

- (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 worker 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 workers.

By order,

R.D. DHIMAN,  
*Additional Chief Secretary (Lab. & Emp.).*

*[Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II, dated 25-5-2022 as required under clause (3) of article 348 of the Constitution of India].*

## LABOUR & EMPLOYMENT DEPARTMENT

### NOTIFICATION

*Shimla-2, the 25th May, 2022*

#### 17. Security Services

**No. Shram(A)4-2/2018-P-II.**—Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Security Services**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022;**

And whereas, as per provision of clause (a) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948), a Minimum Wages Advisory Committee was constituted *vide* Notification No. Shram (A) 4-2/2018- L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** 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.* **01-04-2022;**

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of 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.* **01-04-2022** as per recommendations of the said Committee as under:—

<b>Un-Skilled :</b>	<b>Daily</b>	<b>Monthly</b>
Helper and Watchman	<b>Rs. 350</b>	<b>Rs. 10500</b>
<b>Semi-skilled:</b>		
Security Guard, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	<b>Rs. 360.92</b>	<b>Rs. 10828</b>
<b>Skilled:</b>		
Security Supervisor, Head Watchman, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	<b>Rs. 406.36</b>	<b>Rs. 12191</b>
<b>Highly Skilled:</b>		
Security Officer, Security Manager, Stenographer and Accountant.	<b>Rs. 483.17</b>	<b>Rs. 14495</b>

**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 are to be regulated under the Apprentices 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/semi-skilled/skilled/highly skilled worker will be as under:—**

- (i) **Skilled.**—An unskilled worker 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 worker 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 workers.

By order,

R.D. DHIMAN,  
Additional Chief Secretary (Lab. & Emp.).

[Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II, dated 25-5-2022 as required under clause (3) of article 348 of the Constitution of India].

## LABOUR & EMPLOYMENT DEPARTMENT

### NOTIFICATION

Shimla-2, the 25th May, 2022

### 18. Temples and Religious Places/Dharamshalas

**No. Shram(A)4-2/2018-P-II.**—Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Temples and Religious Places/Dharamshalas**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01-04-2022**;

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 (Act No. 11 of 1948), a Minimum Wages Advisory Committee was constituted *vide* Notification No. Shram (A) 4-2/2018-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** 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.* **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of 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.* **01-04-2022** as per recommendations of the said Committee as under:—