

(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
Un skilled		
Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/ Sweeper/ Masalchi/ Gateman/ Waterman/ Cleaner/ Packer/ Mazdoor/ Lander/ Unlander/ Messenger/ Clock Room Attendant/ Porter/ Bhishit/ Beldar/	Rs. 350 Daily	Rs. 324.47 Daily
	Rs.10500 Monthly.	Rs. 9734 Monthly

Fireman/ Pandi/ Posterman/ any other worker doing unskilled job.

Semi-Skilled	Rupees	Rupees
Head porter, Pantryman/Coffee-Tea maker/ Chapatiman/ Assistant Baker/Gate Keeper (Cinema) / Asstt. Lineman / Assistant Operator/ Binder Assistant/ Bill Collector /Convesser / Cook/Assistant Halwai/Book Binder/ Sticher/ Rulling-cutting/Auctioners /Mali/ Sewerman/ Hotel Guide/ Assistant Mistry/ Assistant Fitter/ Assistant Turner/ Assistant Welder/ Assistant Electrician/ Assistant Salesman/ Assistant Barbar/ Dhobi/ Pressman/Boilerman/ Film Rewinder/ Waiter/ Bearer/ Assistant Radio Machanic/Painter/ White Washer/Pakora and Chana maker/Clerk (Non-matric/ Assistant Store Keeper/ Distributor and Assistant Machine man/ Enquiry Attendent/ Telephone Attendent/ ITI Certificate Holder.	Rs. 369.93 Daily. Rs. 11098 Monthly.	Rs. 339.12 Daily Rs. 10174 Monthly
Skilled:	Rupees	Rupees
Blacksmith/Tinsmith/Watchmaker/Radio Mechanic/ Carpenter/Plumber/Driver/Assistant Tailor/Cutter (Tailoring) /General mechanic/ Halwai/ Cook/ Confectioner/Baker/ Steward/ Butler/ Fitter/ Draughtsman/Telephone Operator/ Compounder / Goldsmith./ Shoe Maker / Shawl-Carpet Weaving/ Compositor/Cinema Operator/ Salesmen/ Drycleaner/ Dyer/Barber/ Regular machine man/machinist/ Welder/Moulder/Cashier/ Clerk/ (Matric)/Munim/ receptionist/ Waiter/ Bearer / Storekeeper/ headwaiter /Head bearer (Western Style Hotels)/Lineman. ITI certificate holder who are working in the same trade.	Rs. 406.36 Daily Rs. 12191 Monthly	Rs. 373.51 Daily Rs.11205 Monthly
Highly Skilled	Rupees	Rupees
Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foreman/ Supervisor/ Tailor/Cutter (Tailoring)	Rs. 422.85 Daily Rs.12686 Monthly	Rs. 391.38 daily Rs. 11741 Monthly

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 of wages in 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, 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 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

5. FORESTRY INDUSTRIES

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 “**Forestry Industries**” 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**;