([illegible] English Text of this Department Notification No. Shram (A) [illegible]/2024, dated 13.09.2024 [illegible] under Clause (3) of article 348 of the Constitution of India)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

NOTIFICATION

No. Shram (A) [illegible]/2024 Dated Shimla-2, the 13.09.2024

## 1. AGRICULTURE

[illegible] in respect of unskilled category [illegible] to the Scheduled Employment of "**Agriculture**" [illegible] w.e.f. **01.04.2024**.

And whereas [illegible] Notification No. Shram (A) [illegible]/2018-P-II dated [illegible].

And whereas [illegible] **20.08.2024** [illegible] will be applicable w.e.f. **01.04.2024**.

Now, therefore, in exercise of the powers conferred [illegible] Himachal Pradesh [illegible] w.e.f. **01.04.2024**.

**NOTE**

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]

**The definition of unskilled will be as under:—**

(i) **Unskilled:**— [illegible]

By order

**Priyanka Basu Ingty**
Secretary (Lab. Emp. & O.P.) to the
Government of Himachal Pradesh

No. Shram (A) [illegible]/2024 Dated Shimla-2, the 13.09.2024

**Copy for information and necessary action to:**

- All the Administrative Secretaries, [illegible] Shinde
- The Addl. [illegible] Addl. Secretary (Pay [illegible] GAD, [illegible]
- The Principal Private Secretary to Hon'ble Chief Minister, [illegible]
- The Sr. Pvt. to Secretary to Hon'ble Minister of Minister, [illegible]
- The S. [illegible] Private Secretary to [illegible]
- The Director, Labour Bureau, [illegible], [illegible]
- All the Heads of Departments, [illegible]
- The Labour Commissioner/Director of Employment, [illegible] the [illegible] [illegible]
- All the Deputy Commissioners, [illegible]

(Anand Singh),
Deputy Secretary to the Govt. & O.P. in the
Department of [illegible] Protocol

[Authoritative English Text of this Department Notification No. Shram [illegible]/2024 , dated [illegible].2024 as required under clause (3) of article 348 of the Constitution of India].

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

## NOTIFICATION

No. Shram [illegible]/2024 Dated Shimla-2, the [illegible].2024

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

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the [illegible] "**Construction or Maintenance of Roads or Building Operations, Stone Breaking and Stone Crushing**" [illegible] 01.04.2024;

And whereas [illegible] Minimum Wages Act, 1948 [illegible]

And whereas, a meeting of the [illegible] Committee was held on **20-06-2024** [illegible] **01.04.2024**.

Now, therefore, in exercise of the powers conferred [illegible] the Act ibid, the Governor, Himachal Pradesh is pleased to [illegible] the minimum rates of wages [illegible] **01.04.2024** [illegible]

| Category of Workers | Revised Wages | |
|---|---|---|
| | Daily | Monthly |
| 1 | 2 | 3 |
| **(i) UNSKILLED CATEGORY** | **Rupees** | **Rupees** |
| [illegible] Stone Breaker/Stone Crusher [illegible] Waterman [illegible] Helper (Up to 2 years [illegible]) [illegible] | 400 | 12,000 |
| **(ii) SEMI-SKILLED CATEGORY** | **Rupees** | **Rupees** |
| [illegible] Mechanic [illegible] | 425 | 12,750 |

[illegible]

| [illegible] | [illegible] | [illegible] |
|---|---|---|
| [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] |

| [illegible] | [illegible] | [illegible] |
|---|---|---|
| [illegible] | [illegible] | [illegible] |

[illegible]

**NOTE**

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]
5. [illegible]
6. [illegible]

**[illegible]**

**[illegible]** [illegible]

**[illegible]** [illegible]

**[illegible]** [illegible]

(vi) Night Shift: A [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] and [illegible] [illegible] [illegible] [illegible] [illegible] employment.

Sd/-

(Priyanka Basu Ingty)
Secretary (Lab. Emp. & OP) to the
Government of Himachal Pradesh.

No. Shram (A)4-1/2024 Dated Shimla-2, the 23.09.2024

**Copy for information and necessary action to:**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. [illegible] [illegible] [illegible] [illegible] H.P. Shimla.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister, H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, Govt. of India, Shimla-171004 (H.P.)
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-cum-Director of Employment, H.P. Shimla-171001 w.r.t. his letter No. [illegible] dated [illegible].
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard file.

(Amar Singh)
Deputy Secretary (Lab. Emp. & OP) to the
Government of Himachal Pradesh

**Summary English Text of the Department Notification No. Shram-A(F)-4/2024 dated [illegible] 2024 [illegible] clause (2) of article 348 of the Constitution of India.**

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR EMPLOYMENT & [illegible]**

**NOTIFICATION**

**No. Shram-A(F)-4/2024** **Dated Shimla-2, the** **[illegible]**

**A. PUBLIC MOTOR TRANSPORT**

Will [illegible] Financial Provisions [illegible] minimum [illegible] wages to the Schedule Employments of "Public Motor Transport" may be issued to issue of [illegible] notice and other necessary of wages with effect from **01.04.2024**;

And Whereas [illegible] Minimum Wages Act, Minimum Wages Advisory [illegible] vide Notification No. Shram (A)4-5/2018-PSII dated 24.04.2024;

And Whereas [illegible] **30.06.2024** which is necessary to [illegible] wages [illegible] **01.04.2024**;

Now, therefore, in exercise of the powers conferred by clause (2) of section 3 of the said Act, the Financial Impact [illegible] **01.04.2024** as under:

**Clerical Staff Unskilled** **Rs. [illegible] per day Rs. 12,000 per month.**

(a) Peon, Chowkidar, Sweeper, Mali and Daftri

(b) Workshop Staff (Unskilled)

(c) Workshop Messenger [illegible] Operator

**Semi-skilled** **Rs. 415 per day, Rs.12,450 per month.**

1. Fitter Electrician
2. Cutter Machinist
3. Fitter [illegible]
4. Cutter Black Smith
5. [illegible]
6. Auto Wireman
7. [illegible]
8. Spray Painting Painter
9. [illegible] Machine
10. Spray Chassis Maker
11. [illegible] Vulcanizer
12. Spray Painter
13. [illegible] Upholster
14. Spray Tinsmith
15. [illegible]
16. Spray Electrician Mechanic
17. [illegible] Washer
18. Workshop Messenger Worker [illegible] of [illegible] Spare of [illegible] [illegible] Operator
19. Assistant Mechanic

**SKILLED:**

| | |
|---|---|
| [illegible] in the same post | Rs. 453 per day<br>or Rs. 13,590 per month |

**HIGHLY SKILLED WORKSHOP STAFF**

| | |
|---|---|
| [illegible] | Rs. 503 per day or Rs. 15,090 per month |

**GENERAL STAFF (CLERICAL) ETC**

| | |
|---|---|
| **Group-A**<br>[illegible] | Rs. 453 per day or Rs. 13,590 per month |
| **Group-B**<br>[illegible] | Rs. 477 per day or Rs. 14310 per month |
| **Group-C**<br>[illegible] | Rs. 462 per day<br>Rs. 13,860 per month |

| **RUNNING STAFF** | Per Day | Per month |
|---|---|---|
| Driver | Rs. 508 | Rs. 15,240 |
| Conductor | Rs. 464 | Rs. 13920 |
| [illegible] | Rs. 334 | Rs. 10020 |
| Part Time Booking Clerk | Rs. 278 | Rs. 8340 |

**NOTE**

1. There will be no difference between the minimum wages of male and female [illegible]
2. Wages of Apprentices shall be regulated under the Apprentices Act 1961 (No. 52 of 1961).
3. [illegible] rate prescribed for that category.

[illegible]

**The definition of unskilled, semi-skilled, skilled, highly skilled will be as:-**

**(i) Unskilled:** [illegible]

**(ii) Semi-skilled:** [illegible]

**(iii) Skilled:** [illegible]

**(iv) Highly Skilled:** [illegible]

By order,

**Priyanka Soni Jagtap**
Secretary (ESB), Emp. S(G.P.) [illegible]
Government of Himachal Pradesh

**No. SO-ESB(A)4-1/2024 Dated Shimla-2, the 23.09.2024**

**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Addl. Principal Secretary to the Govt. of H.P. Shimla
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The [illegible] Private Secretary to Hon'ble Minister [illegible]
5. The Sr. Secretary Private Secretary to Chief Secretary to Govt. of H.P.
6. The Principal, [illegible] Shimla-171004.
7. All the Heads of Departments, Himachal Pradesh
8. The Labour Commissioner, Himachal Pradesh [illegible] Shimla-171001 [illegible] No. T&H(A)-10/MGNREGA-2024 dated 17.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh
10. Guard File

**(Amar Singh)**
Deputy Secretary (ESB), [illegible]
Government of Himachal Pradesh

[illegible] English Text of the Department Notification No. Shram(A)4-17/2023, dated 23.09.2024 incorporated under clause (2) of article 348 of the Constitution of India.

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR & EMPLOYMENT**

**NOTIFICATION**

**No. Shram(A)4-17/2023** | **Dated Shimla-[illegible]** | **23.09.2024**

**[illegible] SHOPS & COMMERCIAL ESTABLISHMENT**

Notification [illegible] Himachal Pradesh is [illegible] that the [illegible] and [illegible] issues to be [illegible] under 3(1) "Shops & commercial Establishments" [illegible] in [illegible] **01.04.2024**.

[illegible] Minimum Wages [illegible] Minimum Wages Advisory [illegible] Notification No. Shram (A)4-5/2018-PT-II dated 24.04.2024.

And whereas [illegible] 2004 [illegible] **30.09.2024** which [illegible] **01.04.2024**.

Now therefore in exercise of the powers conferred by section 12 of [illegible] the Himachal Pradesh [illegible] **01.04.2024** as under:

| Category of employees | Where no benefit is provided | Where such benefit is provided |
|---|---|---|
| **Unskilled** | **Wages** | **Rates** |
| Helper, Shop Assistant/ Peddler, Conveyance Peon, Sweeper/ Mandal, Vacuum Cleaner, Vacuum Peon, Mobile Loader, Loader, Messenger, File Boy, Attender, Office Boy, Bearer, Farrier, Tonga Pony, [illegible] | **Rs.400 Daily**<br>**Rs.12000 Monthly** | **Rs.371 Daily**<br>**Rs.11,210 Monthly** |
| **Semi skilled** | **Wages** | **Rates** |
| Shop Peon, Delivery Man/Woman, Dispatcher, Office Peon, Room Boy, Attender, Bearer, Tonga Pony, [illegible], Cook/Cook Cum Waiter, Cook/Assistant Helper, Hotel Steward, Rolling Pin, Kneader, Mill Operator, Dried Fruits/ Spices Mixer, Assorter, Filler, Attender, Dresser, Packer/Packer, Sorting Electricians, [illegible] Mason, Helper, Driver, Pressing Helper, Dye Remover/ Worker, Bearer, Assistant Radio Machine Fitter/ | **Rs.425 Daily**<br>**Rs.12,600 Monthly** | **Rs.414 Daily**<br>**Rs.12,300 Monthly** |

[illegible]

| Skilled | Rate | Rate |
|---|---|---|
| [illegible] | Rs.[illegible] Daily | Rs. 427 Daily |
| [illegible] | Rs.13,927 Monthly. | Rs. 12,810 Monthly. |

| Helper Skilled | Rate | Rate |
|---|---|---|
| [illegible] | Rs.483 Daily. | Rs. 447 daily |
| [illegible] | Rs.14,490 Monthly | Rs. 13,410 Monthly |

**Notes:**

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]
5. [illegible]

**The definition of unskilled/semi-skilled/skilled/highly skilled will be as under:**

a) Unskilled [illegible]

[illegible] experience [illegible] familiarity with the occupational environment is necessary. His work [illegible]

(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 [illegible] for proper discharge of duties assigned to him on relatively narrow job and where important decisions made by others. His work is thus limited to performance of routine operations of limited scope.

(iii) **Skilled** – A skilled employee is one who is capable of working independently and efficiently and turning out accurate work [illegible] and [illegible] 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 employees.

By order

**Priyanka Basu Ingty**
Secretary (Lab. Emp. & O.P.) to the
Government of Himachal Pradesh

**No. Shram(A)-[illegible]/2024 Dated Shimla-2, the** [illegible] 2024

**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Senior [illegible] Addl. Secretary [illegible] Govt. of H.P. [illegible]
3. The Principal Private Secretary to the Hon'ble Chief Minister H.P.
4. The Sr. Private Secretary to the Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The [illegible] Shimla-171009, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner-cum-Director of Employment, H.P., Shimla [illegible] L&E (Lab) [illegible] 2024 dated [illegible] 2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

**(Amar Singh)**
Deputy Secretary (Lab. Emp. & O.P.) to the
Government of Himachal Pradesh

Authenticated English Text of this Department Notification No. Shram(A)4-1/2024 dated 23.09.2024 is issued under clause (3) of article 348 of the Constitution of India.

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR, EMPLOYMENT & I.R.**

**NOTIFICATION**

No. Shram-Minimum-2/2024 Dated Shimla-2, the 23.09.2024

**Sub: FORESTRY (NON-SERIES).**

[illegible] **Forestry Industries** [illegible] **Act, 2024**

And whereas [illegible] section 5 read with section 3 of the Minimum Wages Act, 1948, a minimum wages advisory committee was constituted [illegible]

And whereas [illegible] **28.06.2024** [illegible] the minimum wages payable to all the employees or workers in all the 10 scheduled employments with approval and it has been decided by the Government that per day/per month minimum wages [illegible] **01.04.2024**.

Now therefore, [illegible] the said Act, the Governor of Himachal Pradesh is pleased to fix the minimum wages of the workers engaged in the scheduled employment w.e.f. **01.04.2024** as per recommendation of the advisory committee as [illegible]

| Scheduled Employment | Minimum Wages | |
|---|---|---|
| | Daily | Monthly |
| **UNSKILLED WORKERS** | | |
| 1 Felling trees | Rs. 400 | Rs. 12,000 |
| 1 Lopper / Chainsaw | Rs. 423 | Rs. 12,690 |
| [illegible] | [illegible] | [illegible] |
| 2 Logging and sawing including timber [illegible] | | |
| 1 [illegible] | Rs. 400 | Rs. 12,270 |
| [illegible] | Rs. 501 | Rs. 15,000 |
| [illegible] | Rs. 477 | Rs. 14,300 |
| 3 Carriage, stacking and timber piling by manual labour | | |
| 1 [illegible] | Rs. 409 | Rs. 12,270 |
| [illegible] | Rs. 419 | Rs. 12,570 |

| | | | |
|---|---|---|---|
| 4 | **Carriage of timber by Aerial ropeways** | | |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| 5 | **Carriage by water flume (gravity flow), dry slide (Tumaya), Sullan (Bhum) and Daryo Bangan (River Rolling)** | | |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| 6 | **Mechanised logging and timber extraction** | | |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| 7 | **Chainsaw Skills** | | |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |
| | [illegible] | [illegible] | [illegible] |

**B. Saw-Mill Workers**

| | | |
|---|---|---|
| 1 Band Saw Mill/V | | |
| [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] |

| | | | |
|---|---|---|---|
| | | Rs. 409 | Rs. 12,270 |
| 9 | [illegible] | | |
| | 1 [illegible] | Rs. 409 | Rs. 12,270 |
| | 2 [illegible] | Rs. 409 | Rs. 12,270 |

**Highly Skilled**

**[illegible] Rs. 453 Daily, Rs. 13,590 Monthly**

**Note:**

1. There shall be no discrimination between the male and female workers in the matter of wages for the same and similar nature of work.

2. Wages of Apprentices shall be regulated under the Apprenticeship Act, 1961 (Act No. 52 of 1961).

3. Where any class of work is performed by piece rate basis, the wages shall not be less than the rate prescribed for that category.

4. If any category of workers employed in the scheduled employment is not mentioned specifically, such categories of workers shall not be paid less than the minimum rates of wages fixed for the similar category in the same unit.

5. These wages shall be applicable with effect from the publication in [illegible] Himachal Pradesh.

**The definition of unskilled/semi-skilled/skilled/highly skilled worker is as:**

(i) **Unskilled:** An unskilled employee is one who does operations that involve the performance of simple duties, which require the exercise 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 judgment, skill 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 employee 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 employees.

By order

**Priyanka Basu Ingty**
Secretary (Lab. Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024 (Loose) Shram-1 [illegible] Dated [illegible]

**Copy for information and necessary action to:**

1. The Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. Chief/Addl. Secretary [illegible] to the Govt. of H.P. Shimla.
3. The Principal Private Secretary to the [illegible]
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Special Private Secretary to [illegible]

- The [illegible] Concordia Bureau, [illegible] Section [illegible], [illegible]
  [illegible]
- The Labour Commissioner's Court Division to Employment, [illegible] Section [illegible] w.e.f. the letter No. [illegible] dated [illegible]
- All the Deputy Commissioners, [illegible] Tamil Nadu

[illegible]

**[illegible] Singh**
Deputy Secretary (Labour Employment & G.P.) to the
Government of Tamil Nadu

[Authoritative English Text of this Department Notification No. Shram-A(4-1/2023, dated 22.03.2024 corrected under Clause (3) of article 348 of the Constitution of India.]

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR EMPLOYMENT & GP.**

**NOTIFICATION**

**No. Shram-A(4-1/2023** | **Dated Shimla-2, the** | **21.03.2024**

**1. CHEMICAL & CHEMICAL PRODUCTS**

Whereas the Government Himachal Pradesh is of the opinion that the minimum rates of wages in the Employment connected of **Chemical & Chemical Products** may be revised to ensure Hon'ble Minimum Wages, as specified from **01.04.2024**.

And whereas a proposal in terms of sub-section (1) of section 5 of the Minimum Wages Act, 1948 a Minimum Wages Advisory Committee was constituted vide Notification No. Shram-(A)14-2/2018(Part-II) dated 24.04.2023.

The meeting of the said committee was held on **20.09.2024** proposing revision of Minimum Wages payable in the employment in question and the recommendations were invited and it has been decided by the Government that the revised minimum wages will be operative w.e.f. **01.04.2024**.

Now, therefore, in exercise of the powers conferred by sub-section (3) of section 5 of the said Act, the Government Himachal Pradesh, hereby revises the minimum wages and the rates specified in the Schedule mentioned Schedule Hereto w.e.f. **01.04.2024** as are recommendable as the said Minimum wages.

| Category of Workers | Revised Minimum Wages |
|---|---|
| **Unskilled** | **Rs. 400 Daily**<br>**Rs. 12,000 Monthly.** |
| **Semi Skilled** | |
| Sweeper, Dresser, Attendant, Peon, Assistant Tinker, Assistant Welder, Assistant Molder, Assistant Fitter, Cleaner, Assistant Machinist, Valvman, Turnman, Roughing, Nickman, Jacketing Fabricator, Jacketing Welder, Pump Attendant, Warehouse Person, Packer, Filling, Packing Assistant, Mixing, Grinding, Sorter, Critical and Marketing Situation, Sweeper, ITI Certificate Holder | **Rs. 416 Daily**<br>**Rs. 12,500 Monthly.** |
| **Skilled** | |
| Skilled Electrical Fitter, Carpenter, Lorry Attendant, Electrical Fitter, Mason, Carpenter, Woman Electrician, Mechanical, Operator, Machine Assembler, Welder, Foreman, Supervisor, Foreman, Driver, Demonstrator, Assistant Chemist, Mechanical Equipment Fitter, Maintenance, Silkman, Warehouse, Tinker, Sign Writer, T.V.T. Certificate holder, Operator, Hydraulic | **Rs. 464 Daily**<br>**Rs. 13,920 Monthly.** |
| **Highly Skilled** | |

House Attendant (Class-Four)/Watchman/Hostel Helper **Rs. 553 Daily**

**Rs. 16,590 Monthly**

**Note:-**

1. The ratio of wages payable to women shall be the same as payable to men for the same and similar nature of work.
2. Wages of Apprentices shall be governed under the Apprentices Act, 1961.
3. Where any class of work is performed on piece work basis, the wages shall not be less than the minimum rates of the wages.
4. If any category of workers employed in the scheduled employments is not mentioned specifically, the minimum rates of wages shall be payable to them as fixed for the similar category having the same skill.
5. The wages shall be applicable on all the scheduled employments in Himachal Pradesh.

**The definition of unskilled/semi-skilled/skilled/highly skilled will be as:-**

**(i) Unskilled:-** An unskilled employee is one who does operations that involve the performance of simple duties which require the exercise 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 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 employee 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 employees.

Sd/-

**Priyanka Basu Ingty**
Secretary (Lab. Emp. & Trg.) to the
Government of Himachal Pradesh.

**No. Shram(A)4-1/2024 (Loose) Shimla-2, the** **27.09.2024**

**Copy for information and necessary action to:**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. Registrar, Addl. Secretary, High Court of H.P., Shimla-1.
3. The Principal Private Secretary to the Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister, H.P.
5. The Sr. Special Private Secretary to Chief Secretary to the Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Heads of Departments, Himachal Pradesh.
8. The Labour Commissioner-Cum-Director of Employment, H.P. Shimla-171001 w.r.t. his letter No. LEP(A) MW (A)- 2024 dated [illegible]
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard file.

(Amar Singh)
Deputy Secretary (Lab. Emp. & Trg.) to the
Government of Himachal Pradesh.

[Authoritative English Text of this Department Notification No. Shram(A)4-1/2024, dated 23.09.2024 as required under clause (3) of article 348 of the Constitution of India.]

## GOVERNMENT OF HIMACHAL PRADESH
## DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

### NOTIFICATION

No. Shram(A)4-1/2024 Dated Shimla-2 the 23.09. 2024

### ENGINEERING INDUSTRIES

Whereas the Government of Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Engineering Industries" may be revised in respect of [illegible] w.e.f. 01.04.2024.

And whereas, [illegible] section 5 of the Minimum Wages Act, 1948 a Minimum Wages Advisory Committee was constituted vide Notification No. Shram (A)4-2/2018 [illegible] dated [illegible];

And whereas, a meeting of the said Committee was held on 20.09.2024 wherein [illegible] of Minimum wages [illegible] employments were discussed and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (2) [illegible] the Governor of Himachal Pradesh is pleased to revise the minimum rates of wages payable in the above mentioned Scheduled Employment w.e.f. 01.04.2024 as per recommendations as [illegible] under:-

| | |
|---|---|
| **Unskilled** | |
| | Rs. 400 Daily or<br>Rs. 12,000 Monthly |
| **Semi-Skilled** | |
| [illegible] Grade-III, [illegible] Grade-III, [illegible] Grade-III, [illegible] Grade-III, [illegible] Grade-III, [illegible] Grade-III, [illegible] Grade-III, [illegible] Grade-III, Assistant Grade-III, [illegible] Grade-III, [illegible] Grade-III, [illegible] Grade-III, [illegible] Grade-III, Welder Grade-III, Tin Smith Grade-III, Pipe Bender, Hammerman Grade-III, [illegible] Grade-III, [illegible] Grade-III, Others | Rs. 4[illegible] Daily or<br>Rs.1[illegible] Monthly |
| **Skilled** | |
| [illegible] Grade-II, [illegible] Grade-II, [illegible] Grade-II, [illegible] Grade-II, [illegible] Grade-II, [illegible] Grade-II, [illegible] | Rs. 4[illegible] Daily |

| | |
|---|---|
| Grade-II [illegible] Grade-II, [illegible] Grade-II, [illegible] Operator Grade-II [illegible] Grade-II [illegible] Grade-II [illegible] Grade-II [illegible] Grade-II [illegible] Operator Grade-II [illegible] Grade-II [illegible] Operator Grade-II [illegible] Grade-II [illegible] Maker Grade-II, [illegible] Grade-II [illegible] Grade-II, Welder Grade-II, Turner Grade-II, [illegible] Grade-II, [illegible] Grade-II [illegible] Grade-II [illegible] Grade-II [illegible] Grade-II [illegible] Machine Grade-II, Supervisor/ ITI Certificate Holder with one year experience in the same field. | **Rs.13,920/ Monthly** |

## Highly Skilled

| | |
|---|---|
| Fitter Grade-I, Grinding Machine Operator Grade-I, [illegible] Grade-I, [illegible] Grade-I, [illegible] Grade-I, [illegible] Grade-I, [illegible] Machine Operator Grade-I, [illegible] Grade-I, [illegible] Grade-I, Electrician Grade-I. | **Rs.553 Daily**<br>**Rs.16,590/ Monthly** |

## Clerical Staff

| | |
|---|---|
| Clerical (Matriculate) Clerk, Salesman, Typist, Storekeeper | **Rs. 429 Daily**<br>**Rs.12,870/ Monthly** |

**NOTE**

1. There will be no distinction between the minimum wages of male and female workers if they are doing the same and similar nature of work.
   Wages of Apprentices shall be regulated under the Apprentices Act, [illegible] 1961.
2. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for the day category.
3. 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.
   [illegible] of Himachal Pradesh.

**The definition of Unskilled/Semi-skilled/Skilled/Highly skilled will be as:-**

(i) **Unskilled** :- An unskilled employee is one who does operations that involve the performance of simple duties which require the exercise of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may [illegible]

(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 judgment, skill [illegible] 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 employee 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 employees.

By order

**Priyanka Basu Ingty**
Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh

**No. Shram(A)4-1/2024 Dated Shimla-2, the [illegible]**

**Copy for information and necessary action to:**

1. The Additional Chief Secretary [illegible] H.P. Shimla.
2. The AG (Audit) [illegible] H.P. Shimla-3.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister, H.P.
5. The Sr. [illegible]
6. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
7. All the Heads of Departments, Himachal Pradesh.
8. The Labour Commissioner-cum-Director of Employment, H.P., Shimla-171001 w.r.t. his letter No. [illegible] dated [illegible].
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard file.

**[illegible] Singh**
Deputy Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh

[illegible] English Text of the Department Notification No. Shram(A)4-1/2024, dated [illegible].09.2024 [illegible] clause (2) of article 348 of the Constitution of India.

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR, EMPLOYMENT & [illegible]**

**NOTIFICATION**

**No. Shram(A)4-1/2024** **Dated Shimla-2, the** **[illegible].09.2024**

**IN THE PLANTATION**

Notice is hereby given that the Minimum Wages Advisory Board has recommended revision of minimum wages payable to the Scheduled Employment of "**Tea Plantation**" specified in respect of workers and fixed the following rates of wages with effect from **01.04.2024:**

And whereas in the pursuance of Hon'ble Supreme Court judgment dated [illegible] in Minimum Wages Advisory Board Vs. Minimum Wages Advisory Board [illegible] and other Notifications No. Shram (A)4-5/2018-P-II dated 24.04.2024;

And whereas a gazette in the [illegible] dated 30.09.2024 which contains the Minimum wages payable to all the workers in all the scheduled employments [illegible] the revised minimum wages will be applicable w.e.f. **01.04.2024;**

Now, therefore, in exercise of the powers conferred by section 27 read with section 3 of the said Act, the undersigned, Principal Secretary to the Government of Himachal Pradesh in the Department of Labour, hereby publishes the **01.04.2024** [illegible] for all Commodities as under:

| Category of Workers | Revised Minimum Wages |
|---|---|
| Every worker in the Plantation engaged on permanent or temporary, adult/adolescent, male/female, before or during the [illegible] | **Rs.400 (Daily) or**<br>**Rs. 12,000 Monthly** |

**A-Grade Leaves** – If worker works more than 12 months or [illegible] will get **29** per month [illegible]

**B-Grade Leaves** – If worker works more than 6 months / [illegible] will get **Rs 22** [illegible]

**C-Grade Leaves** – If he/she works more than 15 days [illegible] will get **Rs 17** per month [illegible]

The minimum wages [illegible] the worker will get Rs. 29, Rs. 22 & 17 respectively [illegible]

**SEMI-SKILLED** – Working [illegible] Rs. 40/- per day [illegible] Rs. 12,000 per month

**FACTORY**

| | |
|---|---|
| Service in Museum, [illegible] | **Rs. 400 daily** |
| [illegible] | **Rs. 12,000 Monthly** |

[illegible]

[illegible] [illegible] [illegible] [illegible]

**PLANTATION:**

| | |
|---|---|
| [illegible] | Rs. [illegible] daily |
| [illegible] | Rs. [illegible] Monthly |
| [illegible] Male & Male | |

**[illegible] MEDICAL [illegible] SUPERVISORY STAFF**

**OFFICE STAFF:**

| | | |
|---|---|---|
| Accountant | Rs. 611 | Rs. 18,330 [illegible] |
| [illegible] | Rs. 464 | Rs. 14,020 [illegible] |
| [illegible] | Rs. 487 | Rs. 14,610 [illegible] |
| [illegible] | Rs. [illegible] | Rs. [illegible] |

| | Daily | Monthly |
|---|---|---|
| [illegible] | Rs. 567 | Rs. 17010 |

| | | |
|---|---|---|
| [illegible] | Rs. 509 | Rs. 15270 |
| [illegible] | Rs. 571 | Rs. 17,130 |
| [illegible] | Rs. 506 | Rs. 15180 |
| [illegible] | Rs. 571 | Rs. 17,130 |
| [illegible] | Rs. 506 | Rs. 15180 |

**NOTES:**

1. There will be no distinction between the [illegible] Wages [illegible] made on [illegible] and [illegible] [illegible] [illegible] [illegible]
2. [illegible] Appointment shall [illegible] [illegible] [illegible] [illegible]
3. Where any class of work is [illegible] on piece work basis, the wages shall not be less than the [illegible] [illegible] [illegible]
4. [illegible] [illegible] [illegible]

[illegible] through [illegible] with the [illegible] [illegible] necessary. [illegible]

**[illegible] [illegible]:** [illegible] who [illegible] [illegible] [illegible] whereas the main [illegible] is not in [illegible] of the [illegible] [illegible] and [illegible] [illegible] [illegible]

[Authoritative English Text of this Department Notification No. Shram-A(A-1)/2024, dated 23.09.2024 corrected under Clause (3) of article 348 of the Constitution of India.]

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR EMPLOYMENT & GP.**

**NOTIFICATION**

**No. Shram-A(A-1)/2024** **Dated Shimla-2, the** **23.09.2024**

**"ESTABLISHMENTS WITH MANUFACTURING PROCESS AS DEFINED IN CLAUSE (K) OF SECTION-2 OF FACTORIES ACT, 1948**

Without the Government, Himachal Pradesh is of the opinion that the minimum rate of wages in the scheduled employment of **"Manufacturing Process as Defined in Clause (K) of Section-2 of Factories Act, 1948"** [illegible] and other employees as notified with effect from **01.04.2024**:

And whereas keeping in consideration of Clause (1) of Section 11 read with the provisions of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted and Minimum Wages Advisory Committee has recommended [illegible]

And whereas [illegible] said Committee [illegible] on **28.06.2024** [illegible] Minimum wages payable to all the workers in all the 12 scheduled employments is the approval and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2024**.

And therefore [illegible] of the said Act, the Government of Himachal Pradesh is pleased to revise the minimum wages of the workers employed in the scheduled employment w.e.f. **01.04.2024** as per recommendation of the Advisory Committee as under:

| | | |
|---|---|---|
| **Unskilled Workers** | **Rs. 100/P.D.** | **or Rs. 12,000 per month** |
| **Semi-skilled** | **Rs. 117/P.D.** | **or Rs. 12,360 per month** |
| **Skilled & clerical staff** | **Rs. 104/P.D.** | **or Rs. 13,920 per month** |
| **Highly-Skilled** | **Rs. 553/P.D.** | **or Rs. 16,590 per month** |

**NOTE**

1. There will be no minimum wages for piecework. Piecework means [illegible] work done by piece rate or task work.
2. Wages of Apprentices shall be regulated under the Apprenticeship Act, [illegible] of 1961.
3. Where the [illegible] is paid in addition to the basic [illegible] shall be at the rate prescribed by that Agency.
4. In the matter of workers employed by the [illegible] employment in the municipal area, [illegible] of workers shall not be paid less than the minimum rate of wages notified for the [illegible] working the same skill.
5. [illegible] facility opportunities and [illegible] of the labour department in Himachal Pradesh.

**The definition of unskilled/semi-skilled/skilled/highly skilled will be as:**

**a) Unskilled** — [illegible] which requires the exercise of little or no independent judgment [illegible] the exceptional circumstances [illegible] the worker to adhere to fixed routine [illegible]

(ii) **Semi-skilled:** — A semi-skilled worker is one who does work generally of defined routine nature [illegible] 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 performance of routine operations of limited scope.

(iii) **Skilled:** — A skilled employee 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 employees.

By order,

**Priyanka Basu Ingty**
Secretary (Lab., Emp. & Trg.) to the
Government of Himachal Pradesh.

**No. Shram(A)4-3/2024 Dated Shimla-2, the** [illegible]

**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P., Shimla.
2. [illegible] Addl. Secretary [illegible] Govt. of H.P., Shimla.
3. The Principal Private Secretary to Hon'ble [illegible] H.P.
4. The Sr. Private Secretary to Hon'ble Labour & Employment Minister, H.P.
5. The Sr. Special Private Secretary to Chief Secretary to the Govt. of H.P.
6. The Director, Labour Bureau, Govt. of India, Shimla-171004, H.P.
7. All the Heads of Departments, Himachal Pradesh.
8. The Labour Commissioner-cum-Director of Employment, H.P., Shimla-9 [illegible] L&E(1)A(3)MW/A/2024 dated 13.08.2024.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

[illegible]
Deputy Secretary (Lab., Emp. & Trg.) to the
Government of Himachal Pradesh.

(Authoritative English Text of the Department Notification No. Shram(A)8-47/98 dated 15.09.2024 as required under Clause (3) of Article 348 of the Constitution of India.)

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR EMPLOYMENT & GEP.**

**NOTIFICATION**

No. Shram(A)8-47/98 Dated Shimla-2, the 15.09.2024

**III. HOTEL AND RESTAURANTS**

Notwithstanding the Minimum Wages Notification issued vide Notification No. Shram-(A)14-5/2018-PART-II dated 24-04-2023, which shall remain in force in the Scheduled Employment of "Hotel and Restaurants" as revised or issued from time to time, the minimum wages in the Scheduled Employment of "Hotel and Restaurants" shall be payable w.e.f. **01.04.2024**.

Now, therefore, in exercise of the powers conferred by section 3 read with section 5 of the Act, the undersigned, Principal Secretary to the Government of Himachal Pradesh, in the Department of Labour, hereby revises the minimum wages payable to the workers employed in the Scheduled Employment of "Hotel and Restaurants" as under:

| Nature of Work | Revised Wages | |
|---|---|---|
| | Where meals are provided | Where food, tea and continental accommodation provided |
| 1 | 2 | 3 |
| **UN-SKILLED:** | Rupees | Rupees |
| Helper, Dishwasher, Cook, Waiter, Cleaner, Watchman, Messenger, Chowkidar, Gardener, Dhobi, Bearer, Sweeper, Peon, Washerman, etc. | Rs. 400 daily | Rs. 277 daily |
| | Rs. 12,000 Monthly | Rs. 11,130 Monthly |
| **SEMI-SKILLED WORKER:** | Rupees | Rupees |
| Tailor, Stitcher, Maker of Dupatta, Kameez, Hosiery, Knitting, Stitching, Rubber, Cutting, Assistant, Mali, Head Cook, Manual Milker, Assistant, Farm Attendant, Driver, Assistant Driver, sweeping, Dishwasher, Assistant | Rs. 423 daily | Rs. 300 |
| | Rs. 12,900 Monthly | Rs. 11,630 Monthly |

| Designation | Minimum | Basic | [illegible] |
|---|---|---|---|
| Programmer/Hardware Fitter | Rs.[illegible] | Rs.[illegible] | Rs.[illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] | [illegible] |

| SKILLED WORKERS | Rupees | Rupees |
|---|---|---|
| [illegible] | Rs.404 Daily | Rs.427 Daily |
| [illegible] | Rs.10920 Monthly | Rs.11800 Monthly |
| [illegible] | | |

| Highly Skilled | Rupees | Rupees |
|---|---|---|
| [illegible] | Rs.483 Daily | Rs.[illegible] |
| [illegible] | Rs.14,490 Monthly | Rs.15,400 Monthly |

**Note:-**

[illegible]

[illegible] Wages of Apprentices shall be regulated under the Apprenticeship Act, 1961 (No. 52 of 1961).

1. [illegible]

2. [illegible]

3. [illegible]

**[illegible] Skilled will be [illegible]**

(i) Unskilled — [illegible]

(ii) Semi-skilled — [illegible]

[illegible]

(iii) **Added:** — [illegible]

(iv) **Highly Admirable:** [illegible]

[illegible]

**Priyanka Basu Gupta**
[illegible]
Government of Himachal Pradesh

**No. [illegible]** | **Date Shimla-[illegible]** | **[illegible]**

**Copy for information and necessary action to:**

- All the Additional [illegible] Shimla
- The Addl. Principal Secretary (Law) [illegible]
- The Principal Private Secretary [illegible]
- The Sr. Principal Secretary to the Chief Minister, H.P.
- The S. [illegible]
- The Director, Lottery Bureau, GoHP, Shimla-171001, H.P.
- All the Heads of Departments, Himachal Pradesh
- The Labour Commissioner-cum-Director of Employment, H.P., Shimla-171001 [illegible]
- All the Deputy Commissioners, Himachal Pradesh

**[illegible]**
[illegible]
Government of Himachal Pradesh

[Authoritative English Text of this Impressum: Notification No. Shram-A(4-1/2023, dated 23.09.2024 promulgated under Clause (2) of article 348 of the Constitution of India.]

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR, EMPLOYMENT & GP.**

**NOTIFICATION**

**No. Shram-A(4-1/2023** **Dated Shimla-2, the** **23.09.2024**

**AT PRIVATE EDUCATIONAL INSTITUTES**

Notification Financial Provisions [illegible] Minimum Wages Act, 1948 (Central Act 11 of 1948) read with Notification No. Shram-(A)4-5/2018-P-II dated 24.04.2023:

And whereas a decision in the 2nd Committee meeting held on 20.08.2024 which is subject to Minimum wages payable to all the employees of all the private educational institutes within the domain of Himachal Pradesh w.e.f. **01.04.2024**:

Now, therefore, in exercise of the powers conferred by section 27 read with section 3 of the said Act, the undersigned, Principal Secretary to Government of Himachal Pradesh, Department of Labour, hereby fixes the minimum wages payable w.e.f. **01.04.2024**, as mentioned below for all Commercial Units:

| | |
|---|---|
| Un-skilled Workers | Rs. 400 per day or Rs. 12,000 per month |
| Semi-skilled | Rs. [illegible] per day or Rs. 13,500 per month |
| Skilled | Rs. 500 per day or Rs. 15,000 per month |
| Highly skilled | Rs. [illegible] per day or Rs. 16,000 per month |

**NOTE**

1. There will be no distinction in the minimum wages to be paid to male and female employees for the same nature of work.
2. Working Hours shall be applicable as per [illegible] 53 of HPLR.
3. Where any piece or work is performed on piece work basis, the wages shall not be less than the time rate fixed by the Company.
4. In any category of workers employed in the commercial establishment, the number specifically mentioned, shall be fixed less than the minimum rates of wages fixed for similar category having the same skill.
5. Any dispute shall be applicable as per the minimum rate in the Schedule I read with section 3 of Minimum Wages.

**The definition of unskilled, semi-skilled, skilled, highly skilled will be as:**

(i) **Unskilled** = An unskilled employee is one who does manual work involving any performance of simple tasks which require no training or any experience, or any specialised knowledge, but involve exercise of strength, dexterity with the occupational environment necessitating the work and thus involve no additional responsibility with respect of others in order.

(ii) **Semi-skilled** = A semi-skilled worker is one who does work of a routine nature involving the major responsibility of the employee, which not but requires training or experience to have a reasonable degree of skill and which requires a certain degree of [illegible] which the [illegible] to the performance of routine operations of simple nature.

**Unskilled:** A skilled [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] [illegible] possess a thorough and comprehensive knowledge of the trade, craft or calling in which he is employed.

**Highly Skilled:** A highly skilled worker is one who is capable of working [illegible] and [illegible] [illegible] [illegible] [illegible] [illegible]

Sd/- [illegible]

**Priyanka Banerjee**
Superintendent (LAB/Policy & O/P) [illegible]
Government of Himachal Pradesh

**No. Shram-A(A)-4-11/24 Dated Shimla-2, the** **2.09.2024**

**Copy for information and necessary action to:**

1. The Additional Principal Secretary [illegible] Shimla-2.
2. The ADM (LR-cum Audit Secretary) Employees Court [illegible] Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, HP.
4. The Sh. Pawan Kumar, Advocate, The Canon & Immoveable Mansion [illegible]
5. The S. [illegible] [illegible] [illegible] [illegible]
6. The Director, Canon Bazar, [illegible] Shimla-2 (HP).
7. All the Deputy Commissioners, [illegible]
8. The Labour Commissioner-cum-Director to Employees, HP, Shimla-2 (HP) w.r.t. his letter No. [illegible] dated [illegible].
9. All the Deputy Commissioners, Himachal Pradesh to [illegible] it.

**(Vinay Singh)**
Deputy Secretary (LAB/Policy & O/P) [illegible]
Government of Himachal Pradesh

[Authoritative English Text of this Supervision Notification No. Shram/A[illegible]-1/2023, dated 23.09.2024 incorporated under Clause (2) of article 348 of the Constitution of India.]

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR, EMPLOYMENT & [illegible]**

**NOTIFICATION**

**No. Shram/A[illegible]-1/2023** **Dated Shimla-[illegible]** **23.09.2024**

**12 Hydro Power Projects**

Notwithstanding the Fourteen Thousand Eight hundred [illegible] minimum wage in respect of the Schedule employment of "**Hydro Power Projects**" may be fixed to [illegible] of the Minimum Wages Act, 1948, Minimum Wages Advisory Committee (Constituted under the Notification No. Shram (A)4-5/2018-P-II dated 24.04.2023).

And whereas a decree in the [illegible] Commission [illegible] of **23.09.2024** which is [illegible] minimum wages payable to all the workers of all the [illegible] in the State of Himachal Pradesh [illegible] **01.04.2024**.

Now, therefore, in exercise of the powers conferred by section 3(3) read with section 2 [illegible] Act, the [illegible] of Himachal Pradesh is pleased to revise the Minimum Wages [illegible] **01.04.2024**. [illegible] for all Commission Cases.

| Category of Workers | Minimum Wages (Per Month) | |
|---|---|---|
| | **Rs** | **Rs** |
| **[illegible]** | **400** | **12,000** |

Executive Assistant, Helper to Chief Minister, Helper to Chief Secretary, Helper to Additional Chief Secretary, Helper to Principal Secretary, Helper to Secretary, Helper to Commissioner, Helper to Director, Helper to Executive Officer, Helper to Executive Engineer, Helper to Contractor, Plant Operator, Helper to Tractor & General Helper, Mason, Fitter, [illegible], Electrician, Helper to Auto Electrician, Helper to Welder, Driver to Tow Tractor, Driver Cum Cleaner, Helper to Heavy Motor Vehicle Driver, Helper to Diesel Generator Attendant, General Mechanic, JM Attendant, Helper to [illegible] Attendant, Helper to Pump, Helper to [illegible], Helper to [illegible] Operator, [illegible]

Executive Assistant, Helper to Chief Minister, Helper to Chief Secretary, Helper to Additional Chief Secretary, Helper to Principal Secretary, Helper to Secretary, Helper to Commissioner, Helper to Director, Helper to Executive Officer, Helper to Executive Engineer, Helper to Contractor, Helper to Tractor & General Helper, Welder, Grinder, Helper to Auto Electrician, Helper to Welder, Driver to Tow Tractor, Driver to Tipper, Driver to Truck, Greasemonkey, Helper, Washerman, Washerman, Office Boy, Cleaner, Cleaner, Helper, Mason, Helper to Automobile Fitter, Mechanic, Air Conditioning Plant

## [illegible]

[illegible] 425 12,238

## [illegible]

[illegible] 460 13,526

## [illegible]

[illegible] 353 [illegible]

[illegible]

**[illegible]**

- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]
- [illegible]

[illegible] Calculation of Minimum Rates of Wages is given as below

|  | Category of Worker | Minimum Rates of Wages (per day) (Rs.) | [illegible] under Construction hydro-electric power [illegible] (per day) (Rs.) | Total Wages [illegible] (per day) (Rs.) | [illegible] allowance [illegible] Minimum Rates of Wages [illegible] (Rs.) | [illegible] of Minimum Wages (per day) (Rs.) |
|---|---|---|---|---|---|---|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| (A) | Unskilled | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| (B) | Semi Skilled | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| (C) | Skilled | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |
| (D) | Highly Skilled | [illegible] | [illegible] | [illegible] | [illegible] | [illegible] |

**The definition of semi-skilled/unskilled/skilled/highly skilled will be as:-**

(i) **Unskilled** — An unskilled employee is one who does simple jobs that involve the performance of simple tasks which require no experience or little or no training, requiring physical effort or presence of strength in handling with the occasional involvement is necessary. His work may also consist in addition to involved work from time to time with source of trouble or risk.

(ii) **Semi-skilled** — A semi-skilled worker is one who does work generally as defined above but in a more complicated way or in order to the adequate skills and to the proper handling of more complicated tools or relatively narrow jobs and where important decisions made by others. His work is limited to the performance of routine operations of a type.

(iii) **Skilled** — A skilled employee is one who is capable of working efficiently and correctly, considerable independent judgment and of handling his duties with responsibility. He may possess a thorough and comprehensive knowledge of the same and to extent to which he is required.

(iv) **Highly Skilled** — A highly skilled worker is one who possesses a good working knowledge of the work and efficiently performs the work of [illegible] process.

By order,

**(Priyanka Bina Jaggi)**
Secretary Health Family Welfare & FCI to the
Government of Himachal Pradesh

**No. Shram(A)14-17/2024 Dated Shimla-2, the** **23.09.2024**

**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. The Auditor General, Himachal Pradesh for [illegible] H.P. Shimla
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The [illegible] Private Secretary to Hon'ble Minister [illegible]
5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Principal Secretary to Govt. [illegible] H.P.
7. All the Head of Departments, Himachal Pradesh.
8. The Labour Commissioner, Government of Himachal Pradesh, Shimla-171001 w.r.to his letter No. T&E(10)-MLW A.C. 2023 dated 11.08.2024.
9. All the Deputy Commissioners [illegible]
10. Guard File

**(Ankur Singh)**
Deputy Secretary Labour & FCI to the
Government of Himachal Pradesh

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated [illegible].09.2024 as required under clause (3) of article 348 of the Constitution of India).

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.

## NOTIFICATION

No. Shram(A)4-1/2024 Dated Shimla-2, the [illegible].09.2024

## 14. PHARMACEUTICALS INDUSTRIES

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 [illegible] w.e.f. 01.04.2024.

And whereas, [illegible] Minimum Wages Advisory Committee [illegible] vide Notification No. Shram (A) 4-2/2018-P-II dated [illegible]-2024.

And whereas, [illegible] the said Committee [illegible] on 20-08-2024 [illegible] minimum wages [illegible] wages will be applicable w.e.f. 01.04.2024.

Now, therefore, in exercise of the powers conferred by [illegible] of section [illegible] of the said Act, the Governor of Himachal Pradesh is pleased to [illegible] w.e.f. 01.04.2024 [illegible] the said Committee as under:-

| Category of Workers | Allowance (PM) | Wages Monthly |
|---|---|---|
| Unskilled: [illegible] | Rs. 400 | Rs. 12,000 |
| **Semi-skilled** | | |
| [illegible] | Rs. 4[illegible] | Rs. 12,[illegible] |
| **Skilled** | | |
| [illegible] | Rs. [illegible] | Rs. 13,[illegible] |
| **Highly Skilled:-** [illegible] | Rs. [illegible] | Rs. 14,[illegible] |

**NOTE:**

1. There will be no separate payment for temporary works in shop or [illegible] work.

2. Wherever [illegible] in the Application [illegible] "[illegible]".

3. Where any [illegible] work is carried on place work [illegible] shall be [illegible] [illegible] in this manner.

4. [illegible] contract or workers employed at the project [illegible] are maintained specifically [illegible] of [illegible] such as "[illegible] [illegible] [illegible] [

[Authoritative English Text of this Impression Notification No. Shram-A(A)-4/2023, dated 23.09.2024 incorporated under Clause (3) of article 348 of the Constitution of India.]

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR & EMPLOYMENT**

**NOTIFICATION**

**No. Shram-A(A)-4/2023** **Dated Shimla-2, the** **23.09.2024**

**14. Hospitals/Nursing Homes & Clinics**

Notification [illegible] Minimum Wages (Fixing & Minimum Wages) Act, 1948 (Central Act No. 11 of 1948) [illegible] Notification No. Shram (A)4-5/2018-P-II dated 24.04.2023.

And whereas a notice in the said Gazette was issued on 20.08.2024 which is [illegible] minimum wages payable to all the employees in all the establishments in respect of the scheduled employment specified in the said notification [illegible] **01.04.2024**.

Now, therefore, in exercise of the powers conferred by section 3(3) read with section 5 of the said Act, the undersigned, [illegible] **01.04.2024**. [illegible] for all Commercial Units.

| Criteria of establishment | Where no food is provided | Where food, tea & refreshment/ accommodation provided |
|---|---|---|
| **Unskilled** | **81** | **84** |
| Helper, Cleaner, Chowkidar, Watchman, Peon, Room Boy, Office Boy, Sweeper, Mashkki | 200 Daily<br>12,000 Monthly | 777 Daily<br>15,130 Monthly |
| **Semi-skilled** | **[illegible]** | **[illegible]** |
| Clerk, Attendant, Assistant Laboratory Technician, Staff Nurse, General Duty Nurse, Ward Nurse | 423 Daily<br>12690 Monthly | 387 Daily<br>12,610 Monthly |
| [illegible] | | |
| [illegible] | | |
| **Skilled** | **[illegible]** | **[illegible]** |
| Receptionist, Pharmacist, Compounder, Laboratory Technician, Sample Technician, ANM, General [illegible], Operation Theatre Technician, Radiographer, Dresser, Operation Theatre Attendant, Filming and Processing Assistant, [illegible] | 464 Daily<br>13,920 Monthly | 427 Daily<br>12,810 Monthly |

[illegible]

[illegible]

[illegible]

Ward Boy and Ward Attendant [illegible]

| Highly Skilled | Rs. | Rs. | |
|---|---|---|---|
| [illegible] | [illegible] Daily | [illegible] Daily | |
| [illegible] | [illegible] Monthly | [illegible] | Monthly |

**NOTE:**

1. [illegible]
2. [illegible]
3. [illegible]
4. [illegible]
5. [illegible] Himachal Pradesh

**The definition of unskilled, semi-skilled, skilled and highly skilled will be as:**

(i) **Unskilled:** — An unskilled employee is one who does operations that involve the performance of simple duties, which require the exercise 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:** — [illegible] His work is thus limited to the performance of routine operations of limited scope.

(iii) **Skilled:** — A skilled employee 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 [illegible]

By order

Priyanka Basu Ingty
Secretary (Lab. Emp. & T) to the
Government of Himachal Pradesh

No. Shram(A)4-1/2024 Dated Shimla-2, the [illegible].2024
Copy for information and necessary action to:

[illegible]

[illegible]

The Principal Private Secretary to Hon'ble Chief Minister, H.P.

[illegible]

The Sr. Special Private Secretary to Chief Secretary, H.P.

[illegible]

All the Heads of Departments, Himachal Pradesh

[illegible]

All the Deputy Commissioners, Himachal Pradesh

[illegible]

(Kinnar Singh)

[illegible]

[Authoritative English Text of the Department Notification No. Shram(A)8-47/98 dated 15.06.2024 as required under Article 348 of the Constitution of India.]

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR & EMPLOYMENT**

**NOTIFICATION**

No. Shram(A)8-47/98 Dated Shimla-2, the 21.06.2024

**(Domestic Worker)**

Whereas the Fourteenth Himachal Pradesh Vidhan Sabha (Minimum wage in respect to the Scheduled Employment of **"Domestic Workers"** may be revised in consultation and with concurrence of Industry Committee with effect from **01.04.2024**;

Now, therefore, in exercise of the powers conferred by section 5 read with section 3 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of Notification No. Shram (A)14-5/2018-PII dated 24.04.2023;

And whereas a decision in the 2nd Committee meeting held on 20.06.2024 which is proposed to fix Minimum wages revision in the Scheduled Employment of Domestic Workers and it is also decided that the Revised Minimum wages will be applicable w.e.f. **01.04.2024**;

Now, therefore, in exercise of the powers conferred by section 3(1) read with section 5 of the said Act, the undersigned hereby revises the Minimum wages of the workers working in the Scheduled Employment w.e.f. **01.04.2024** as per recommendation of the Industry Committee as under:

| Category of employment | Where no food provided | Where food, tea & breakfast accommodation provided |
|---|---|---|
| **Accountant** | **Rs** | **Rs** |
| Senior Accountant/Supervisor | 300/Day | 210/Daily |
| Accountant | 7,800/Monthly | 5,460/Monthly |
| **Administrator** | **Rs** | **Rs** |
| Sweeper/Hand and Mall | 433/Daily | 453/Daily |
| | 12,690/Monthly | 10,530/Monthly |
| **Skilled** | **Rs** | **Rs** |
| Cook and Helper | 460/Daily | 323/daily |
| | 13,920/Monthly | 11,190/Monthly |

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

**The definition of unskilled/semi-skilled/highly skilled will be as:**

(a) **Unskilled:** [illegible] employee is one who performs work that involves no [illegible] accordance although knowledge of the Standards on Internet is desirable. He will find this course [illegible] with safety or service of goods.

(b) **Semi-skilled:** A person who is one who has some [illegible] where the [illegible] and where minimum decision made by [illegible] [illegible] for the performance of certain operations.

(c) **Skilled:** A skilled employee is one who is trained or possesses [illegible] and [illegible] a thorough and comprehensive knowledge of the work that he performs in which he is employed.

(d) **Highly Skilled:** A highly skilled person is one who is trained or [illegible] employee.

[illegible]

**(Vanka Ram Singh)**
Secretary (Leg. [illegible])
Government of Himachal Pradesh

**No. Sramam/[illegible]-4/2014 Shimla-2, the 23.06.2014**

**Copy for information and necessary action to:**

1. All the Administrative Secretaries to the Government of H.P., Shimla-2.
2. The Addl. Chief Secretary (Law) to the Govt. of H.P., Shimla-2.
3. The Principal Secretary to the Govt. of H.P.
4. The Sr. Principal Secretary to the Govt. of H.P., Labour & Employment Department, Shimla-2.
5. The Sr. Principal Secretary to the Govt. of H.P., Industries Department, Shimla-2.
6. The Director, Labour Bureau, GOI, Shimla-171001.
7. All the Heads of Departments/Commissioners.
8. The Labour Commissioner-Cum-Director of Employment, H.P., Shimla-171001 w.r.t. his letter No. [illegible] dated [illegible].
9. All the Deputy Commissioners, Himachal Pradesh.

**(Amar Singh)**
Assistant Secretary (Leg. Em.-II) H.P.
Government of Himachal Pradesh

Authoritative English Text of this Department Notification No. Shram (A) 4-1/2024 dated [illegible]-2024 as required under clause (3) of article 348 of the constitutional of India.

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR EMPLOYMENT & O.P.**

**NOTIFICATION**

No. Shram (A) 4-1/2024 Dated Shimla-2, the [illegible]

**(6) Safai Karamchari Employment**

Whereas, the [illegible] Himachal Pradesh [illegible] the minimum rates of wages in the Scheduled employment of "**Safai Karamchari Employment**" may be revised in respect [illegible] with effect from **01.04.2024**;

And whereas [illegible] Minimum Wages [illegible] Minimum Wages Advisory [illegible] vide Notification No. Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas [illegible] Committee [illegible] **20-06-2024** [illegible] minimum wages [illegible] will be applicable w.e.f. **01.04.2024**;

Now, therefore, in exercise of the powers conferred [illegible] the Governor of Himachal Pradesh [illegible] employment **01.04.2024** [illegible] the said Committee as under:-

| Category of Workers | Minimum Wages | |
|---|---|---|
| | **Daily** | **Monthly** |
| Unskilled [illegible] | Rs. 400 | Rs. 12,000 |
| **Semi-Skilled** | | |
| Work [illegible] | Rs. 413 | Rs. 12,390 |
| **Skilled** | | |
| [illegible] | Rs. 464 | Rs. 13,920 |
| **Highly Skilled** | | |
| [illegible] | Rs. 553 | Rs. 16,590 |

**NOTE:-**

[illegible] There will be no distinction between the minimum wages of male and female workers engaged in the same and similar nature of work.

[illegible] Wages of Apprentices will be regulated under the Apprenticeship Act, 1961 (No. 52 of 1961).

[illegible] Minimum wages [illegible] this notification.

[illegible] If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall be paid the wages [illegible] minimum rates of wages [illegible] for the [illegible] category.

[illegible] 25% increase shall be applicable over and above the minimum rates of wages in Tribal Areas in Himachal Pradesh.

**The definition of unskilled/semi-skilled/skilled/highly skilled will be as:-**

(i) **Unskilled:** An unskilled employee is one who does operations that involve the performance of simple duties, which require the exercise 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 capacity of judgment, skill 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 employee 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 employees.

Sd/-

**(Priyanka Basu Ingty)**
Secretary (Lab. Emp. & O.P.) to the
Government of Himachal Pradesh

**No. Shram(A)4-1/2021 Dated Shimla-2, the [illegible].08.2024**

**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
   [illegible]
2. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
3. [illegible]
4. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
5. [illegible]
6. All the Head of Departments, Himachal Pradesh.
7. [illegible] LS&E [illegible] 2024 dated 13.08.2024.
8. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

**([illegible] Singh)**
Deputy Secretary (Lab. Emp. & O.P.) to the
Government of Himachal Pradesh

[illegible] English Text of this Department Notification No. Shram(A)4-[illegible]/2024 dated [illegible].2024 [illegible] clause (3) of article 348 of the constitution of India.

## GOVERNMENT OF HIMACHAL PRADESH
## DEPARTMENT OF LABOUR & EMPLOYMENT

## NOTIFICATION

No. Shram(A)4-[illegible]/2024 Dated Shimla-2, the [illegible] 2024

[illegible] Security Services

Whereas [illegible] "Security Services" [illegible] w.e.f. 01.04.2024.

[illegible] Notification No. Shram (A) 4-2/2018-P-II dated [illegible].

And whereas [illegible] 01.04.2024.

Now, therefore, in exercise of the powers conferred [illegible] 01.04.2024 [illegible] Committee [illegible]:

| Designation | Daily | Monthly |
|---|---|---|
| Sweeper and Watchman | Rs. 400 | Rs. 12,000 |
| Semi-skilled | | |
| [illegible] | Rs. [illegible] | Rs. [illegible] |
| Skilled | | |
| [illegible] | Rs. [illegible] | Rs. 13,020 |
| Highly Skilled | | |
| Security officer / Security Supervisor | Rs. [illegible] | Rs. [illegible] |

[illegible]

**NOTE**

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

[illegible]

**[illegible]**

(i) **[illegible]** — [illegible]

(ii) **[illegible]** — [illegible]

(iii) **[illegible]** — [illegible]

(iv) **[illegible]** — [illegible]

[illegible]

**Priyanka Bhattacharjee**
Secretary (Law & GAD) to the
Government of Himachal Pradesh

**No. Shimla-[illegible]** Dated Shimla-2, the **[illegible]**

**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
3. The Sr. Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
5. The [illegible], H.P.
6. All the Head of Departments, Himachal Pradesh.

The [illegible] Chief Secretary's [illegible] letter no. [illegible] dated 17.08.2024.

[illegible]
19, Postal [illegible]

[illegible]
[illegible]
[illegible]
[illegible]

[Authoritative English Text of this Supersession Notification No. Shram/Ni-1/2024, issued 23.09.2024 incorporated under Clause (3) of article 348 of the Constitution of India.]

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR, EMPLOYMENT & LC**

**NOTIFICATION**

**No. Shram/Ni-1/2024** | **Dated Shimla, [illegible]** | **23.09.2024**

**In Temples and Religious Places/Dharamshalas**

Notification Financial Provisions [illegible] Minimum Wages Act, 1948, Minimum Wages Advisory Committee [illegible] Notification No. Shram/Ni-1/2024 [illegible] 01.04.2024;

And whereas a reference in the said notification was made on 10.06.2024 [illegible] Minimum Wages Advisory Committee [illegible] the Government that the revised minimum wages ought to be notified w.e.f. 01.04.2024;

Now, therefore, in exercise of the powers conferred by sub-section (3) of section 348 read with the Government Notification dated [illegible] the revised minimum wages specified in the above mentioned Schedule w.e.f. 01.04.2024 as per recommendation of the said Committee is hereby

| Category of employees | Wherever meals is provided | Where meals is not provided, additional accommodation provided |
|---|---|---|
| **[illegible]** | **Rs.** | **Rs.** |
| [illegible] Temple Board [illegible] | 380 Daily<br>11,000 Monthly | 371 Daily<br>11,130 Monthly |
| **[illegible]** | **Rs.** | **Rs.** |
| Chandigarh Sector [illegible] Room Boy, Artist, Gram Niriksak, Group Attendant, Washroom Attendant, [illegible] Sweeper, Sanitary worker, Mali, Chowkidar, Sanitary Worker, Water man, Mobile Attendant | 423 Daily<br>12,690 Monthly | 413 Daily<br>12,390 Monthly |
| **[illegible]** | **Rs.** | **Rs.** |
| Senior Class Attendant, Waiter, Cook, Cook Assistant, Kitchen Attendant, [illegible] | 366 Daily<br>12,920 Monthly | 427 Daily<br>12,810 Monthly |

| Highly Skilled | Rs. | Rs. |
|---|---|---|
| [illegible] | 483 Daily<br>14490 Monthly | 447 daily<br>13,410 Monthly |

**NOTE:**

There will be no discrimination [illegible]

[illegible]

[illegible]

[illegible]

[illegible]

**The definition of unskilled/semiskilled/skilled/highly skilled will be as:-**

(i) **Unskilled:** [illegible]

(ii) **Semi-skilled:** – [illegible]

(iii) **Skilled:** [illegible]

(iv) **Highly Skilled** – [illegible]

[illegible]

**Priyanka Basu Ingty**
Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh

**No. Shram(A)4-1/2024 Dated Shimla-2, the** **[illegible]**
**Copy for information and necessary action to:-**

[illegible]

1. The Director, Lincoln Museum, 1499, Sunshine [illegible],
   [illegible]
2. The Lincoln Commission's Office to Employment, [illegible], Sunshine [illegible] w. [illegible] the letter No
   [illegible]
3. All the Classic Commissions, Memorial Division
   [illegible]

[illegible] Stagg
[illegible]
The Commission of Financial Products

[illegible] Legislative Text of the Impressive Notification No. Shram-A(4-1/2021, dated 23.09.2024 [illegible] under Clause (2) of article 348 of the Constitution of India.

**GOVERNMENT OF HIMACHAL PRADESH**
**DEPARTMENT OF LABOUR EMPLOYMENT & [illegible]**

**NOTIFICATION**

**No. Shram-A(4-1/2021** | **Dated Shimla-2, the** | **23.09.2024**

**(Workers Working in Toll Tax Barriers)**

Notification Financial Hardship is [illegible] that the minimum rates in the Schedule of Employment of "Workers Working in Toll Tax Barriers" specified in [illegible] shall be revised in such manner as may be deemed fit from **01.04.2024**.

And whereas proposal of [illegible] Minimum Wages Advisory Committee [illegible] Notification No. Shram (A)4-5/2018-P-II dated 24.04.2024.

And whereas a [illegible] dated 30.08.2024 [illegible] minimum wages [illegible] shall be applicable w.e.f. **01.04.2024**.

Now, therefore, in exercise of the powers conferred by section 3(3) read with section 2 [illegible] Act, the [illegible] Minimum Wages [illegible] **01.04.2024**.

For toll Collection Gantry

| Category of employment | Minimum Wages Daily | Minimum Wages Monthly |
|---|---|---|
| **Unskilled Workers** | | |
| Toll Collection Gantry | **Rs. 400** | **Rs. 12,000** |
| **Semi-skilled:** | | |
| Helper, Lone Worker, Toll Collection Gantry, Security Guard and Housekeeping Assistant | **Rs. 443 per day or Rs. 13,300 per month** | |
| **Skilled:** | | |
| Machine Operator, Assistant Work Voice (Minimum Academic Data Entry Operator and Clerks) | **Rs. 504 per day or Rs. 15,120 per month** | |
| **Highly Skilled:** | | |
| Supervisor, Accountant, Manager and Coordinator | **Rs. 553 per day or Rs. 16,600 per month** | |

**[illegible]**

There [illegible] committee [illegible] for the [illegible] and [illegible] of [illegible]

[illegible] Apprentices [illegible] be remitted under the Apprentices [illegible]

[illegible]

[illegible] shall be [illegible] 24 hours [illegible] shall be less than [illegible] normal [illegible]

[illegible] shall be [illegible] minimum [illegible] shall be [illegible]

[illegible] shall be authorised over and above the minimum wages to the Scheduled [illegible] and [illegible]

**The definition of semi-skilled/skilled/highly skilled will be as:**

(i) **Unskilled** — [illegible] involve the performance of simple tasks. Skill required for [illegible] is necessary [illegible] the performance of [illegible] with [illegible]

(ii) **Semi-skilled** — [illegible] which the [illegible] is not as much as [illegible] and/or the [illegible] or [illegible] in the performance of [illegible]

(iii) **Skilled:** A [illegible] of [illegible] and of [illegible] with [illegible] [illegible] and [illegible] is [illegible]

(iv) **Highly Skilled** — [illegible] who [illegible] and [illegible] efficiently the work of [illegible]

[illegible]

**(Priyanka Bhargava)**
Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh

**No. SO and A(4-1/2024 Dated Shimla-2, the** **23.09.2024**
**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla
2. [illegible]
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The [illegible]
5. The Sr. Special Private Secretary to Chief Secretary to Govt. H.P.
6. The [illegible]
7. All the Heads of Departments, Himachal Pradesh
8. The [illegible] (M.W.A.C., 2026) dated 11.06.2024
9. All the Deputy Commissioners, Himachal Pradesh
10. Guard File

**(Amit Singh)**
Deputy Secretary (Labour & Employment) to the
Government of Himachal Pradesh

[illegible]

[illegible] 20-06-2021 [illegible]

[illegible]

| [illegible] | [illegible] | [illegible] |
|---|---|---|
| [illegible] | 400 | 12000 |
| [illegible] | 125 | 12,250 |
| [illegible] | [illegible] | [illegible] |
| [illegible] | [illegible] | [illegible] |
| [illegible] | 2372 | [illegible] |
| [illegible] | 2846 | [illegible] |
| [illegible] | [illegible] | [illegible] |
| [illegible] | 454 | 13,500 |

[illegible]

## [illegible]

| [illegible] | [illegible] |
|---|---|
| [illegible] | 553 | 16,500 |
| [illegible] | [illegible] | [illegible] |

| [illegible] | [illegible] |
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13920 [illegible]

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