

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)

(c) Workshop Mazdoor without having any experience

**Semi-skilled****Rs. 363.08 per day, Rs.10892 per month**

1. Asstt. Electrician
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 Molders

**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. 396.63 per day or  
Rs. 11,899 per month.**

**HIGHLY SKILLED WORKSHOP STAFF:**

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor

**Rs. 439.89 per day or  
Rs. 13,197 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. 396.63 per day or Rs. 11899 per month.**

**Group-B**

Chief Inspector, Receptionist, Inspector, Checker, Stenographer A Grade, Station Supervisor, Assistant Store-Keeper A Grade, Accountant, Cashier, Tyre Inspector. **Rs. 416.97 per day or Rs. 12509 per month.**

**Group-C**

Head Assistant, Head Clerk, Auditor, Head Cashier. **Rs. 491.77 per day  
Rs. 14,753 per month.**

**RUNNING STAFF**

	Per Day	Per month
1. Driver	<b>Rs. 444.50</b>	<b>Rs. 13,335</b>
2. Conductor	<b>Rs. 405.64</b>	<b>Rs. 12,169</b>
3. Cleaner-cum-Conductor	<b>Rs. 379.57</b>	<b>Rs. 11,387</b>
4. Part-Time Booking Clerk	<b>Rs. 243.72</b>	<b>Rs. 7,312</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 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 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 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/taken 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

#### 4. SHOPS & COMMERCIAL ESTABLISHMENT

**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 “**Shops & commercial Establishments**” 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 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:—**

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
	Rupees	Rupees
<b>Un skilled</b>		
Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/ Sweeper/ Masalchi/ Gateman/ Waterman/ Cleaner/ Packer/ Mazdoor/ Lander/ Unlander/ Messenger/ Clock Room Attendant/ Porter/ Bhishit/ Beldar/	<b>Rs. 350 Daily</b>	<b>Rs. 324.47 Daily</b>
	<b>Rs.10500 Monthly.</b>	<b>Rs. 9734 Monthly</b>