

The definition of unskilled 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.

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

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

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 “**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 **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 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 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.* **01-04-2022** as under:—

Category of Workers	Revised Wages	
	Daily	Monthly
1	2	3
UN-SKILLED 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	350	10500

Boy/ Watchmen/ Tea boy/Peon/Dresser/ Oilmen/Greaser/ Mess helpers/ Boy Helper (having experience of 0 to 5 years)/ Khalasi (having experience of 0 to 3 years)/Bill Distributors/ Mucker/

SEMI-SKILLED WORKER:

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 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 (having experience of 5 years and above) Oil Cleaner/Navgani/ Mate/Head Watchman/ Assistant Leveler/Khalasi (having experience of 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. 2074.95 per 100 cft 1 to 1¼
inch = Rs. 2314.48 per 100 cft.

Rupees**Rupees****371.77****11153****SKILLED WORKERS :**

Carpenter Grade-I/ Mason Grade-I/Black Smith / Sanitary Fitter Grade-I/ Upholster Grade-I/Asstt. Pump Operator/ Pump Operator/ Pump Driver/ Chageman 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/ 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/ Scrapper Operator/ Loader Operator/ Crane Operator/ Eucild operator/ Wagon Drill Operator/ Boaring Operator/ SLD Crane Operator/ Plant Operator/ Ice Plant Operator or Welder/ Gas Cutter/ Turner/ Black Smith/ Tin Smith/ Traction Battery Charger/ Line Man/ Telephone Operator/ Khalasi / Jamadar/ Winder/ Blaster Driller/ Winch Fitter / Compounder/Painter /Miller /Climber/ Moulder/ Levellers/ Saw Mill Cutter/Cable Jinter/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 Foreman Grade-II.

Rupees**Rupees****406.36****12191**

HIGHLY SKILLED	Rupees	Rupees
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.	483.17	14495
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.	406.36	12191

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 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 worker 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) **Unskilled.**—An unskilled worker is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgement 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 judgement and skill but for

proper discharge of duties assigned to him or relatively narrow job and where important decisions are 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 judgement 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

3. PUBLIC MOTOR TRANSPORT

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 “**Public Motor Transport**” may be revised in respect of un-skilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provisions 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 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.* **01-04-2022 as under:-**

General Staff Unskilled Rs.350 per day, Rs. 10500 per month

- (a) Peon, Chowkidar, Store Helper, Sweeper, porter and Daftri
- (b) Workshop Staff (Unskilled)