roads or Building Operations, Stone Breaking and Stone Crushing**” 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 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.* **1-4-2020**.

Category of Workers

Revised Wages

1	Daily	Monthly
	2	3
UNSKILLED WORKERS :	Rupees	Rupees
Bhisthi/Chimini Cleaner/Chowkidar/Distemperer 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.	275.00	8,250/-
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/Distemperer Grade-I/Fitter Grade-II/Flour Polisher/Stone Dresser/Mali/Well Sinker/White Washer/Work Shop Mechanic Grade-II/Turner Grade-II/Pipe Fitter Grade-II/Brick Moulder/Assistant Fitter/Assistant Fireman/ Assistant	292.00	8,760/-

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 Dresser/Stone Breaker/Rock Stone Breaker/Stone Crusher 1½ inch to 2 inch = Rs. 1630.42 per 100 cft 1 to 1¼ inch = Rs. 1818.64 per 100 cft.

SKILLED WORKERS :

Carpenter Grade-I/Mason Grade-I/Black Smith/ Sanitary Fitter Grade-I/Upholster Grade-I/Asstt. 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/Scraper 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/Khalsi/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/ Workshop Forman Grade-II.

Rupees

319.17

Rupees

9,575/-

HIGHLY SKILLED

Carpenter for furniture only/Workshop Mechanic Grade-I/ Chargeman Grade-I/Workshop Foreman Grade-I/Turner Grade-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.

Rupees

379.50

Rupees

11,385/-

Clerical and Non-Technical Supervisory Staff	Rupees	Rupees
Bituman Tyre Inspector/Road Inspector/Work 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.	319.17	9,575/-

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 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 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 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 | |