

**(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*

#### 12. Hydro Power Projects

**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 “**Hydro Power Projects**” may be revised in respect of un-skilled 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 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:—

Category of Workers	Minimum Wages	
	Daily Rs.	Monthly Rs.
<b>UN-SKILLED WORKERS :</b>		
Peon, Helper to Pump Operator, Helper to Concrete Pump Operator, Pump Attendant, Helper to JWR Crane Operator, Helper to Plant Operator, Helper to Excavator Operator, Helper to Concreting Plant Operator, Helper to Loader Operator, Helper to TAMROCK	<b>350</b>	<b>10500</b>

Operator, Helper to Mechanic, Helper to Turner, Helper to Electrician, Helper to Auto Electrician, Helper to Welder, Helper to Fitter, Helper to Carpenter, Helper to Heavy Motor Vehicle Driver, Helper to Khalasi, Compressor Attendant, Generator Attendant, TM Attendant, Helper to Concrete Mixture Plant Operator, Helper to Fireman, Helper to Stone Dresser, Helper to Head Watchman, Helper to Laboratory Assistant, Helper to Gauge Reader, Helper to Time Keeper, Helper to Diesel Generator Set Operator, Helper to Generator Operator, Helper to Wireless Operator, Helper to Engine Fitter, Helper to Diesel Engine Fitter, Helper to Pipe Fitter, Helper to Pujari, Cleaner-cum-Beldar, Washerman, Washermaid, Office Boy, Clay Cleaner, Helper Boomer, Helper to Automobile Fitter, Masalchi, Air Conditioning Plant Helper, Helper to Supervisor, Mess Helper, Sweeper.

#### **SEMI-SKILLED WORKER:**

Junior Pump Operator, Junior Concrete Pump Operator, Junior JWR Crane Operator, Junior Plant Operator, Junior Nozzleman, Junior Excavator Operator, Junior Concreting Plant Operator, Junior Loader Operator, Junior TAMROCK Operator, Junior Mechanic, Junior Auto Electrician, Junior Welder, Junior Fitter, Junior Tyre Fitter, Junior Painter, Junior Plumber, Junior Denter, Junior Carpenter, Security Guard, Khalasi (3 Years Experience), Junior Compressor Attendant, Generator Attendant, Locomotive Attendant, Concrete Mixture Attendant, Assistant Fireman, Stone Dresser, Laboratory Assistant, Gauge Reader, Time Keeper, Diesel Generator Set Operator, Generator Operator, Wireless Operator, Junior Diesel Engine Fitter, Junior Pipe Fitter, Telephone Attendant, Assistant Surveyor, Office Attendant, Junior Oiler, Junior Driller, Junior JCB Operator, Junior Scrapper, Pujari, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Junior Electrician, Mali

371.77

11153

#### **SKILLED WORKERS :**

Dozer Operator, Grader Operator, Loader Operator, Batching Plant Operator, Crushing Operator, Excavator Operator, CMT Crane Operator, 26 Tonne Dumper Operator, Plant Operator, Gantry Operator, JCB Operator, Locomotive Operator, Tamrock/Jambo Operator, Mechanic, Turner, Welder, Driller, Nozzleman, Fitter, Steel Fixer, Blacksmith, Blaster, Carpenter, Auto Electrician, Painter, Denter, Mason, Plumber, Bar Binder, Tyre Fitter, CMT Operator, AC Plant Operator, Merlo Operator, Work Inspector, Supervisor, Camp-Incharge, Non Technical Supervisor (Mining Blasting), Driver, Mobile Crane Operator, Bacoh Operator, Hydro Crane Operator, Surveyor, Scrap Operator, Bobcat Operator, Scoop Operator, Garroting Pump Operator, Morter Binder, Data Entry Operator, Cashier, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Cook, Khalasai (more than 5 years Experience) and Dhobi.

406.36

12191

#### **HIGHLY SKILLED**

Senior Crane Operator, Senior Batching Plant Operator, Senior Trailer Operator, Senior Dumper Operator, Tunnel Boring Machine

483.17

14495

Operator, Senior Plant Operator, Senior Heavy Earth Moving Machine Operator, Senior Dozer Operator, Senior Loader Operator, Senior CE Plant Operator, Senior Carpenter, Senior Mechanic, Senior Driller, Senior Black Smith, Senior Electrician, Senior Bar Binder, Senior Auto Electrician, Senior Fitter, Senior Tyre Fitter, Senior Turner, Senior Welder, Senior Denter, Driver (Heavy Transport Vehicle), Tower Crane Operator, Senior Welder X-Ray, Cable Jointer, Senior Blaster, 40 Tonne Dumper Operator, Senior Jumbo Operator, Foreman, Gunman, Senior A.C Plant Operator, Workshop Mechanic, Compounder, Chemical Analyser, Laboratory Assistant, Pharmacist, Nurse, Stenographer, Accountant, Khalasi (Above 8 Years Experience).

**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.

**Sample calculation of Minimum Rates of Wages is given as below:—**

Category of Worker	Minimum Rates of Wages	Admissibility of 25% increase in Under-Construction Hydro Electric Power Projects Located in Non-Tribal Areas	Total Wages arrived at as per column No. 3+4	Admissibility of 20% Tunnel Allowance over and above the Minimum Rates of Wages as per the column No. 5	Total admissibility of Minimum Wages
	(per day)	(per day)	(per day)	(per day)	(per day)

		(Rs.)	(Rs.)	(Rs.)	(Rs.)	(Rs.)
1	2	3	4	5	6	7
(A)	Unskilled	350	87.5	437.5	87.5	525
(B)	Semi-Skilled	371.77	92.94	464.71	92.94	557.65
(C)	Skilled	406.36	101.59	507.95	101.59	609.54
(D)	Highly Skilled	483.17	120.79	603.96	120.79	724.75

**The definition of un-skilled/semi-skilled/skilled/highly skilled worker will be as under:—**

**(i) Unskilled.**—An un-skilled 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*

### 13. PHARMACEUTICALS' 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 “**Pharmaceuticals' Industries**” may be revised in respect of un-skilled and other categories of workers may be fixed with effect from **01-04-2022**;