

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

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06.2025

**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 Scheduled employment of “**Construction or Maintenance of Roads or Building Operations, Stone Breaking and Stone Crushing**” may be revised in respect of unskilled and other categories of workers with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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. **01.04.2025** as under:-

Category of Workers	Revised Wages	
	Daily	Monthly
1	2	3
UN-SKILLED WORKERS :	Rupees	Rupees
Bhisthi/Chimini Cleaner/ Chowkidar/ Distemperer Grade-II/Glazier/Helper for Plumber or Workshop/Rock Cutting Labour/Stone Breaker/Stone Chiseler/Sweeper/Spray man for Bitumen/Pipelinemen/Electrical Coolie/Security Guard/Beldar /Cleaner-Tractor & Road Roller & concrete mixer/Majdoor /Survey Boy/ Watchmen/ Tea boy/Peon/Dresser/ Oilmen/Greaser/ Messhelpers/ Boy Helper (0 to 5 years)/ Khalasi (0 to 3 years)/Bill Distributors/ Mucker	425	12,750
SEMI-SKILLED WORKER:	Rupees	Rupees
Carpenter Grade-II/ Mason Grade-II/ Sewer Man/Black Smith Grade-II/ Sanitary Fitter Grade-II/Painter/Melter Mate/Sprayman Roads/ Craneman/ Badhani/Upholster /Fitter Attendant/Black Smith (Boatman)/ Caneman/ Distempterer Grade-I/Fitter Grade-II/ Flour Polisher/Stone Dresser / Mali/ Well Sinkers/ White Washer/ Work Shop Mechanic Grade-II/Turner Grade-II/Pipe Fitter Grade-II/Brick Moulder/Assistant Fitter/ Assistant Fireman/ Assistant Welder/ Assistant turner/ battery Charger/ Dresser/(Qualified /Experienced)/Hammer Man /Cook/	452	13,560

Vulcaniser/ Nozzle Man/ Tunnel Man/ Alloy Trolley Operator/ Attendant (Store Office) Mechanical Attendant/ Tunnel Jublliman/ Tunnel Man / Helper (5 years and above) Oil Cleaner/Navgani/ Mate/Head Watchman/ Assistant Leveler/Khalasi (3 to 8 years)/stone Dresser/ Pump Attendant/Auto Electrician Grade-II/ Gardner/ Gauge reader/ Asstt. Lab Attendant/Auto electrician/Motor Mate/ Enquiry Attendant/Telephone Attendant

Stone Dresser/Stone Breaker/Rock Stone Breaker/Stone Crusher 1½ inch to 2 inch = Rs. 2520 per 100 cft 1 to 1¼ inch = Rs. 2811 per 100 cft.

SKILLED WORKERS :	Rupees	Rupees
Carpenter Grade-I/ Mason Grade-I/Black Smith / Sanitary Fitter Grade-I/ Upholster Grade-I/Asstt. Pump Operator/ Pump Operator/ Pump Driver/ Chargeman Grade-II/Water Supply Fitter / Carpenter Grade-II/ Compressor Operator/ Compressor Driver/ Darji or Tailor Grade-I/ Darji or Tailor Grade-II/Crasher Driver/ Stone Dresser for ornamental work/ Plumber Grade-I/ Pipe Fitter Grade-I/Auto Driver/ Asstt. Mechanic/ Mixer Driver/ Mixer Operator/ Structural Fitter Grade-II/ Workshop Fitter / Generator Operator/ Generator Driver/ Plant Shop Fitter/ diesel Engine Fitter/ Trolley Line Fitter / Crushing Plant Fitter/ B. Plant Fitter/ Jack Hammer Fitter/ Electrical fitter/ Bunch Fitter/ Shaper/ Auto Fitter/ Pipe Line Fitter/ refrigerator Plant Fitter/ Tractor Operator/Shaft Minor/ Kochring Operator/Dozer Operator/ Roclain Operator/ Scrapper Operator/ Loader operator/ Crane Operator/ Eucild operator/ Wagon Drill Operator/ Boaring Operator/ SLD crane Operator/ B Plant Operator/ Ice Plant Operator or Welder/ Gas Cutter/ turner/ Black Smith/ Tin Smith/ Traction Battery Charger/ Line Man/) Telephone Operator/ Khalssi / Jamadar/ Winder/ Blaster Driller/ Winch Fitter / Compounder/Painter /Miller /Climber/ Moulder/ Levellers/ Saw Mill Cutter/Cable Jointer/Foreman Grade-II/Khalasi(8 years to above) /Tracer Operator/ E.M.E./Driver/Compressor/Rocker Showel Operator/Snow Cutter Operator /Loco Operator/Driller Mason for Glazed Type work/Work Mistry/Motor Mate / Tractor Driver/Telephone mechanic/D.G. Set Operator/Workshop Forman Grade-II.	493	14,790

HIGHLY SKILLED	Rupees	Rupees
Carpenter for furniture only/Workshop Mechanic Grade-I/ChargemanGrade-I/Workshop Foreman Grade-I/TurnerGrade-I/Mechanic All Round Operator /Mason/Mistry and Carpenter Mistry/Structural Fitter Grade-I/Surveyor/Draftsman / Assistant Foreman/ Machinist / Compounder (Qualified) Road Roller Driver/Bulldozer Driver/ Wireman/ Auto Electrician/ Electrician/ Chemical Analyser.	588	17,640

Clerical and non Technical Supervisory Staff	Rupees	Rupees
Bituman Tyre Inspector/Road Inspector/Work Inspector/ Store Keeper/ Store Munshi/ Supervisor/Meter Reader/ Ledger Booking Clerk/ Bill Clerk/ Irrigation Booking Clerk/ Patwari/ Complaint Attendant/ Ferro Printer/ Driver (Jeep/Car/Tractor)/ Clerk/ Mechanical Inspector / Assistant Store Keeper/Accounts Clerk/Stenographer.	493	14,790

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 Apprenticeship 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.

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

- (i) Unskilled:** -- An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.
- (ii) Semi-skilled:** -- A semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

Deputy Secretary (Lab.Emp.&O.P.) to the
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(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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
3. PUBLIC MOTOR TRANSPORT**

24.06.2025

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Public Motor Transport**” may be revised in respect of unskilled and other categories of workers with effect from **01.04.2025**;

And whereas, as per provisions of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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. **01.04.2025 as under:-**

General Staff Unskilled

Rs.425 per day, Rs. 12,750 per month

- (a) Peon, Chowkidar, Store Helper, Sweeper, porter and Daftri
- (b) Workshop Staff (Unskilled)
- (c) Workshop Mazdoor without having any experience

Semiskilled

Rs. 441 per day, Rs.13,230 per month

1. Asstt. Electrician
2. Asstt. Mechanic
3. Asstt. Fitter
4. Asstt. Black Smith
5. Asst. Carpenter
6. Asstt. Welder
7. Asstt. Turner
8. Asstt. Boaring Barman
9. Asstt. Machinist
10. Asstt. Cushion Maker
11. Asstt. Vulcanisor
12. Asst. Painter
13. Asstt. Upholster
14. Asstt. Tyreman
15. Asstt. Sprayman
16. Asstt. Electrician Mechanic
17. Asstt. Retrader
18. Workshop Mazdoor having ITI Certificate or having 2 years of probation period who has no ITI Diploma
19. Assistant Molders.

SKILLED:

Machanic, Fitter, Blacksmith, Carpenter, Welder, Boring wireman, Machanist, Cusion Maker, Tinsmith, Volcanizer, Painter, Upholster, Tyreman, Spray Painter, Electrician Machanic, Retreader, Moulder, Turner, Workshop Mazdoor having ITI certificate or having 2 years of probation period who has no ITI Diploma. The ITI certificate holder who are working in the same trade.

Rs. 481 per day
Or Rs. 14,430 per month.

HIGHLY SKILLED WORKSHOP STAFF:

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor

Rs. 534 per day or Rs. 16,020 per month.

GENERAL STAFF (CLERICAL) ETC.:**Group-A**

Out Agent, Out Agency Clerk, Typist, Steno typist, Store-daybook Writer, Clerk, Assistant Cashier, Booking Clerk (Restorer), Ledger Keeper, Petrol Pump Attendant.

Rs. 481 per day or Rs. 14,430 per month.

Group-B

Chief Inspector, Receptionist, Inspector, Checker, Stenographer A Grade, Station Supervisor, Assistant Store-Keeper A Grade, Accountant, Cashier, Tyre Inspector.

Rs. 507 per day or Rs. 15,210 per month.

Group-C

Head Assistant, Head Clerk, Auditor, Head Cashier.

Rs. 597 per day
Rs. 17,910 per month.

RUNNING STAFF

	Per Day	Per month
1.Driver	Rs. 540	Rs. 16,200
2.Conductor	Rs. 493	Rs. 14,790
3.Cleaner-cum-Conductor	Rs. 461	Rs. 13,830
4.Part-Time Booking Clerk	Rs. 295	Rs. 8,850

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adutor non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprenticeship Act, 1961(No. 52 of 1961)

3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled 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 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. &O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

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4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

Deputy Secretary (Lab.Emp.&O.P.) to the
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**GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR EMPLOYMENT & O.P.**

NOTIFICATION

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

4. SHOPS & COMMERCIAL ESTABLISHMENT

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**2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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. **01.04.2025 as under:-**

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
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Un skilled	Rupees	Rupees
Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/ Sweeper/ Masalchi/ Gateman/ Waterman/ Cleaner/ Packer/ Mazdoor/ Lander/ Unlander/ Messenger/ Clock Room Attendant/ Porter/ Bhishit/ Beldar/ Fireman/ Pandi/ Posterman/ any other worker doing unskilled job.	Rs.425 Daily	Rs 394 Daily
	Rs.12,750 Monthly.	Rs. 11,820 Monthly

Semi-Skilled	Rupees	Rupees
Head porter, Pantryman/Coffee-Teamaker/ 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	Rs.449 Daily.	Rs. 439 Daily
	Rs. 13,470 Monthly.	Rs. 13,170 Monthly

Rewinder/ Waiter/ Bearer/ Assistant Radio Machanic/Painter/
WhiteWasher/Pakora and Chanamaker/Clerk (Non-matric/
Assistant Store Keeper/ Distributor and Assistant Machine
man/ Enquiry Attendent/ Telephone Attendent/ ITI
Certificate Holder.

Skilled:	Rupees.	Rupees.
Blacksmith/Tinsmith/Watchmaker/Radio	Rs.493 Daily.	Rs. 454 Daily
Mechanic/Carpenter/Plumber/Driver/Assistant Tailor/Cutter (Tailoring) /General mechanic/ Halwai/ Cook/ Confectioner/Baker/ Steward/ Butler/ Fitter/ Draughtsman/TelephoneOperator/ Compounder / Goldsmith./ Shoe Maker / Shawl-Carpet Weaving/ Compositor/CinemaOperator/Salesmen/Drycleaner/Dyer/Bar ber/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.14,790 Monthly.	Rs. 13,620 Monthly.

Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/	Rs.513 Daily.	Rs. 475 daily
Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)	Rs.15,390 Monthly	Rs. 14,250 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 Apprenticeship 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/semiskilled/skilled/highly skilled will be as under:-

- (i) **Unskilled:** -- An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.
- (ii) **Semi-skilled:** -- A semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

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

24.06.2025

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4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06. 2025.

5. FORESTRY INDUSTRIES

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 **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages	
	Daily	Monthly
UNSKILLED WORKERS		
1 Felling of trees:	Rs. 425	Rs. 12,750
1.Lopper (Changi)	Rs. 449	Rs. 13,470
2.Feller (Garani)	Rs. 435	Rs. 13,050
2 Logging and sawing including timber passing:		
1.Dresser (Panchani)	Rs. 435	Rs. 13,050
2.Sawyer (Charani)	Rs. 534	Rs. 16,020
3.Blacksmith	Rs. 503	Rs. 15,090
3 Carriage, stacking and timber passing by manual labour:		
1. Mazdoor for carriage	Rs. 435	Rs. 13,050
2. Mazdoor for loading and un loading of timber.	Rs. 435	Rs. 13,050

4 Carriage of timber by Aerial ropeways :

1.Span Mistry-cum-Supervisor	Rs. 534	Rs.16,020
2.Span Mistry	Rs. 503	Rs. 15,090

5 Carriage by water slide (pucci Nalli), dry slide (Pathru), Nullah Bhaan and Darya Bahaan (River floting):

1. Mohri-wala Mistry	Rs. 573	Rs. 17,190
2. Taru	Rs. 549	Rs.16,470
3. Asstt. Mistry/ Helper Mistry	Rs. 513	Rs. 15,390
4. Darya-man	Rs. 549	Rs. 16,470
5. Ghalu	Rs. 468	Rs. 14,040
6. Jamadar	Rs. 468	Rs. 14,040

6 Mechanised logging and timber extraction:

1.Surveyor	Rs. 538	Rs. 16,140
2.Ski-line Operator	Rs. 503	Rs. 15,090
3 Truck Driver	Rs. 471	Rs. 14,130
4. Compressor Driver	Rs. 471	Rs. 14,130

7 Clerical Staff:

1.Manager	Rs. 619	Rs. 18,570
2.Accountant	Rs. 477	Rs. 14,310
3.Munshi/ Typist clerk	Rs. 435	Rs. 13,050

8. Saw Mill Workers:

1.Band Saw Mistry		
2.Supervisor	Rs. 503	Rs. 15,090
3.Head Mistry	Rs. 496	Rs. 14,880
4.Boiler Driver	Rs. 503	Rs. 15,090
5.Assistant Mistry	Rs. 503	Rs. 15,090
6.Planner Mistry	Rs. 441	Rs. 13,230
7.Helper	Rs. 441	Rs. 13,230
8.Cutter man	Rs. 435	Rs. 13,050

9 Katha Extraction:

1.Feller and Chipper	Rs. 435	Rs. 13,050
2. Katha Supervisor/Katha Processor	Rs. 435	Rs. 13,050

Highly Skilled

Boiler Attendant (Ist Class) Overseer, Head Foreman= **Rs. 588. Daily. Rs. 17,640 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 Apprenticeship 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/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.

6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06.2025

6. CHEMICAL & CHEMICAL PRODUCTS

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Chemical & Chemical Products**” may be revised in respect of unskilled and other categories of workers with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of Workers	Revised minimum rates
Unskilled	Rs. 425 Daily. Rs. 12,750 Monthly.
Semi Skilled	
Assistant Electrician, Assistant Fitter, Assistant Turner, Assistant Welder, Assistant Moulder, Assistant Plant Operator, Assistant Blacksmith, Assistant Copraman, Re-irrigation, Assistant , Jamadar, Eastman, East cultivator, Switch Board Attendant, Wireman, Postalman, Fireman, Oilman, Pumpman Grade-I, Machine Levellor, Selector, Cutter-cum-Market seller, Empular, Hageman, ITI Certificate Holder.	Rs. 439 Daily. Rs. 13,170 Monthly.
Skilled	
Saltman, Electrician, Fitter, Copperman, Turner, Moulder, Blacksmith, Plant operator, Mason, Carpenter, Assistant Foreman, Head Jamadar, Boiler Attendant Grade-II, Workshop Foreman, Electrician Foreman, Engine Driver, Draughtsman, Assistant Chemist, Machineman, Cashier/Clerk (Matriculate), Salesman, Receptionist, Typist, Store-keeper I.T.I. certificate holder who are working in the same trade.	Rs. 493 Daily. Rs. 14,790 Monthly.
Highly Skilled	

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 Apprenticeship 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/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06.2025

7. ENGINEERING INDUSTRIES

Whereas, the Governor, 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 unskilled and other categories of workers with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Un-Skilled

Rs. 425 Daily or

Rs. 12,750 Monthly.

Semi skilled

Taper Grade-III, Turner Grade-III, Driller Grade-III, Romer Grade-III, Shareman **Rs. 439 Daily or**

Grade-III, Machine man, Machinist/Operator Grade-III/ Bragar Grade-III, Head **Rs.13,170 Monthly.**

Spinning Winder/ Liner Grade-III, Press Operator Grade-III, Spray Painter Grade-III, Transfer Fixer Grade-III, Assembler Grade-III, Cobbler, Rubber Rosin Cutter, Tailor Grade-III, Material Checker, Fitter Frame, Numbering man, Frame Sender, Electroplater Grade-III, Mopper Grade-III, Grinder Grade-III, Pickler, Polishman, Buferman, Head Mechanic, Operator Grade-III, Thread/Roller Operator Grade-III, Book-screw Machine Operator Grade-III, Feeder Grade-III, Dye Maker Grade-III, Welder Grade-III, Tin Smith Grade-III, Pipe Reader, Hammer man Grade-III, Electric Lineman Grade-III, Voucher Inspector Grade-III, Lister Diesel Engine Driver Grade-III, Oilman.

Skilled

Taper Grade-II, Turner Grade-II, Driller Grade-II, Shaper Grade-II, Shaperman Grade-II, Slaughterman Grade-II, Mechanist/ Operator/Brager Grade-II, Liner Grade-II, Spray Painter Grade-II, Transfer Mixer Grade-II, Press Operator Grade-II,

Rs. 493 Daily.

Assembler Grade-II, Tailor Grade-II, Electroplater Grade-II, Moper Grade-II, **Rs.14,790 Monthly**
 Grinder Grade-II, Head Machine Operator-II, Thread and Roller Machine Operator
 Grade-II, Book screw Machine Operator Grade-II, Gold Draw Machine Operator
 Grade-II, Fitter Grade-II, Carpenter/Pattern Maker Grade-II, Dye Maker Grade-II,
 Saister Grade-II, Welder Grade-II, Tinsmith Grade-II, Hammerman Grade-
 II, Blacksmith Grade-II, Tool Setter Grade-II, Electrical Lineman Grade-II,
 Electrician Grade-II, Armature Winder and Coil winder Grade-II, Cable Jointer
 Grade-II, Voucher Inspector Grade-II, Lister Diesel Engine Driver Grade-II,
 Moulder Grade-II, Supervisor, ITI Certificate Holder who are working in the same
 trade.

Highly Skilled

Turner Grade-I, Grinding Machine Operator Grade-I, Shaper man Grade-I, **Rs. 588 Daily.**
 Slaughter man Grade-I, Miller Grade-I. Electroplater Grade-I, Gold Draw Machine **Rs.17,640 Monthly.**
 Operator Grade-I, Fitter Grade-I, Carpenter/Pattern Maker Grade-I, Dye maker
 Grade-I, Engraver Grade-I, Blacksmith Grade-I, Dye Setter Grade-I, Tool Setter
 Grade-I, Electrician Grade-I,

Clerical Staff

Cashier (Matriculate) Clerk, Salesman, Typist Storekeeper **Rs. 456 Daily.**
Rs.13,680 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 Apprenticeship Act, 1961(No. 52 of 1961).
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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
8. TEA PLANTATION**

24.06.2025

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of “**Tea Plantation**” may be revised in respect of unskilled and other categories of workers with effect from **01.04.2025**;

And whereas as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages
---------------------	-----------------------

Field workers in Tea Plantation employed on plantation up to rooting, spraying, manufacturing, shade lopping, hoeing, pruning weeding, plucking etc. known as unskilled workers employed in the operation;

**Rs. 425 Daily or
Rs. 12,750 Monthly.**

A-Grade Leaves -- If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. 31 per kilogram extra as incentive.

B Grade Leaves If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. 23 per kilogram extra as incentive.

C-Grade Leaves- If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs 18 per kilogram extra as incentive.

The piece rates workers employed for plucking will get Rs. 31, Rs. 23 Rs. 18 per kilogram for A,B,C grade of tea leaves respectively.

SEMI-SKILLED: Workers engaged in Tea Factory & Tea Plantations. **Rs. 432** per day, **Rs. 12,960** per month

FACTORY:

Include lift Mazdoor, withering Mazdoor,	Rs. 425 daily
relling room workers, shifting Mazdoor,	Rs. 12,750 Monthly.
Fermenting room workers, tea boys,	

sorters, tea makers, time keeper and carriers (jhalli)

PLANTATION:

Cleaners, Assistant Cleaner, Garden Assistant, **Rs. 425 daily**

Muharirs etc. who maintain records of a field work **Rs. 12,750 Monthly.**

and also includes sweeper, Mali & Mate.

CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF

OFFICE STAFF:

1. Accountant	Rs. 649	Rs. 19,470 per month plus free accommodation	
2. Clerks	Rs. 493	Rs. 14,790 per month plus free accommodation	
3. Munshi	Rs. 517	Rs. 15,510 per month plus free benefits as admissible to clerk	
4. Peon ,Chowkidar/Chaudhary	Rs. 432	Rs. 12,960 per month plus free benefit as admissible.	
		Daily	Monthly
5. Compounder		Rs. 602	Rs. 18,060
6. Driver (Jeep/ Car/ Tractor)		Rs. 540	Rs. 16,200
7. Mechanic ,		Rs. 607	Rs. 18,210
8. Assistant Mechanic		Rs. 538	Rs. 16,140
9. Electrician-cum- Mechanic Grade-I		Rs. 607	Rs. 18,210
10. Electrician-cum- Mechanic Grade-II		Rs. 538	Rs. 16,140

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 Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

(i)Unskilled: -- An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous

experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

(ii)Semi -skilled: -- A semiskilled 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.

By order,

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

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

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2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06.2025

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

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of “**Manufacturing Process as Defined in Clause (K) of Section 2 of Factories Act, 1948**” may be revised in respect of un skilled and other categories of workers with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 425 P.D. or Rs. 12,750 per month
Semi-skilled	Rs. 438 P.D. or Rs. 13,140 per month
Skilled & clerical staff	Rs. 493 P.D. or Rs. 14,790 per month
Highly-Skilled	Rs. 588 P.D. or Rs. 17,640 per month

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 Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled worker is one who does work generally 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024 Dated Shimla-2, the 24.06.2025
Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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
10. HOTEL AND RESTAURANTS**

24.06.2025

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of “**Hotel and Restaurants**” may be revised in respect of un-skilled and other categories of workers with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of Workers	Revised Wages	
	Where no benefit is provided	Where food, tea and combined accommodation provided
1	2	3
UN-SKILLED:	Rupees	Rupees
Helper/ Chowkidar/ Peon/ Sweeper/ Masalachi/ Gateman/ Waterman/ Messenger/ Clock Room Attendant/ Poter/ Bhishti/ Beldar/Fireman/ Pandi/ Posterman/ any worker doing un-skilled job.	Rs. 425 Daily Rs. 12,750 Monthly	Rs. 394 Daily Rs. 11,820 Monthly
SEMI-SKILLED WORKER:	Rupees	Rupees
Pantryman /Coffee-Tea Maker/ Chapatiman / Assistant Baker/ Cook/ Assistant Halwai/Book Binder/ Sticher /Ruling Cutting/ Auctioners /Mali /Hotel Guide /Assistant Mistry/ Assistant Fitter/ Sewerman/ Assistant Turner /Assistant Welder/ Assistant Electrician/ Assistant Salesman/ Assistant Barber/ Dhobi/	Rs. 449 Daily Rs. 13,470 Monthly	Rs. 412 Rs. 12,360 Monthly.

Pressman/Boilerman/Film Rewinder/ Water Bearer /Assistant Radio Mechanic/ Painter/ White Washer/ Pakora and Chana Maker/Clerk (Non-Matric)/ Assistant Store Keeper/Distributor and Assistant Machinman/ Enquiry Attendant/ Telephone Attendant/ ITI certificate holder who are working in the other trade.

SKILLED WORKERS :

Driver/Halwai/Cook/Confectioner/Baker/Steward/Butler/Draughtsman/Telephone Operator/Receptionist/Waiter/Bearer/Store Keeper/Head Waiter/Head Bearer (Western Style Hotel.) ITI certificate holder who are working in the same trade.

Rupees.

Rs. 493 Daily

Rs. 14,790 Monthly.

Rupees.

Rs. 454 Daily

Rs. 13,620 Monthly.

Highly Skilled

Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)

Rupees.

Rs. 513 Daily

Rs. 15,390 Monthly.

Rupees.

Rs. 475

Rs. 14,250 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 Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06.2025

11. PRIVATE EDUCATIONAL INSTITUTES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled Employment of “**Private Educational Institutes**” may be revised in respect of un skilled and other categories of workers with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2024** as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 425 per day or Rs. 12,750 per month
Semi-skilled	Rs. 449 per day or Rs. 13,470 per month
Skilled	Rs. 493 per day or Rs. 14,790 per month
Highly skilled	Rs. 513 per day or Rs 15,390 per month

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 Apprenticeship Act, 1961 (No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06.2025

12. Hydro Power Projects

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 unskilled and other categories of workers may be fixed with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of Workers	Minimum Wages	
	Daily	Monthly
UN-SKILLED WORKERS :	Rs.	Rs.
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 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	425	12,750
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 452 13,560
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

SKILLED WORKERS :

Dozer Operator, Grader Operator, Loader Operator, Batching Plant 493 14,790
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, Mortar
Binder, Data Entry Operator, Cashier, Storekeeper, Accounts Clerk,
Clerk, Computer Operator, Cook, Khalasai(more than 5 years
Experience) and Dhobi.

HIGHLY SKILLED

Senior Crane Operator, Senior Batching Plant Operator, Senior Trailer 588 17,640
Operator, Senior Dumper Operator, Tunnel Boring Machine 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 Apprenticeship 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 (per day) (Rs.)	Admissibility of 25% increase in Under-Construction Hydro Electric Power Projects Located in Non-Tribal Areas (per day) (Rs.)	Total Wages arrived at as per column no. 3+4 (per day) (Rs.)	Admissibility of 20% Tunnel Allowance over and above the Minimum Rates of Wages as per the column no. 5 (per day) (Rs.)	Total admissibility of Minimum Wages (per day) (Rs.)
1.	2.	3.	4.	5.	6.	7.
(A)	Unskilled	425	106	531	106	637
(B)	Semi-Skilled	452	113	565	113	678
(C)	Skilled	493	123	616	123	739
(D)	Highly-Skilled	588	147	735	147	882

The definition of unskilled/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06.2025

13. 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 unskilled and other categories of workers may be fixed with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **20-06-2024** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2024** as per recommendations of the said Committee as under:-

Category of Workers	Minimum	Wages
	Daily	Monthly
Unskilled Packing Helper, Machine Helper, Laboratory Helper, Store Helper, House Keeping Helper, Peon.	Rs. 425	Rs. 12,750
Semi Skilled		
Technician (D.Pharma), Fitter (ITI), Maintenance (ITI), PW-Operator, Mali, Security Guard, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs. 439	Rs. 13,170
Skilled		
Officer (B.Pharma), Technical Supervisor (ITI Diploma, D Pharma), Operator, Security Supervisor, Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 493	Rs. 14,790
Highly Skilled:- Sales Officer, Sales Executive, Sales Promotion Employee, Medical and Sales Representatives, B.Pharma, Accountant B.Sc. Chemist, M.Sc. Chemist and Stenographer.	Rs. 588	Rs. 17,640

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 Apprenticeship 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/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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
14. Hospitals/Nursing Homes & Clinics**

24.06.2025

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Hospitals/Nursing Homes & Clinics**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01.04.2025**.

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Cleaner, Chowkidar, Watchman, Peon, Room Boy, Office Boy and Masalchi.	425 Daily 12,750 Monthly.	394 Daily 11,820 Monthly
Semi-Skilled	Rs.	Rs.
Clinic Attendant, Assistant Laboratory Technician, Security Guard, Sweeper, Operation Theatre Assistant, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Ward Boy and Ward Attendant (0-3 Years Experience)	449 Daily. 13,470 Monthly	411 Daily. 12,330 Monthly.
Skilled:	Rs.	Rs.
Receptionist, Pharmacist, Compounder, Laboratory Technician, X-Ray Technician, ANM, Trained Dai, Electrician, Radio Grapher, ECG Operator, X-Ray Dark Room Assistant, Oven Operator, Oxygen Plant Operator, Heating Plant Controller Assistant, Driver,	493 Daily 14,790 Monthly	454 Daily 13,620 Monthly.

CSSD Assistant, Operation Theatre Technician, Eye Refractionist, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier, Fitter, Plumber, Supervisor, Cook, Dhobi, Ward Boy and Ward Attendant (above 3 years experience)

Highly Skilled	Rs.	Rs.
Staff Nurse, Security Supervisor, Senior Electrician, Senior Technician, Senior Radiographer, Senior Compounder. Accountant and Stenographer	513 Daily. 15,390 Monthly	475 Daily 14,250 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 are to be regulated under the Apprenticeship 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/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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
15. Domestic Workers**

24.06.2025

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Domestic Workers**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Aya, Cleaner, Masalchi, Watchman and Washer man	425 Daily 12,750 Monthly.	359 Daily. 10,770 Monthly.
Semi-Skilled	Rs	Rs
Security Guard and Mali	449 Daily. 13,470 Monthly	373 Daily, 11,190 Monthly.
Skilled:	Rs.	Rs.
Cook and Driver	493 Daily. 14,790 Monthly	396 Daily 11,880 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 are to be regulated under the Apprenticeship 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/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

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

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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
16. Safai Karamchari Employment**

24.06.2025

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Safai Karamchari Employment**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of Workers	Minimum Wages	
	Daily	Monthly
Unskilled:- Sweeper/Safai Karamchari, Beldar and Cartman,	Rs. 425	Rs. 12,750
Semi Skilled		
Work Supervisor, Sanitary Jamadar, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 439	Rs. 13,170
Skilled		
Driver, Mason, Plumber, Storekeeper, Accounts Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs 493	Rs. 14,790
Highly Skilled		
Jr. Engineer, Sanitary Inspector and Stenographer,	Rs. 588	Rs. 17,640

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 Apprenticeship 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/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

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

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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
17. Security Services**

24.06.2025

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Security Services**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Un-Skilled	Daily	Monthly
Helper and Watchman	Rs. 425	Rs. 12,750
Semi skilled		
Security Guard, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 439	Rs. 13,170
Skilled		
Security Supervisor, Head Watchman, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 493	Rs. 14,790
Highly Skilled		
Security Officer, Security Manager,	Rs. 588	Rs. 17,640
Stenographer and Accountant.		

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 Apprenticeship 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.

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

- (i) **Skilled:** -- An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.
- (ii) **Semi -skilled:** -- A semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06.2025

18. Temples and Religious Places/Dharamshalas

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Temples and Religious Places/Dharamshalas**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs	Rs
Peon, Masalchi, Office Boy and Beldar.	425 Daily	394 Daily
	12,750 Monthly	11,820 Monthly.
Semi-Skilled	Rs	Rs
Chapatiman, Sweeper, Room boy, Junior Guest Attendant,	449 Daily	439 Daily
Temple Attendant, Bhog Room Attendant, Hall Attendant,	13,470 Monthly	13,170 Monthly
Sewadar, Security Guard, Mali, Assistant Storekeeper,		
Assistant Store Munshi and Complaint Attendant.		
Skilled:	Rs.	Rs.
Senior Guest Attendant, Receptionist, Pujari, Pandit, Cook,	493 Daily	454 Daily
Maulvi, Granthi, Padri, Storekeeper, Accounts Clerk, Clerk,	14,790 Monthly	13,620 Monthly
Computer Operator, Data Entry Operator and Cashier.		

Highly Skilled	Rs.	Rs.
Supervisor, Superintendent, Ragi, Bajantri, Bhajan Singer, Stenographer, and Accountant.	513 Daily. 15,390 Monthly	475 daily 14,250 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 are to be regulated under the Apprenticeship 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/semiskilled/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 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 semiskilled 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 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.&O.P.) to the
Government of Himachal Pradesh.

No. Shram(A)4-1/2024

Dated Shimla-2, the

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

(Authoritative English Text of this Department Notification No. Shram(A)4-1/2024 dated 24.06.2025 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

24.06.2025

19. Workers Working in Toll Tax Barriers

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Workers Working in Toll Tax Barriers**” may be revised in respect of unskilled and other categories of workers may be fixed with effect from **01.04.2025**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 read with section 9 of the Minimum Wages Act, 1948, a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018-P-II dated 24-04-2023;

And whereas, a meeting of the said Committee was held on **04-04-2025** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and it has been decided by the Government that the revised minimum wages will be applicable w.e.f. **01.04.2025**;

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 **01.04.2025** as per recommendations of the said Committee as under:-

Category of employees

Minimum Daily	Wages Monthly
--------------------------	--------------------------

Un-skilled Workers :-

Peon, Office Boy and Masalchi.

Rs. 425	Rs. 12,750
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Semi-skilled:-

Helper Cook, Cash Collector, Assistant Storekeeper, Assistant Store Munshi, Security Guard and Complaint Attendant.

Rs. 439 per day or
Rs. 13,170 per month

Skilled:-

Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.

Rs. 493 per day or
Rs. 14,790 per month

Highly-Skilled:-

Supervisor, Superintendent, Stenographer and Accountant.

Rs. 588 per day or
Rs. 17,640 per month

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 Apprenticeship Act, 1961(No. 52 of 1961).
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled worker is one who does work generally 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 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

24.06.2025

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
3. The Principal Private Secretary to Hon'ble Chief Minister, H.P.
4. The Sr. Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Sr. Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. L&E (Lab.) M.W.A.C./2025 dated 09.05.2025.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

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

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2

24.06.2025

1. कृषि

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "कृषि" के अनुसूचित नियोजन के अन्तर्गत अकुशल कर्मकारों के प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार, अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पुर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत अकुशल कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से 425 रूपए प्रतिदिन या 12,750 रूपए प्रतिमास की दर से संशोधित करते हैं:-

टिप्पणी:-

- समान और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
- शिक्षुओं की मजदूरी शिक्षु अधिनियम, 1961 (1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
- जहां किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया जाता हो, वहां मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
- हिमाचल प्रदेश के जन-जातीय क्षेत्रों में, मजदूरी की न्यूनतम दरों से पच्चीस प्रतिशत अधिक की बढ़ौतरी/वृद्धि लागू होगी।

अकुशल की परिभाषा निम्न प्रकार से होगी:-

(i) अकुशल: अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिसमें सामान्य कर्तव्यों का अनुपालन अन्तर्वलित है, जिसमें कम अनुभव या कोई स्वतन्त्र निर्णय या पूर्व अनुभव की बहुत आवश्यकता नहीं पड़ती, यद्यपि उपजीविकाजन्य वातावरण से परिचित होना आवश्यक होता है।

अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा, उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

.06.2025

- समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05.2025 के संदर्भ में।
- समस्त उपायुक्त हिमाचल प्रदेश।
- गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2

24.06.2025

2. सडकों का निर्माण या रखरखाव या निर्माण संक्रियाएं पत्थर तुड़ान और पत्थर पिसाई (कशिंग) ।

हिमाचल प्रदेश के राज्यपाल की यह राय है कि सडकों का निर्माण या रखरखाव या निर्माण संक्रियाओं, पत्थर तुड़ान और पत्थर पिसाई/(कशिंग) के अनुसूचित नियोजन के अन्तर्गत अकुशल और अन्य प्रवर्गों के कर्मकारों की बाबत मजदूरी की न्यूनतम दरों को **01.04.2025** से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार, अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख **04-04-2025** को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी **01.04.2025** से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख **01.04.2025** से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के प्रवर्ग

संशोधित मजदूरी

दैनिक

मासिक

1

2

3

अकुशल कर्मकार:

रुपए

रुपए

भिशती/चिमनी क्लीनर/चौकीदार/डिस्टेंपरर ग्रेड- II / गलेजियर/पलम्बर या वर्कशाप के लिए हैल्पर/रोक कटिंग लेबर/स्टोन ब्रेकर/स्टोन चिस्लर/स्वीपर/ बिटुमन के लिए स्प्रे मैन/पाइप लाईन मैन /इलैक्ट्रिकल कुली /सिक्वोरिटी-गार्ड /बेलदार/ क्लीनर ट्रेक्टर एवं रोड रोलर व कंकरीट मिक्सर/ मजदूर/ सर्वे बॉय/ वाचमैन / टी बॉय / पीअन(चपरासी)/ ड्रेसर / आयल मैन / ग्रीसर / मैस हेल्पर्स / बॉय हैल्पर (0 से 5 साल) /खलासी (0 से 3 साल) / बिल डिस्ट्रीब्यूटर/ मक्कर ।

425

12,750

अर्धकुशल कर्मकार:

रुपए

रुपए

कारपेन्टर ग्रेड- II / मैसन ग्रेड- II / स्यूअर मैन / ब्लैक स्मिथ ग्रेड- II / सैनिटरी फिटर ग्रेड- II / पेन्टर/मैल्टर मेट/ स्प्रे-मैन रोडज/ केन-मैन/बधाणी / अपहोलस्टर / फिटर एटैन्डेन्ट/ ब्लैक स्मिथ (बोट मैन) / केन-मैन / डिस्टेंपरर ग्रेड- I/फिटर ग्रेड- II फलोर-पालिशर/ स्टोन ड्रेसर / माली / वॉल-सिंकर / वहाइट-वाशर/ वर्कशाप मैकेनिक ग्रेड- II, टर्नर-ग्रेड- II / पाइप फिटर ग्रेड- II / ब्रिक मोल्डर / सहायक फिटर / सहायक फायर मैन / सहायक वैंलडर / सहायक टर्नर/ बैटरी चार्जर / ड्रेसर (अर्हित/अनुभवी) /हैमरमैन/कुक / वल्कनाईज़र/नोजल मैन / टनल मैन / एलॉए ट्रोलो आपरेटर / एटैन्डेन्ट (स्टोर आफिस)/मैकेनिकल एटैन्डेन्ट / टनल जुबली मैन / टनल-मैन / हैल्पर (5 साल और इससे अधिक) / आयल-क्लीनर / नावगाणी / मेट / हैड-वाचमैन / सहायक-लैवलर / खलासी (3 से 8 साल) / स्टोन-ड्रेसर / पम्प-एटैन्डेन्ट /औटा इलैक्ट्रिशियन ग्रेड- II / गार्डनर / गेज-रीडर / सहायक लैव एटैन्डेन्ट /औटो इलैक्ट्रिशियन / मोटर-मेट / इनक्वाअरी एटैन्डेन्ट / टेलीफोन एटैन्डेन्ट/ स्टोन-डैशर स्टोन-ब्रेकर / राक स्टोन ब्रेकर / स्टोन-क्रेशर

452

13,560

½ इंच से 2 इंच

2520 रुपए प्रति सौ घन फुट

1 इंच से 1¼ इंच रुपए 2811 रुपए प्रति सौ घन फुट

कुशल कामगार:

रुपए

रुपए

कारपेन्टर ग्रेड- I/ मैसन ग्रेड- I/ ब्लैक स्मिथ / सेनेटरी फिटर ग्रेड- I/अप-होलसल्टर ग्रेड- I / सहायक पम्प ओपरेटर / पम्प ओपरेटर / पम्प ड्राइवर / चार्जमैन ग्रेड- II / जल आपूर्तिफिटर/ कारपेन्टरग्रेड- II / काम्प्रेसर आपरेटर / काम्प्रेसर ड्राइवर / दर्जी या टेलर ग्रेड- I/दर्जी या टेलर ग्रेड- II / क्रशर ड्राइवर/ अलंकारिक कार्य के लिए स्टोन-ड्रेसर /

493

14,790

पलम्बर ग्रेड—। / पाईप फिटर ग्रेड—। / आटो ड्राइवर / सहायक मकैनिक / मिक्सर ड्राइवर / मिक्सर-आपरेटर / संरचनात्मक फिटर ग्रेड—।। / वर्कशाप फिटर / जनरेटर आपरेटर / जनरेटर-ड्राइवर / प्लांट शाप फिटर / डीजल इंजन फिटर / ट्राली लाइन फिटर / कशिग प्लांट फिटर / (बी.) प्लांट फिटर / जैक हैमर फिटर / इलेक्ट्रीकल फिटर / बन्ध फिटर / शेपर / आटो फिटर / पाइप लाइन फिटर / रेफ्रीजरेटर प्लांट फिटर / ट्रेक्टर-आपरेटर / शाफ्ट माइनर / कोचरिंग आपरेटर / डोजर आपरेटर / रोकलेन आपरेटर / सक्केपर-आपरेटर / लोडर आपरेटर / केन-आपरेटर / युक्लिड-आपरेटर / वैगन ड्रिलआपरेटर / बोरिंग-आपरेटर / एस.एल.डी. केन आपरेटर / (बी.) प्लांट-आपरेटर / आइस प्लांट आपरेटर या वैल्डर / गैस कटर / टर्नर / ब्लैक स्मिथ / टिन स्मिथ / ट्रेक्शन बैटरी चार्जर / लाइनमैन टेलीफोन आपरेटर / खलासी / जमादार / वाइन्डर / ब्लासटर ड्रिलर / विन्च फिटर / कम्पाउन्डर / पेन्टर / मिलर / क्लाइमबर / मोल्डर / लेवेलरज सॉ मिल कटर / केबल जाइन्टर / फोरमैन ग्रेड—।। / खलासी (8 साल से अधिक) / ट्रेसर आपरेटर / ई.एम.ई. / ड्राइवर / कम्प्रेसर / रौकर शोवेल आपरेटर / स्नो कटर आपरेटर / लोको-आपरेटर / गलेजड-टाइपड कार्य के लिए ड्रिलर मैसन / वर्क-मिस्त्री / मोटर-मेट / ट्रेक्टर ड्राइवर / टेलीफोन मकैनिक / डी.जी.सेट आपरेटर / वर्कशाप फोरमैन ग्रेड—।।।

उच्च कुशल

	रुपए	रुपए
केवल फर्नीचर के लिए कारपेन्टर / वर्कशाप मकैनिक ग्रेड—। / चार्ज मैन ग्रेड—। / वर्कशाप फोरमैन ग्रेड—। / टर्नर ग्रेड—। / मकैनिक आल राउन्डर आपरेटर / मैसन / मिस्त्री और कारपेन्टर मिस्त्री / संरचनात्मक फिटर ग्रेड—। / सर्वेयर / ड्राफ्टसमैन / सहायक फोरमैन / मशीनिस्ट / कम्पाउन्डर (अर्हित) / रोड रोलर ड्राइवर / बुलडोजर ड्राइवर / वायरमैन / आटो इलेक्ट्रिशियन / इलेक्ट्रिशियन / कैमिकल एनालाइजर ।	588	17,640

लिपिक और गैर तकनीकी पर्यवेक्षण स्टाफ:

	रुपए	रुपए
बिटुमैन टायर इन्सपेक्टर / रोड इन्सपेक्टर / वर्क इन्सपेक्टर / स्टोर-कीपर / स्टोर-मुंशी / सुपरवाइजर / मीटर-रीडर / लैजर बुकिंग कलर्क / बिल-क्लर्क / इरीगेशन बुकिंग कलर्क / पटवारी / कम्पलेंट एटैन्डेन्ट / फैंरो-प्रिन्टर / ड्राइवर (जीप / कार / ट्रेक्टर) / क्लर्क / मैकेनिकल इंसपेक्टर / सहायक स्टोर कीपर / लेखा-लिपिक / स्टेनोग्राफर ।	493	14,790

टिप्पणी:-

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961 (1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. सुरंगों के अन्दर कार्यरत कर्मचारों को मजदूरी की न्यूनतम दर में बीस प्रतिशत अधिक बढ़ौतरी अनुज्ञेय होगी।
6. गैर जन-जातीय क्षेत्रों में अवस्थित निमाणाधीन हाईड्रो इलेक्ट्रिक जल विद्युत परियोजनाओं में कार्यरत कर्मचारों के विभिन्न प्रवर्गों को मजदूरी न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी / लागू होगी।
7. हिमाचल प्रदेश के अनुसूचित जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी। जनजातीय क्षेत्रों में निर्माणधीन हाईड्रो इलेक्ट्रिक परियोजनाओं में कार्यरत कर्मचारों की दशा में अतिरिक्त दस प्रतिशत की बढ़ौतरी लागू होगी।

अकुशल / अर्द्ध-कुशल / कुशल / उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वलित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य वातावरण से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।

- (ii) अर्द्ध— कुशल:— अर्द्ध— कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल:— कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च— कुशल:— उच्च— कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार ।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश ।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश ।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4 ।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश ।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में ।
- 9 समस्त उपायुक्त हिमाचल प्रदेश ।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार ।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)-4-1/2024 तारीख:

शिमला-2

24.06.2025

3. लोक मोटर परिवहन

हिमाचल प्रदेश के राज्यपाल की यह राय है कि “लोक मोटर परिवहन” के अनुसूचित नियोजन के अर्न्तगत अकुशल कर्मकारों व अन्य प्रवर्गों के कर्मकारों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार, अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख **04-04-2025** को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संशोधित न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

सामान्य अकुशल कर्मचारिवृन्द (जनरल स्टाफ):

(क) चपरासी, चौकीदार, स्टोर-हैल्पर, स्वीपर, पोर्टर तथा दफ्तरी	425 रुपए प्रतिदिन	12,750 रुपए प्रतिमास
(ख) वर्कशाप-स्टाफ (अकुशल)	425 रुपए प्रतिदिन	12,750 रुपए प्रतिमास
(ग) वर्कशाप मजदूर, जिसका कोई अनुभव नहीं है ।	441 रुपए प्रतिदिन	13,230 रुपए प्रतिमास

अर्ध-कुशल

1. सहायक इलैक्ट्रिशियन
2. सहायक मकैनिक
3. सहायक फिटर
4. सहायक ब्लैक स्मिथ
5. सहायक कारपेंटर
6. सहायक वैल्डर
7. सहायक टर्नर
8. सहायक बोरिंग बारमैन
9. सहायक मशीनिस्ट
10. सहायक कुशन-मेकर
11. सहायक बोलकेनाइजर
12. सहायक पेंटर
13. सहायक अपहोलस्टर
14. सहायक टायरमैन
15. सहायक स्प्रेमैन
16. सहायक इलैक्ट्रिशियन मकैनिक
17. सहायक रिट्रीडर
18. वर्कशाप मजदूर जिसके पास आई.टी. आई का सर्टिफिकेट हो या जिसकी दो वर्ष की परिवीक्षा अवधि हो और जिसके पास कोई आई0टी0आई0 का डिप्लोमा न हो
19. सहायक मोल्डर ।

कुशल:-

मकैनिक, फिटर, ब्लैक स्मिथ, कारपेन्टर, वैल्डर, बोरिंग-वायरमैन, मशीनिस्ट, कुशन मेकर, टिनस्मिथ, वालकेनाइजर, पेंटर, अपहोल्सटर, टायरमैन स्प्रे पेंटर, इलेक्ट्रिशियन, मकैनिक, रीट्रीडर, मोल्डर, टर्नर, । वर्कशॉप मजदूर जिसके पास आई.टी.आई. सर्टिफिकेट हो या जिसकी दो वर्ष की परीक्षा अवधि हो और जिसके पास आईटीआई का डिप्लोमा न हो। आईटीआई सर्टिफिकेट धारक जो समान ट्रेड में कार्यरत है ।

रुपए 481 प्रतिदिन या
रुपए 14,430 प्रतिमास

उच्च कुशल वर्कशाप स्टाफ

हैड मकैनिक, कारबोरेटर / हैड इलेक्ट्रिशियन / गैरेज सुपर वाइजर ।

रुपए 534 प्रतिदिन या
रुपए 16,020 प्रतिमास

जनरल स्टाफ (क्लैरिकल) आदि

ग्रुप -ए :

आउट ऐजेंट, आउट एजेंसी क्लर्क, टाइपिस्ट, स्टैनो टाइपिस्ट, स्टोर डे बुक-राइटर, क्लर्क, सहायक कैशियर, बुकिंग-क्लर्क (रिस्टोरर) लैजर कीपर, पेट्रोल पम्प अटैन्डेन्ट ।

रुपए 481 प्रतिदिन या
रुपए 14,430 प्रतिमास

ग्रुप-बी:

मुख्य-निरीक्षक, रिसेप्शनिस्ट, निरीक्षक, चैकर, आशुलिपिक ए ग्रेड, स्टेशन सुपरवाइजर, सहायक स्टोरकीपर ए ग्रेड, लेखाकार, कैशियर, टायर-निरीक्षक ।

रुपए 507 प्रतिदिन या
रुपए 15,210 प्रतिमास

ग्रुप-सी:

हैड एसिस्टेंट / हैड-क्लर्क, ऑडिटर / हैड-कैशियर ।

रुपए 597 प्रतिदिन
रुपए 17,910 प्रतिमास

रनिंग-स्टाफ:

1 ड्राइवर

रुपए 540 प्रतिदिन
रुपए 16,200 प्रतिमास

2 कंडक्टर

रुपए 493 प्रतिदिन
रुपए 14790 प्रतिमास

3 क्लीनर कम कंडक्टर

रुपए 461 प्रतिदिन
रुपए 13830 प्रतिमास

4 पार्ट टाइम बुकिंग क्लर्क

रुपए 295 प्रतिदिन
रुपए 8850 प्रतिमास

टिप्पणी:—

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के अनुसूचित जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/ कुशल /उच्च- कुशल की परिभाषा इस प्रकार होगी:—

- (i) अकुशल:— अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वलित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य वातावरण से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध- कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च- कुशल : उच्च- कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार ।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश ।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश ।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4 ।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश ।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में ।
- 9 समस्त उपायुक्त हिमाचल प्रदेश ।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार ।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2

24.06.2025

4. दुकानों एवं वाणिज्यिक संस्थान

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "दुकानों एवं वाणिज्य संस्थानों" के अनुसूचित नियोजन के अन्तर्गत अकुशल और अन्य प्रवर्गों के कर्मकारों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए; न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार, अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख **04-04-2025** को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मचारियों का प्रवर्ग

जहां कोई प्रसुविधा उपलब्ध नहीं करवाई गई है जहां भोजन, चाय, और संयुक्त आवास, सुविधा उपलब्ध करवाई गई है

कुशल :

हेल्पर / शॉप-ऐसिस्टेंट / पल्लेदार / चौकीदार / चपड़ासी / स्वीपर / मसालची / गेटमैन / वाटरमैन / क्लीनर / पैकर / मजदूर / लेन्डर / अनलेन्डर / मैसेंजर / क्लार्क / अटेंडेंट / पोर्टर / भिष्ती / बेलदार / फायरमैन / पांडी / पोस्टरमैन / कोई अन्य कर्मकार जो अकुशल कार्य कर रहा हो ।

रुपए 425 प्रतिदिन
रुपए 12,750 मासिक

रुपए 394 प्रतिदिन
रुपए 11,820 मासिक

अर्धकुशल :

हैडपोर्टर / पैटरीमैन / काफी टीमेकर / चपातीमैन / सहायक-बेकर / गेट-कीपर (सिनेमा) / सहायक लाइनमैन / सहायक -आपरेटर / वाइंडर एसीस्टेंट / बिल-कलैक्टर / कनवैसर / कुक / असिस्टेंट-हलवाई / बुक-बाइंडर / स्टीचर / रूलिंग-कटिंग औक्शनर / माली / सीवरमैन / होटल-गाइड / सहायक मिस्ट्री / सहायक-फिटर / सहायक-टर्नर / सहायक / वैल्डर सहायक-इलेक्ट्रिशियन / सहायक-वैल्डर / सहायक-सेल्जमैन / सहायक-बारबर / धोबी / प्रैसमैन / बॉयलर-मैन / फिल्म-रिवाइंडर / वेटर / वेयरर / ऐसिस्टेंट रेडियो मकैनिक / पेंटर / व्हाइट वॉशर / पकौड़ा और चना मेकर / कलर्क / (नॉन मेट्रिक) / सहायक स्टोर कीपर / डिस्ट्रीब्यूटर व सहायक-मशीनमैन / इनक्वायरी अटेंडेंट / टेलीफोन अटेंडेंट / 'आई.टी.आई प्रमाण पत्र सर्टिफिकेट धारक ।

रुपए 449 प्रतिदिन तथा
रुपए 13470 प्रतिमाह

रुपए 439 प्रतिदिन तथा
रुपए 13,170 प्रतिमाह

कुशल:

ब्लैक स्मिथ / टिनस्मिथ / वाचमेकर / रेडियो मकैनिक / कारपेंटर / पलम्बर / ड्राइवर / सहायक टेलर/कटर(टेलरिंग)/ स्टुवार्ड / जनरल मकैनिक/ हलवाई कुक/ कन्फैक्शनर / बेकर/ बटलर/फिटर / ड्राफ्ट्समैन / टेलीफोन-ओपरेटर / कम्पाउंडर / गोल्डस्मिथ / शू-मेकर / शाल कारपेट वीविंग / कम्पोजिटर / सिनेमा आपरेटर / सेल्जमैन / ड्राइक्लीनर / ड्रायर / बारबर / रेगुलर मशीनमैन / मशीनिस्ट / वेल्डर / मोल्डर / कैशियर/ क्लर्क (मैट्रिकुलेट)/ मुनीम / रिसैपशनिस्ट / वेंटर/ वियरर स्टोर-कीपर / हैड वेंटर / हैड-वेयरर (वेस्टरन स्टाइल होटल)/ लाइनमैन आई0टी0आई0 प्रमाण पत्र धारक, जो इसी ट्रेड में कार्य कर रहे हों ।

रुपए 493 प्रतिदिन
रुपए 14,790 मासिक

रुपए 454 प्रतिदिन
रुपए 13,620 मासिक

उच्च-कुशल:

स्टोर कीपर / क्लर्क (ग्रेजुएट) / लेखाकार / मुख्य खजानची / हैड-कुक / हैड-बटलर / हैड-बेकर / हैड-कन्फैक्शनर / हैड-मकैनिक / इलैक्ट्रीशियन / फोरमैन / सुपरवाइजर/ टेलर / कटर (टेलरिंग) ।

रुपए 513 प्रतिदिन
रुपए 15,390 मासिक

रुपए 475 प्रतिदिन
रुपए 14,250 मासिक

टिप्पणी:-

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्बलित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य वातावरण से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।

(iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार ।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश ।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश ।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4 ।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश ।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में ।
- 9 समस्त उपायुक्त हिमाचल प्रदेश ।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार ।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2
5. वानिकी उद्योग

24.06.2025

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "वानिकी उद्योग" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार, अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के प्रवर्ग	संशोधित न्यूनतम मजदूरी	
	दैनिक	मासिक
अकुशल कर्मकार		
1 वृक्षों का गिराना	रुपए 425	रुपए 12,750
1 लेबर (छांगी)	रुपए 449	रुपए 13,470
2. फैलर (गिरानी)	रुपए 435	रुपए 13,050
2 लागिंग एण्ड साइंग टिम्बर पासिंग सहित		
1. ड्रैसर (पंचानी)	रुपए 435	रुपए 13,050
2. सायर (चिरानी)	रुपए 534	रुपए 16,020
3. ब्लैकस्मिथ	रुपए 503	रुपए 15,090
3 ढुलान, ढेरी लगाना और भारिरीक श्रम द्वारा इमारती लकड़ी का हस्तांतरण:		
1. ढुलाई के लिए मजदूर।	रुपए 435	रुपए 13,050
2. इमारती लकड़ी को लादनें और उतारने के लिए मजदूर।	रुपए 435	रुपए 13,050
4 रज्जुमार्ग द्वारा इमारती लकड़ी की ढुलाई:		
1. स्पैन मिस्त्री कम सुपरवाइजर	रुपए 534	रुपए 16,020
2. स्पैन मिस्त्री	रुपए 503	रुपए 15,090
5 पक्की नाली, (वॉटर स्लाइड), पत्थरू (ड्राई स्लाइड), नाला बहान और दरिया बहान और (रिवर फ्लोटिंग) द्वारा ढुलाई:		
1. मोहरी वाला मिस्त्री	रुपए 573	रुपए 17,190
2. तारू	रुपए 549	रुपए 16,470
3. असिसटेंट मिस्त्री / (हेल्पर मिस्त्री)	रुपए 513	रुपए 15,390
4. दरियामैन	रुपए 549	रुपए 16,470
5. घालू	रुपए 468	रुपए 14,040
6. जमादार	रुपए 468	रुपए 14,040
6 यंत्रीकृत लोगिंग और लकड़ी की निकासी:		
1. सर्वेयर	रुपए 538	रुपए 16,140
2. स्काई लाइन आपरेटर	रुपए 503	रुपए 15,090
3. ट्रक ड्राइवर	रुपए 471	रुपए 14,130
4. कम्प्रेसर ड्राइवर	रुपए 471	रुपए 14,130

7	क्लैरिकल स्टाफ :		
	1. मैनेजर	रुपए 619	रुपए 18570
	2. एकाउन्टेंट	रुपए 477	रुपए 14,310
	3. मुन्शी / टाइपिस्ट क्लर्क	रुपए 435	रुपए 13,050
8	सॉ मिल वर्कर :		
	1.बैंड सॉ मिस्त्री	रुपए 503	रुपए 15,090
	2.सुपरवाइजर	रुपए 496	रुपए 14880
	3.हैड मिस्त्री	रुपए 503	रुपए 15,090
	4.बॉयलर ड्राइवर	रुपए 503	रुपए 15,090
	5.एसिसटेंट मिस्त्री	रुपए 441	रुपए 13,230
	6.पलेनर मिस्त्री	रुपए 441	रुपए 13,230
	7.हैल्पर	रुपए 435	रुपए 13,050
	8.कटर मैन	रुपए 435	रुपए 13,050
9	कत्था निकासी :		
	1. फैलर तथा चिप्पर	रुपए 435	रुपए 13,050
	2. कत्था सुपरवाइजर/ कत्था प्रौसेसर	रुपए 435	रुपए 13,050

उच्च कुशल

बॉयलर एटैण्डन्ट (प्रथम श्रेणी)
ओवरसियर, हैडफोरमैन

रुपए 588 दैनिक रुपए 17,640 मासिक

टिप्पणी:-

- 1 एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
- 2 शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अर्न्तगत विनियमित की जाएगी।
- 3 जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
- 4 यदि अनूसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
- 5 हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वलित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।

(iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी
सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार ।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश ।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश ।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4 ।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश ।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में ।
- 9 समस्त उपायुक्त हिमाचल प्रदेश ।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार ।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: **Shram(A)4-1/2024** तारीख:

शिमला-2
6. रसायन एवं रासायनिक उत्पाद

24.06.2025

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "रसायन और रासायनिक उत्पादों" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दैनिक दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार, अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख **04-04-2025** को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संशोधित न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के वर्ग

संशोधित न्यूनतम दरें

	दैनिक	मासिक
अकुशल:	रुपए 425	रुपए 12,750

अर्धकुशल:

	दैनिक	मासिक
	रुपए	रुपए

एसिसटेंट इलैक्ट्रीशियन, एसिसटेंट फिटर, एसिसटेंट टर्नर, एसिसटेंट वैल्डर, एसिसटेंट मोल्डर, एसिसटेंट प्लांट ओपरेटर, एसिसटेंट ब्लैकस्मिथ, एसिसटेंट-कापरमैन, सी-इरीगेशन एसिसटेंट, जमादार, ईस्ट मैन, ईस्ट-कल्टीवेटर, स्विच बोर्ड अटेंडेंट, वायरमैन, पोस्टलमैन, फायरमैन, आयलमैन, पम्पमैन ग्रेड-I, मशीन लेवलर, सलैक्टर, कटर-कम-मार्किट सेलर, अम्पुलर, हैगमैन, आई.टी.आई प्रमाण पत्र (सर्टिफिकेट) धारक।	439	13,170
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कुशल:

	दैनिक	मासिक
	रुपए	रुपए

साल्टमैन, इलैक्ट्रीशियन, फिटर, कापरमैन, टर्नर, मोल्डर, ब्लैकस्मिथ, प्लांट आपरेटर, मेसन, कारपेंटर, एसिसटेंट-फोरमैन, हैड-जमादार, बॉयलर एटेंडेंट ग्रेड-II, वर्कशाप फोरमैन, इलैक्ट्रीशियन फोरमैन, ईजन ड्राइवर, ड्राफ्ट्समैन, एसिसटेंट-कैमिस्ट, मशीनमैन, कैशियर/क्लर्क (मैट्रिक), सेल्ज मैन, रिसेप्शनिस्ट, टाइपिस्ट, स्टोरकीपर। आई0टी0आई0 प्रमाण (सर्टिफिकेट) धारक जो समान ट्रेड में कार्यरत हैं।	रुपए 493	रुपए 14,790
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उच्च-कुशल:

	दैनिक	मासिक
	रुपए	रुपए

बॉयलर अटेंडेंट (प्रथम श्रेणी), ओवर सीयर, हैड फोरमैन।

रुपए 588	रुपए 17,640
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टिप्पणी:

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
1. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961 (1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।

2. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
- 5 हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वलित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार ।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश ।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश ।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4 ।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश ।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में ।
- 9 समस्त उपायुक्त हिमाचल प्रदेश ।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार ।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2
7. इंजीनियरिंग उद्योग

24.06.2025

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "इंजीनियरिंग उद्योग" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दैनिक दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार, अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख **04-04-2025** को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

अकुशल	दैनिक रूपए	मासिक रूपए
	425	12,750

अर्धकुशल:

टेपर ग्रेड-III, टर्नर ग्रेड- III, ड्रिलर ग्रेड- III, रोमर ग्रेड- III, शेयर मैन ग्रेड-III, मशीनमैन, मशीनिस्ट / आपरेटर ग्रेड-III, ब्रजर ग्रेड- III, हैड स्पीनिंग बाइंडर / लाइनर ग्रेड-III, प्रैस आपरेटर ग्रेड- III, स्प्रे पेंटर ग्रेड- III, ट्रांसफर फिक्सर ग्रेड- III, असैम्बलर ग्रेड-III, कोबलर, रबर रोजिन कटर, टेलर ग्रेड- III, मैटिरियल चैकर, फ्रेम फिटर, नम्बरिंग मैन, फ्रेम सैंडर, इलैक्ट्रोप्लेटर ग्रेड- III, मोपर ग्रेड- III, ग्राइंडर ग्रेड- III, पिकलर, पालिशमैन, बूफरमैन, हैड-मकैनिक, आपरेटर ग्रेड-III, थ्रैड / रोलर आपरेटर ग्रेड- III, बुक स्क्र्यू मशीन आपरेटर ग्रेड- III, फीडर ग्रेड- III, डाइमेकर ग्रेड- III, वैल्डर ग्रेड- III, टिनस्मिथ ग्रेड- III, पाइपरीडर, हेमरमैन ग्रेड- III, इलैक्ट्रीक लाईनमैन ग्रेड- III, बाउचर इन्सपेक्टर ग्रेड- III, लिस्टर डीजल इंजन ड्राइवर ग्रेड III, ऑयलमैन।	दैनिक रूपए	मासिक रूपए
	439	13,170

कुशल:

टेपर ग्रेड- II, टर्नर ग्रेड- II, ड्रिलर ग्रेड-II, शेपर ग्रेड-II, शेपर मैन ग्रेड- II, स्लाटरमैन ग्रेड-II, मकैनिक आपरेटर / ब्रजर ग्रेड-II, लाईनर ग्रेड-II, स्प्रे पैंटर ग्रेड-II, ट्रांसफर मिकसर ग्रेड-II, प्रैस आपरेटर ग्रेड-II, असैम्बलर ग्रेड-II, टेलर ग्रेड-II, इलैक्ट्रोप्लेटर ग्रेड-II, मोपर ग्रेड-II, ग्राइंडर ग्रेड-II, हैडमशीन आपरेटर ग्रेड-II, थ्रैड और रोलर मशीन आपरेटर ग्रेड-II, बुक स्क्र्यू मशीन आपरेटर ग्रेड-II, गोल्ड ड्रा मशीन आपरेटर ग्रेड-II, फिटर ग्रेड-II, कारपेंटर / पैट रन मेकर ग्रेड-II, डाइमेकर ग्रेड -II, साइस्टर ग्रेड-II, वैल्डर ग्रेड-II, टिनस्मिथ ग्रेड-II, हेमरमैन ग्रेड-II, ब्लैकस्मिथ ग्रेड-II, टूलसेटर ग्रेड-II, इलैक्ट्रिकल लाईनमैन ग्रेड-II, इलेक्ट्रिशियन ग्रेड-II, आरमेचर वाईडर और कॉईल वाईडर ग्रेड-II, केबल ज्वाइंटर ग्रेड-II, वाऊचर इन्सपेक्टर ग्रेड-II, लिस्टर डीजल इंजन ड्राइवर ग्रेड-II, मोल्डर ग्रेड-II, सुपरवाइजर आई0टी0 आई0 प्रमाण पत्र धारक, जो उसी ट्रेड में कार्यरत है।	दैनिक रूपए	मासिक रूपए
	493	14,790

उच्च-कुशल:-

टर्नर ग्रेड-I, ग्राइंडिंग मशीन आपरेटर ग्रेड-I, शेपर मैन ग्रेड-I, स्लाटरमैन ग्रेड-I, मिलर ग्रेड-I, इलैक्ट्रोप्लेटर ग्रेड-I, गोल्ड ड्रा मशीन आपरेटर ग्रेड-I, फिटर ग्रेड-I, कारपेंटर / पैटर्न मेकर ग्रेड-I, डाइमेकर ग्रेड-I, एग्नेवर ग्रेड-I, ब्लैकस्मिथ ग्रेड-I, डाईसेटर ग्रेड-I, टूल सेटर ग्रेड-I, इलेक्ट्रिशियन ग्रेड-I।	दैनिक रूपए	मासिक रूपए
	588	17,640

टिप्पणी:-

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
 2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अर्न्तगत विनियमित की जाएगी।
 3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
 4. यदि अनुसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
 5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।
अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-
- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वलित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में प्शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
 - (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
 - (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
 - (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05.2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: **Shram(A)4-1/2024** तारीख:

शिमला-2

24.06.2025

8.चाय बागान (टी प्लांटेशन)

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "चाय बागान (टी प्लांटेशन)" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार, अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख **04-04-2025** को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल पुर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के वर्ग

संशोधित न्यूनतम मजदूरी

चाय बागान में फील्ड कर्मकार पौधारोपण, उखाड़ने, स्प्रे करने, खाद देने, छायावरण (शेड लापिंग) के लिए, निराई, कांट -छांट करने, गुड़ाई करने, तुड़ाई आदि के कार्य में अकुशल कर्मकार के नाम से ज्ञात नियोजित।	रुपए 425 दैनिक	रुपए 12,750 मासिक
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ए-ग्रेड पत्तियां-यदि पत्तियों का तुड़ान करने वाला 12 किलोग्राम से अधिक चाय पत्तियां तोड़ता है, तो उसे 31 रुपए प्रतिकिलो, अतिरिक्त प्रोत्साहन के रूप में मिलेंगे।

बी ग्रेड पत्तियां-यदि पत्तियों का तुड़ान करने वाला 13 किलोग्राम से अधिक चाय की पत्तियां तोड़ता है, तो उसे 23 रुपए प्रतिकिलो अतिरिक्त प्रोत्साहन के रूप में मिलेंगे।

सी ग्रेड पत्तियां-यदि पत्तियों का तुड़ान करने वाले प्रतिदिन 16 किलोग्राम से अधिक चाय की पत्तियां तोड़ता है/तोड़ती है तो उसे 18 रुपए प्रतिकिलो अतिरिक्त प्रोत्साहन के रूप में मिलेंगे पत्तियां तोड़ने के लिए नियोजित पीस रेट कर्मकारों को क्रमशः चाय पत्तियों के -'ए', 'बी' व 'सी' ग्रेड के लिए 31 रुपए, 23 रुपए और 18 रुपए प्रति किलो की दर से मिलेंगे।

अर्द्ध कुशल :

चाय कारखाने और चाय पौधारोपण में लगाए गए कर्मकारों को 432 रुपए प्रतिदिन, 12,960 रुपए प्रतिमास मिलेंगे।

कारखाना :

इसमें लिफ्ट मजदूर (पत्तियों को सुखाने वाला), निस्तेज मजदूर, रैलिंग रूम वर्कर, शिप्टिंग मजदूर, फर्मेटींग रूम कर्मकार, टी ब्राएज, सार्टज, टी-मेकर्स, टाइम कीपर तथा कैरियर (झाली) शामिल हैं।

रुपए 425 दैनिक और
रुपए 12,750 मासिक

प्लांटेशन :

क्लीनर, असिस्टेंट क्लीनर, बगीचा असिस्टेंट, मोहरीज इत्यादि, जो फील्ड वर्क का रिकार्ड रखते हैं तथा इसमें स्वीपर, माली तथा मेट भी शामिल होंगे।

रुपए 425 रुपए दैनिक
रुपए 12,750 मासिक

क्लैरिकल और नॉन-टेकनिकल सुपरवाइजरी स्टाफ ऑफिस स्टाफ:

- लेखाकार रुपए 649 प्रतिदिन रुपए 19,470 प्रतिमास, इसके अतिरिक्त मुफ्त आवास।
- लिपिक रुपए 493 प्रतिदिन रुपए 14,790 प्रतिमास, इसके अतिरिक्त मुफ्त आवास।
- मुन्शी रुपए 517 प्रतिदिन रुपए 15,510 प्रतिमास, इसके अतिरिक्त मुफ्त प्रसुविधाएं जो लिपिक को अनुज्ञेय हैं।
- चपरासी / चौकीदार / चौधरी रुपए 432 प्रतिदिन रुपए 12,960 प्रतिमास, इसके अतिरिक्त मुफ्त प्रसुविधा जो लिपिक को अनुज्ञेय हैं।

		दैनिक	मासिक
5.	कम्पाउण्डर	रुपए 602	रुपए 18,060
6.	झाइवर (जीप/कार/ट्रैक्टर)	रुपए 540	रुपए 16,200
7.	मकैनिक	रुपए 607	रुपए 18,210
8.	असिसटैन्ट मकैनिक	रुपए 538	रुपए 16,140
9.	इलैक्ट्रीशियन-कम-मकैनिक ग्रेड -।	रुपए 607	रुपए 18,210
10.	इलैक्ट्रीशियन-कम-मकैनिक ग्रेड -।।	रुपए 538	रुपए 16,140

टिप्पणी:

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ोतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/ की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वलित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05.2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2

24.06.2025

9. कारखाना अधिनियम, 1948 की धारा-2 के खण्ड-(ट) में यथापरिभाषित विनिर्माण प्रक्रिया सहित स्थापना ।

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "कारखाना अधिनियम, 1948 की धारा-2 के खण्ड-(ट) में यथा परिभाषित विनिर्माण प्रक्रिया" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार, अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

अकुशल कर्मकार	रुपए 425 प्रतिदिन या रुपए 12,750 प्रतिमास
अर्द्ध-कुशल	रुपए 438 प्रतिदिन या रुपए 13,140 प्रतिमास
कुशल और लिपिकीय कर्मचारिवृन्द(स्टाफ)	रुपए 493 प्रतिदिन या रुपए 14,790 प्रतिमास
उच्च कुशल	रुपए 588 प्रतिदिन या रुपए 1,7640 प्रतिमास

टिप्पणी:

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षकों की मजदूरी, शिक्षा अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मकारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मकारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वर्तित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।

- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05.2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: **Shram(A)4-1/2024** तारीख:

शिमला-2

24.06.2025

10. होटल और रैस्टोरेंट

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "होटल और रैस्टोरेंट" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख **04-04-2025** को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संशोधित न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

संशोधित मजदूरी

कर्मकारों का प्रवर्ग

जहां कोई प्रसुविधा उपलब्ध नहीं करवाई गई है जहां संयुक्त आवास और खाना, चाय आदि की प्रसुविधा उपलब्ध करवाई गई है

अकुशल: 1.

2.

3.

हैल्पर / चौकीदार / चपरासी / स्वीपर / मसालाची / गेटमैन / वाटरमैन / मसंजर / क्लार्क / अटेंडेंट / पोटर / भिष्ती / बेलदार / फायरमैन / पांडी / पोस्टरमैन या कोई अन्य कामकार जो अकुशल श्रेणी का कार्य करता हो ।

रुपए 425 दैनिक

रुपए 394 दैनिक

रुपए 12,750 मासिक

रुपए 11,820 मासिक

अर्धकुशल कर्मकार

पेंट्रीमैन / कॉफी-टी मेकर / चपातीमैन / सहायक बेकर / कुक / सहायक हलवाई / बुक बाइंडर / स्टिचर / रूलिंग कटिंग / ऑक्शनर / माली / होटल गार्ड / असिस्टेंट मिस्त्री / असिस्टेंट फिटर / सीवरमैन / असिस्टेंट टर्नर / असिस्टेंट वैल्डर / असिस्टेंट इलेक्ट्रीशियन / असिस्टेंट सेल्जमैन / असिस्टेंट बारबर / धोबी / प्रैसमैन / बॉयलरमैन / फिल्म रिवाइंडर / वाटरवीअर / असिस्टेंट रेडियो मकैनिक / पेंटर / व्हाइट वॉशर / पकौडा और चना मेकर / कलर्क (नॉनमैट्रिक) / असिस्टेंट स्टोर कीपर, असिस्टेंट मशीनमैन / इनक्वायरर एटैन्डेन्ट / टेलीफोन एटैन्डेन्ट / आईटीआई प्रमाण धारक, जो अन्य ट्रेड में कार्यरत है ।

रुपए 449 प्रतिदिन
रुपए 13,470 मासिक

रुपए 412 प्रतिदिन
रुपए 12,360 मासिक

कुशल कर्मकार:

ड्राइवर / हलवाई / कुक / कन्फैक्शनर / बेकर / स्टीवार्ड / बटलर / ड्राफ्ट्समैन / टेलीफोन ऑपरेटर / रिसैप्शनिस्ट / वेटर / वेयरर / स्टोर कीपर / हैड वेटर / हैड वीयरर (वेस्टर्न स्टाइल होटल) आईटीआई प्रमाण धारक जो उसी ट्रेड में कार्यरत है ।

रुपए 493 दैनिक
रुपए 14,790 मासिक

रुपए 454 दैनिक
रुपए 13,620 मासिक

उच्च-कुशल:

स्टोर कीपर / क्लर्क (ग्रेजुएट) / अकाउंटेंट / हैड रु. 513 दैनिक
खजानची / हैड-कुक / हैड-बटलर / हैड-बेकर / रु० 15,390 मासिक
हैड-कन्फैक्शनर / हैड-मकैनिक / इलैक्ट्रीशियन /
फोरमैन / सुपरवाइजर / टेलर / कटर (टेलरिंग) ।

रु. 475 दैनिक
रु.14,250 मासिक

टिप्पणी:

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षाओं की मजदूरी, शिक्षा अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ोतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वलित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में पेशावरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05.2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2
11. निजी शैक्षणिक संस्थान

24.06.2025

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "निजी शैक्षणिक संस्थानों" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार अधिसूचना संख्या श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, एक न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा 5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उपरोक्त वर्णित अनुसूचित नियोजन में कार्यरत कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2024 से निम्न प्रकार से संशोधित करते हैं:-

अकुशल कर्मकार
अर्द्ध-कुशल
कुशल
उच्च कुशल

₹0 425 प्रतिदिन या ₹0 12,750 प्रतिमाह
₹0 449 प्रतिदिन या ₹0 13,470 प्रतिमाह
₹0 493 प्रतिदिन या ₹0 14,790 प्रतिमाह
₹0 513 प्रतिदिन या ₹0 15,390 प्रतिमाह

टिप्पणी:

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मकारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित हीं किया गया है, तो कर्मकारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वर्लित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।

(iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।

(iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

**हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना**

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2

24.06.2025

12. हाइड्रो विद्युत परियोजनाएं

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "हाइड्रो विद्युत परियोजनाएं" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड(क) के उपबन्धों के अनुसार अधिसूचना संख्या: श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख **04-04-2025** को हुई थी, जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा-5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त वर्णित अनुसूचित कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के प्रवर्ग

(1) अकुशल कर्मकार

	न्यूनतम दैनिक	मजदूरी मासिक
चपरासी, पम्प ऑपरेटर का सहायक, कन्क्रीट पम्प ऑपरेटर का सहायक, पम्प अटैन्डेंट, जेडब्ल्यूआर क्रेन ऑपरेटर का सहायक, प्लांट ऑपरेटर का सहायक, एक्सकवेटर ऑपरेटर का सहायक, कन्क्रीटिंग प्लांट ऑपरेटर का सहायक, लोडर ऑपरेटर का सहायक, टेमरॉक ऑपरेटर का सहायक, मैकेनिक का सहायक, ट्रनर का सहायक, इलैक्ट्रीशियन का सहायक, ओटो इलैक्ट्रीशियन का सहायक, वेल्डर का सहायक, फिटर का सहायक, कारपेन्टर का सहायक, भारी मोटर यान चालक का सहायक, खलासी का सहायक, कम्प्रेसर अटैन्डेंट, जनरेटर अटैन्डेंट, टीएम अटैन्डेंट, कन्क्रीट मिक्चर प्लांट ऑपरेटर का सहायक, फायर मैन का सहायक, स्टोन ड्रेसर का सहायक, हेड वॉच मैन का सहायक, लेबोरेट्री असिस्टेंट का सहायक, गेज रीडर का सहायक, टाईम कीपर का सहायक, डीजल जनरेटर सेट ऑपरेटर का सहायक, जनरेटर ऑपरेटर का सहायक, वायरलेस ऑपरेटर का सहायक, इंजन फिटर का सहायक, डीजल इंजन फिटर का सहायक, पाईप फिटर का सहायक, पुजारी का सहायक, क्लीनर -कम-बेलदार, वॉशर मैन, वाशर मेड, ऑफिस बॉय, कले क्लीनर, सहायक बूमर, ऑटोमोबाईल फिटर का सहायक, मसालची, एअर कन्डीशनींग प्लांट सहायक, सुपरवाइजर का सहायक, मैस सहायक, सफाई कर्मचारी ।	रुपए 425	रुपए 12,750

अर्ध-कुशल कर्मकार :-

कनिष्ठ पम्प ऑपरेटर, कनिष्ठ कन्क्रीट पम्प ऑपरेटर, कनिष्ठ जेडब्ल्यूआर क्रेन ऑपरेटर, कनिष्ठ प्लांट ऑपरेटर, कनिष्ठ नोजलमैन, कनिष्ठ एक्सकवेटर ऑपरेटर, कनिष्ठ कन्क्रीटिंग प्लांट ऑपरेटर, कनिष्ठ लोडर ऑपरेटर, कनिष्ठ टेमरॉक ऑपरेटर, कनिष्ठ मैकेनिक, कनिष्ठ ओटो इलैक्ट्रीशियन, कनिष्ठ वेल्डर, कनिष्ठ फिटर, कनिष्ठ टायर फिटर, कनिष्ठ पेन्टर, कनिष्ठ पलम्बर, कनिष्ठ डेन्टर, कनिष्ठ कारपेन्टर, सिक्थोरिटी गार्ड, खलासी (तीन वर्ष का अनुभव) कनिष्ठ कम्प्रेसर अटैन्डेंट, जनरेटर अटैन्डेंट, लोकोमोटिव अटैन्डेंट, कन्क्रीट मिक्चर अटैन्डेंट, सहायक फायर मैन, स्टोन ड्रेसर, लेबोरेट्री सहायक, गेज रीडर, टाईम कीपर, डीजल जनरेटर सेट	रुपए 452	रुपए 13,560
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ऑपरेटर, जनेरेटर ऑपरेटर, वायरलेस ऑपरेटर, कनिष्ठ डीजल इंजन फिटर, कनिष्ठ पाईप फिटर, दूरभाष अटैण्डेंट, सहायक सर्वेयर, कार्यालय अटैण्डेंट, कनिष्ठ ऑयलर, कनिष्ठ ड्रिलर, कनिष्ठ जेसीबी ऑपरेटर, कनिष्ठ स्क्रैपर पुजारी, सहायक स्टोर कीपर, सहायक स्टोर मुन्शी, कम्पलेंट अटैण्डेंट, कनिष्ठ इलैक्ट्रिशियन, माली ।

कुशल कर्मकार :-

डोजर ऑपरेटर, ग्रेडर ऑपरेटर, लोडर ऑपरेटर, बैचिंग प्लांट ऑपरेटर, क्रशिंग ऑपरेटर, एक्सकवेटर ऑपरेटर, सीएमटी केन ऑपरेटर, 26 टन डम्पर ऑपरेटर, प्लांट ऑपरेटर, जनेरेटर ऑपरेटर, जेसीबी ऑपरेटर, लोकोमोटिव ऑपरेटर, टेमरॉक/जम्बो ऑपरेटर, मैकेनिक, टर्नर, वेल्डर, ड्रिलर, नोजल मैन, फिटर, स्टील फिक्सर, लोहार, ब्लास्टर, कारपेन्टर, ओटो इलैक्ट्रिशियन, पेन्टर, डेन्टर, मेसन, पलम्बर, बार बाईन्डर, टायर फिटर, सीएमटी ऑपरेटर, ए0सी0 प्लांट ऑपरेटर, मेरलो ऑपरेटर, वर्क इन्सपेक्टर, सुपरवाइजर, कैम्प इन्चार्ज, नॉन टेकनीकल सुपरवाइजर, (माईनिंग बलास्टिंग) चालक, मोबाईल केन ऑपरेटर, बकोह ऑपरेटर, हाइड्रो केन ऑपरेटर, सर्वेयर, स्क्रैप ऑपरेटर, बॉबकेट ऑपरेटर, स्कूप ऑपरेटर, गेरोटिंग पम्प ऑपरेटर, मोटर बाईन्डर, डाटा एन्ट्री ऑपरेटर, केशियर, स्टोर कीपर, लेखा कलर्क, कलर्क, कम्प्यूटर ऑपरेटर, कुक, खलासी (पांच वर्ष से अधिक का अनुभव), और धोबी ।

(4) उच्च- कुशल कर्मकार :-

वरिष्ठ केन ऑपरेटर, वरिष्ठ बैचिंग प्लांट ऑपरेटर, वरिष्ठ ट्रेलर ऑपरेटर, वरिष्ठ डम्पर ऑपरेटर, टनल बोरिंग मशीन ऑपरेटर, वरिष्ठ प्लांट ऑपरेटर, वरिष्ठ हेवी अर्थ मूविंग मशीन ऑपरेटर, वरिष्ठ डोजर ऑपरेटर, वरिष्ठ लोडर ऑपरेटर, वरिष्ठ सीई प्लांट ऑपरेटर, वरिष्ठ कारपेन्टर, वरिष्ठ मैकेनिक, वरिष्ठ ड्रिलर, वरिष्ठ लोहार, वरिष्ठ इलैक्ट्रिशियन, वरिष्ठ बार बाईन्डर, वरिष्ठ ओटो इलैक्ट्रिशियन, वरिष्ठ फिटर, वरिष्ठ टायर फिटर, वरिष्ठ टर्नर, वरिष्ठ वेल्डर, वरिष्ठ डेन्टर, चालक, (भारी परिवहन यान), टावर केन ऑपरेटर, वरिष्ठ वेल्डर एक्सपर्ट, केबल ज्वाइन्टर, वरिष्ठ ब्लास्टर, 40 टन डम्पर ऑपरेटर, वरिष्ठ जम्बो ऑपरेटर, फोरमैन, गनमैन, वरिष्ठ ए0सी0 प्लांट ऑपरेटर, वर्कशॉप मैकेनिक, कम्पाउन्डर, कैमिकल एनालाईजर, लेबोरेटरी एसिसटेन्ट, फार्मासिस्ट, नर्स, स्टेनोग्राफर, एकाउन्टेन्ट, खलासी (8 वर्ष से अधिक का अनुभव)।

टिप्पणी:

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961 (1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मकारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मकारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. सुरंगों के अन्दर कार्यरत कर्मकारों को मजदूरी की न्यूनतम दर में बीस प्रतिशत अधिक बढ़ौतरी अनुज्ञेय होगी।
6. गैर जनजातीयों क्षेत्रों में अवस्थित निर्माणाधीन हाईड्रो विद्युत परियोजनाओं में कार्यरत कर्मकारों के विभिन्न प्रवर्गों की मजदूरी न्यूनतम दर में पच्चीस प्रतिशत से अधिक बढ़ौतरी लागू होगी।
7. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी। जनजातीय क्षेत्रों में निर्माणाधीन हाईड्रो विद्युत परियोजनाओं में कार्यरत कर्मकारों की दशा में अतिरिक्त दस प्रतिशत बढ़ौतरी लागू होगी।

मजदूरी की न्यूनतम दरों की गणना उक्त दिए गए उदहारण के अनुसार होगी ।

	कामगार का वर्ग	मजदूरी की न्यूनतम दर (प्रतिदिन) (रुपए)	गैर-आदिवासी क्षेत्रों में स्थित निर्माणाधीन जल विद्युत परियोजनाओं में 25% वृद्धि की स्वीकार्यता (प्रतिदिन) (रुपए)	कॉलम संख्या 3 +4 के अनुसार कुल मजदूरी बनी (प्रतिदिन) (रुपए)	कॉलम संख्या 5 के अनुसार मजदूरी की न्यूनतम दरों के ऊपर 20 % सुरंग भत्ता की स्वीकार्यता (प्रतिदिन) (रुपए)	न्यूनतम मजदूरी की कुल स्वीकार्यता (प्रतिदिन) (रुपए)
(क)	अकुशल	425	106	531	106	637
(ख)	अर्ध-कुशल	452	113	565	113	678
(ग)	कुशल	493	123	616	123	739
(घ)	अत्यधिक-कुशल	588	147	735	147	882

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्लित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निष्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी
सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05.2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2
13. फार्मास्यूटिकल उद्योग

24.06.2025

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "फार्मास्यूटिकल उद्योग" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार अधिसूचना संख्या: श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी, जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा-5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त वर्णित अनुसूचित कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के प्रवर्ग

अकुशल कर्मकार

न्यूनतम मजदूरी

दैनिक

मासिक

पैकिंग हैल्पर, मशीन हैल्पर, लेबोरेटरी हैल्पर, स्टोर हैल्पर, हाउस कीपींग हैल्पर, चपरासी, ।

रुपए 425

रुपए 12,750

अर्ध-कुशल कर्मकार :-

तकनीशियन (डी0 फार्मा), फिटर (आईटीआई), मेन्टिनेन्स (आईटीआई), पीडब्ल्यू ऑपरेटर, माली, सिक्योरिटी गार्ड, एसीसटेन्ट स्टोरकीपर, एसीसटेन्ट स्टोर मुन्शी, कम्प्लेन्ट अटेन्डेंट, ।

रुपए 439

रुपए 13,170

कुशल कर्मकार :-

ऑफिसर (बी फार्मा), टैक्नीकल सुपरवाइजर (आईटीआई डिप्लोमा, डी फार्मा), ऑपरेटर, सिक्योरिटी सुपरवाइजर, इलैक्ट्रिशियन, स्टोरकीपर, एकाउन्ट्स क्लर्क, क्लर्क, कम्प्यूटर ऑपरेटर, डाटा एन्ट्री ऑपरेटर और कैशियर ।

रुपए 493

रुपए 14,790

उच्च कुशल कर्मकार :-

सेल्ज ऑफिसर, सेल्ज एगजिक्यूटिव, सेल्ज प्रमोशन इम्प्लाय, मैडिकल एण्ड सेल्ज रिप्रेसेन्टेटिव , बी0 फार्मा, एकाउन्टेन्ट, बीएससी केमिस्ट, एमएससी कैमिस्ट और स्टेनो ग्राफर ।

रुपए 588

रुपए 17,640

टिप्पणी:

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी ।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी ।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी ।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मकारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मकारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी ।
5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी ।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वर्तित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में पेशावरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी
सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)-4-1/2024 तारीख:

शिमला-2

24.06.2025

14. अस्पताल/नर्सिंग होम और क्लीनिक

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "अस्पताल/नर्सिंग होम और क्लीनिक" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मकारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार अधिसूचना संख्या: श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी, जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संशोधित न्यूनतम मजदूरी में बढ़ोतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा-5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त वर्णित अनुसूचित कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के प्रवर्ग

जहां कोई प्रसुविधा उपलब्ध नहीं करवाई गई है	जहां भोजन, चाय और संयुक्त आवास सुविधा उपलब्ध करवाई गई है
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अकुशल कर्मकार:-

हैल्पर, क्लीनर, चौकीदार, / वॉच मैन, चपरासी, रूम ब्वाय, आफिस ब्वाय और मसालची।	रुपए 425 दैनिक रुपए 12750 मासिक	रुपए 394 दैनिक रुपए 11,820 मासिक
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अर्ध- कुशल कर्मकार :-

क्लीनिक अटैन्डेंट, असीसटैन्ट लैबोरेटरी तकनीशियन, सिक्वोरिटी गार्ड, स्वीपर, ऑपरेशन थियेटर असीसटैन्ट, असीसटैन्ट स्टोर कीपर, असीसटैन्ट स्टोर मुन्शी, कम्पलेन्ट अटैन्डेंट, वार्ड ब्वाय / वार्ड अटैन्डेंट (0 से 3 वर्ष सर्विस)	रुपए 449 दैनिक रुपए 13,470 मासिक	रुपए 411 दैनिक रुपए 12,330 मासिक
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कुशल कर्मकार :-

रिसर्पमैनिस्ट फार्मासिस्ट, कम्पाउण्डर, लेबोरेटरी तकनीशियन, एक्सरे तकनीशियन, एएनएम, ट्रेड दाई, इलैक्ट्रिशियन, रेडियो ग्राफर, ईसीजी आपरेटर, एक्सरे डार्करूम एसीसटैन्ट, ओवन आपरेटर, ऑक्सीजन प्लांट आपरेटर, हीटिंग प्लांट कन्ट्रोलर एसीसटैन्ट, चालक, सीएसएसडी एसीसटैन्ट, ऑपरेशन थियेटर तकनीशियन, आई रिफ्रैक्शनिस्ट, स्टोर कीपर, एकाउन्ट्स क्लर्क, क्लर्क, कम्प्यूटर ऑपरेटर, डाटा एन्ट्री ऑपरेटर, कैशियर, फिटर, पलम्बर, सुपरवाइजर, कुक और धोबी वार्ड ब्वाय (3 वर्ष से ऊपर सर्विस)।	रु. 493 दैनिक रु. 14,790 मासिक	रु. 454 दैनिक रु. 13,620 मासिक
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उच्च कुशल कर्मकार:-

स्टाफ नर्स, सिक्वोरिटी सुपरवाइजर, वरिष्ठ इलैक्ट्रिशियन, वरिष्ठ रूपए 513 दैनिक रूपए 475 दैनिक
तकनीशियन, वरिष्ठ रेडियो ग्राफर, वरिष्ठ कम्पाउण्डर, रूपए 15,090 मासिक रूपए 14,250 मासिक
एकाउन्टेन्ट, स्टेनो ग्राफर ।

टिप्पणी:-

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षाओं की मजदूरी, शिक्षा अधिनियम, 1961(1961 का संख्यांक 52) के अर्न्तगत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मकारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मकारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
3. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ातरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वर्तित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में पेशावरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2

24.06.2025

15. घरेलू कामगार

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "घरेलू कामगार" के अनुसूचित नियोजन के अन्तर्गत अकुशल और अन्य कर्मकारों के प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड(क) के उपबन्धों के अनुसार अधिसूचना संख्या: श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी, जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा-5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त वर्णित अनुसूचित कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के प्रवर्ग

जहां कोई प्रसुविधा जहां भोजन, चाय और
उपलब्ध नहीं करवाई संयुक्त आवास सुविधा
गई है उपलब्ध करवाई गई है

अकुशल कर्मकार:-

हेल्पर, आया, क्लीनर, मसालची, वॉच मैन, वॉशर मैन ।

रुपए 425 दैनिक

रुपए 359 दैनिक

रुपए 12,750 मासिक

रुपए 10,770 मासिक

अर्ध- कुशल कर्मकार :-

सिक्वोरिटी गार्ड, माली ।

रुपए 449 दैनिक

रुपए 373 दैनिक

रुपए 13,470 मासिक

रुपए 11,190 मासिक

कुशल कर्मकार :-

कुक और चालक

रुपए 493 दैनिक

रुपए 396 मासिक

रुपए 14,790 मासिक

रुपए 11,880 मासिक

टिप्पणी:

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961 (1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मकारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मकारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:— अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वर्लित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी
सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05.2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2

24.06.2025

16. सफाई कर्मचारी नियोजन

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "सफाई कर्मचारी नियोजन" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कर्मचारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार अधिसूचना संख्या: श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी, जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मचारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा-5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त वर्णित अनुसूचित कर्मचारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मचारों के प्रवर्ग

	न्यूनतम मजदूरी	
	दैनिक	मासिक
अकुशल कर्मकार:-		
स्वीपर/सफाई कर्मचारी, बेलदार और कार्टमैन।	रुपए 425	रुपए 12,750
अर्ध- कुशल कर्मकार :-		
वर्क सुपरवाइजर, सेनेटरी जमादार, एसीस्टेन्ट स्टोर कीपर, एसीस्टेन्ट स्टोर मुन्शी और कम्पलेन्ट अटैन्डेंट।	रुपए 439	रुपए 13,170
कुशल कर्मकार :-		
चालक, मेसन, प्लम्बर, स्टोरकीपर, एकाउन्ट्स क्लर्क, कम्प्यूटर ऑपरेटर, डाटा एन्ट्री ऑपरेटर और कैशियर।	रुपए 493	रुपए 14,790
उच्च कुशल कर्मकार :-		
कनिष्ठ अभियन्ता, सेनेटरी इन्सपेक्टर और स्टेनो ग्राफर।	रुपए 588	रुपए 17,640

टिप्पणी:-

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वलित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है

परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में पेशावरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।

- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी
सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2
17. सुरक्षा सेवाएं

24.06.2025

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "सुरक्षा सेवाएं" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कामगारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड(क) के उपबन्धों के अनुसार अधिसूचना संख्या: श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी, जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा-5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त वर्णित अनुसूचित कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के प्रवर्ग

अकुशल कर्मकार:-	न्यूनतम दैनिक	मजदूरी मासिक
हेल्पर और वॉच मैन ।	रुपए 425	रुपए 12,750
अर्ध-कुशल कर्मकार:-		
सिक्वोरिटी गार्ड, एसिसटैन्ट स्टोरकीपर, एसिसटैन्ट स्टोर मुन्शी और कम्पलेन्ट अटैन्डेंट ।	रुपए 439	रुपए 13,170
कुशल कर्मकार :-		
सिक्वोरिटी सुपरवाइजर, हेड वॉचमैन, स्टोरकीपर, अकाउन्ट्स क्लर्क, क्लर्क, कम्प्यूटर ऑपरेटर, डाटा एन्ट्री ऑपरेटर और कैशियर ।	रुपए 493	रुपए 14,790
उच्च कुशल कर्मकार :-		
सिक्वोरिटी ऑफिसर , सिक्वोरिटी मैनेजर, स्टेनो ग्राफर और अकाउन्टेन्ट	रुपए 588	रुपए 17,640

टिप्पणी:-

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मकारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मकारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. सुरंगों के अन्दर कार्यरत कर्मकारों को मजदूरी की न्यूनतम दर में बीस प्रतिशत अधिक बढ़ौतरी अनुज्ञेय होगी।
6. गैर जनजातीय क्षेत्रों में अवस्थित निर्माणाधीन हाईड्रो विद्युत परियोजनाओं में कार्यरत कर्मकारों के विभिन्न प्रवर्गों की मजदूरी न्यूनतम दर में पच्चीस प्रतिशत से अधिक बढ़ौतरी लागू होगी।
7. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी। जनजातीय क्षेत्रों में निर्माणाधीन हाईड्रो विद्युत परियोजनाओं में कार्यरत कर्मकारों की दशा में अतिरिक्त दस प्रतिशत बढ़ौतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वर्तित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी

सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05.2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

**हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना**

संख्या: Shram(A)4-1/2024 तारीख:

शिमला-2

24.06.2025

18. मन्दिर और धार्मिक स्थान / धर्मशालाएं

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "मन्दिर और धार्मिक स्थान / धर्मशालाएं" के अनुसूचित नियोजन के अन्तर्गत अकुशल और कामगारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड (क) के उपबन्धों के अनुसार अधिसूचना संख्या: श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख 04-04-2025 को हुई थी, जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा-5 की उपधारा (2) के खण्ड (क) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त वर्णित अनुसूचित कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के प्रवर्ग

जहां कोई प्रसुविधा उपलब्ध नहीं करवाई गई है जहां भोजन, चाय और संयुक्त आवास सुविधा उपलब्ध करवाई गई है

अकुशल कर्मकार :-

चपरासी, मसालची, ऑफिस ब्वाय और बेलदार ।

रुपए 425 दैनिक

रुपए 394 दैनिक

रुपए 12,750 मासिक

रुपए 11,820 मासिक

अर्ध-कुशल कर्मकार :

चपाती मैन्, स्वीपर, रूम ब्वाय, कनिष्ठ गेस्ट अटेन्डेन्ट, टेम्पल अटेन्डेन्ट, भोग रूम अटेन्डेन्ट, हॉल अटेन्डेन्ट, सेवादार, सिक्थोरिटी गार्ड, माली, एसिसटेन्ट स्टोरकीपर, एसिसटेन्ट स्टोर मुन्शी और कम्प्लेन्ट अटेन्डेन्ट ।

रुपए 449 दैनिक

रुपए 439 दैनिक

रुपए 13,470 मासिक

रुपए 13,170 मासिक

कुशल कर्मकार:-

वरिष्ठ गेस्ट अटेन्डेन्ट, रिसेप्शनिस्ट, पुजारी, पण्डित, कुक, मौलवी, ग्रन्थी, पादरी, स्टोरकीपर, अकाउन्ट्स क्लर्क, क्लर्क, कम्प्यूटर ऑपरेटर, डाटा एन्ट्री ऑपरेटर और कैशियर ।

रुपए 493 दैनिक

रुपए 454 दैनिक

रुपए 14,790 मासिक

रुपए 13,620 मासिक

उच्च कुशल कर्मकार:-

सुपरवाइजर, सुपरिन्टेन्डेन्ट, रागी, बजन्त्री, भजन गायक, स्टेनो ग्राफर और अकाउन्टेन्ट,

रुपए 513 दैनिक

रुपए 475 दैनिक

रुपए 15,390 मासिक

रुपए 14,250 मासिक

टिप्पणी:-

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी ।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961 (1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी ।
2. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी ।

4. यदि अनुसूचित नियोजन में, नियोजित कर्मचारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मचारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर से पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्द्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) **अकुशल:-** अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वर्तित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।
- (ii) **अर्द्ध-कुशल:** अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निर्वहन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) **कुशल:** कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) **उच्च-कुशल:** उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी
सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05. 2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

हिमाचल प्रदेश सरकार
श्रम रोजगार एवं विदेशी नियोजन विभाग
अधिसूचना

संख्या: **Shram(A)-1/2024** तारीख:

शिमला-2

24.06.2025

19. टोल टेक्स बैरिअरों में कार्यरत कामगार

हिमाचल प्रदेश के राज्यपाल की यह राय है कि "टोल टेक्स बैरिअरों" में कार्यरत कामगार के अनुसूचित नियोजन के अन्तर्गत अकुशल और कामगारों के अन्य प्रवर्गों की बाबत मजदूरी की न्यूनतम दरों को 01.04.2025 से संशोधित किया जाए;

न्यूनतम मजदूरी अधिनियम, 1948 की धारा 9 के साथ पठित धारा 5 की उपधारा (1) के खण्ड(क) के उपबन्धों के अनुसार अधिसूचना संख्या: श्रम(ए)4-2/2018-पी-II तारीख 24.04.2023 द्वारा, न्यूनतम मजदूरी सलाहकार समिति गठित की गई थी;

उक्त समिति की बैठक तारीख **04-04-2025** को हुई थी, जिसमें समस्त उन्नीस अनुसूचित नियोजनों में कर्मकारों के समस्त प्रवर्गों को संदेय न्यूनतम मजदूरी में बढ़ौतरी को अनुमोदित किया गया था और सरकार द्वारा यह निर्णय लिया गया है कि संशोधित न्यूनतम मजदूरी 01.04.2025 से लागू होगी।

अतः हिमाचल प्रदेश के राज्यपाल, पूर्वोक्त अधिनियम की धारा-5 की उपधारा (2) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, उक्त वर्णित अनुसूचित कर्मकारों की न्यूनतम मजदूरी को तारीख 01.04.2025 से निम्न प्रकार से संशोधित करते हैं:-

कर्मकारों के प्रवर्ग

अकुशल कर्मकार:-

चपरासी, ऑफिस ब्वाय और मसालची ।

न्यूनतम
दैनिक

रुपए **425**

मजदूरी
मासिक

रुपए **12,750**

अर्ध-कुशल कर्मकार :-

कैश कलेक्टर, एसिसटेन्ट स्टोर कीपर, एसिसटेन्ट स्टोर मुन्शी, सिक्वोरिटी गार्ड और रुपए **439 प्रतिदिन** रुपए **13,170 प्रतिमाह**
कम्पलेन्ट अटैन्डेंट ।

कुशल कर्मकार :-

इलैक्ट्रिशियन, स्टोरकीपर, अकाउन्ट्स क्लर्क, क्लर्क, कम्प्यूटर ऑपरेटर, डाटा एन्ट्री रुपए **493 प्रतिदिन** रुपए **14,790 प्रतिमाह**
ऑपरेटर और कैशियर ।

उच्च कुशल कर्मकार :-

सुपरवाइजर, सुपरिन्टेन्डेंट, स्टेनो ग्राफर और अकाउन्टेन्ट । रुपए **588 प्रतिदिन** रुपए **17,640 प्रतिमाह**

टिप्पणी:-

1. एक ही प्रकार के और समरूप प्रकृति के कार्य के लिए पुरुष या महिला और व्यस्क या अव्यस्क की न्यूनतम मजदूरी में कोई भिन्नता नहीं होगी।
2. शिक्षुओं की मजदूरी, शिक्षु अधिनियम, 1961(1961 का संख्यांक 52) के अन्तर्गत विनियमित की जाएगी।
3. जहाँ किसी वर्गीकृत कार्य को मात्रानुपाती काम (पीस वर्क) के आधार पर किया गया हो वहाँ मजदूरी उस प्रवर्ग के लिए विहित समय दर से कम नहीं होगी।
4. यदि अनुसूचित नियोजन में, नियोजित कर्मकारों के किसी प्रवर्ग को विनिर्दिष्ट रूप से वर्णित नहीं किया गया है, तो कर्मकारों के ऐसे प्रवर्ग को उसी प्रकार की कुशलता रखने वाले समरूप प्रवर्ग हेतु नियत मजदूरी की न्यूनतम दर से कम मजदूरी संदत्त नहीं की जाएगी।
5. हिमाचल प्रदेश के अनुसूचित जनजातीय क्षेत्रों में मजदूरी की न्यूनतम दर में पच्चीस प्रतिशत अधिक बढ़ौतरी लागू होगी।

अकुशल/अर्ध-कुशल/कुशल/उच्च-कुशल की परिभाषा इस प्रकार होगी:-

- (i) अकुशल:- अकुशल कर्मचारी वह कर्मचारी है जो ऐसे कार्य करता है जिनमें सामान्य कर्तव्यों का अनुपालन अन्तर्वर्तित है, जिसमें कम अनुभव अपेक्षित है या यद्यपि उपजीविकाजन्य परिस्थितियों से परिचित होना आवश्यक है परन्तु स्वतन्त्र निर्णय या पूर्व अनुभव अपेक्षित नहीं है। अतः उसके कार्य में शारीरिक परिश्रम (प्रयास) के अलावा उसको विभिन्न वस्तुओं या माल से भी परिचित होना अपेक्षित है।

- (ii) अर्द्ध-कुशल: अर्द्ध-कुशल कर्मकार वह कर्मकार है, जो सामान्यतः रोजमर्रा के निश्चित स्वरूप के कार्य करता हो जिनमें उससे निर्णय, कुशलता की मुख्य अपेक्षा नहीं है किन्तु उसे सौंपे गए कर्तव्यों या उसके साक्षेप अल्प (सीमित) कार्यों के उचित निवर्हन की उससे अपेक्षा है और जहाँ महत्वपूर्ण निर्णय अन्य द्वारा लिए जाते हैं। इस प्रकार उसका कार्य क्षेत्र सीमित परिधि के रोजमर्रा के कार्यों को करने तक ही सीमित रहेगा।
- (iii) कुशल: कुशल कर्मचारी वह कर्मचारी है जो विचारणीय स्वतन्त्र निर्णय का प्रयोग कर के दक्षतापूर्ण कार्य करने में सक्षम हो और अपने कर्तव्यों का जिम्मेदारी से पालन कर सके। वह व्यवसाय (ट्रेड), शिल्प या उद्योग, जिसमें वह नियोजित किया गया हो, का पूर्ण एवं विस्तृत ज्ञान रखता हो।
- (iv) उच्च-कुशल: उच्च-कुशल कर्मकार वह कर्मकार है जो कार्य को दक्षतापूर्ण करने में सक्षम हो और जो कुशल कर्मचारियों के कार्य का दक्षतापूर्ण पर्यवेक्षण कर सके।

आदेश द्वारा,

प्रियंका बासु ईगटी
सचिव (श्रम रोजगार एवं विदेशी नियोजन),
हिमाचल प्रदेश सरकार।

संख्या: Shram(A)4-1/2024

तारीख:

शिमला-2

24.06.2025

- 1 समस्त प्रशासनिक सचिव हिमाचल प्रदेश सरकार शिमला।
- 2 अतिरिक्त एल.आर एवं अतिरिक्त सचिव (विधि) हिमाचल प्रदेश सरकार।
- 3 प्रधान निजी सचिव माननीय मुख्य मन्त्री हिमाचल प्रदेश।
- 4 वरिष्ठ विशेष निजी सचिव माननीय श्रम एवं रोजगार मन्त्री हिमाचल प्रदेश।
- 5 वरिष्ठ निजी सचिव मुख्य सचिव हिमाचल प्रदेश।
- 6 निदेशक लेबर ब्यूरो भारत सरकार शिमला-4।
- 7 समस्त विभागाध्यक्ष हिमाचल प्रदेश।
- 8 श्रमायुक्त एवं निदेशक रोजगार हिमाचल प्रदेश-171001 को उनके पत्र संख्या: L&E(Lab.)M.W.A.C./2025 तारीख 09.05.2025 के संदर्भ में।
- 9 समस्त उपायुक्त हिमाचल प्रदेश।
- 10 गार्ड फाईल।

उप सचिव (श्रम रोजगार एवं विदेशी नियोजन)
हिमाचल प्रदेश सरकार।

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No.Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

1. AGRICULTURE

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in respect of unskilled category of workers in the scheduled employment of “**Agriculture**” may be revised with effect from **01-04-2022**;

And whereas, as per provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages 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 unskilled workers working in the above mentioned Scheduled Employment Rs. **350** per day or Rs. **10,500** per month w.e.f. **01-04-2022**.

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(Act No. 52 of 1961).
3. Where any class of work is performed in piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribes Areas in Himachal Pradesh.

The definition of unskilled will be as under:--

- (i) **Unskilled.-** An unskilled employee is one who does operations that involve the performance of simple duties, which require the experience of little or no independent judgment or previous experience although familiarity with the occupational

environment is necessary. His work may thus require in addition to physical exertion familiarity with variety of articles or goods.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

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 scheduled employment of “**Construction or Maintenance of Roads or Building Operations, Stone Breaking and Stone Crushing**” may be revised in respect of unskilled and other categories of workers with effect from **01-04-2022**;

And whereas, as per provision of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in Minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act *ibid*, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned scheduled employment w.e.f. **01-04-2022** as under:-

Category of Workers	Revised Wages	
	Daily	Monthly
1	2	3
UN-SKILLED WORKERS :	Rupees	Rupees
Bhisthi/Chimini Cleaner/ Chowkidar/ Distemperer Grade-II/Glazier/Helper for Plumber or Workshop/Rock Cutting Labour/Stone Breaker/Stone Chiseler/Sweeper/Spray man for Bitumen/Pipelinemen/Electrical Coolie/Security Guard/Beldar /Cleaner-Tractor & Road Roller & concrete mixer/Majdoor /Survey Boy/ Watchmen/ Tea boy/Peon/Dresser/ Oilmen/Greaser/ Mess helpers/ Boy Helper (having experience of 0 to 5 years)/ Khalasi (having experience of 0 to 3 years)/Bill Distributors/ Mucker/	350	10500

SEMI-SKILLED WORKER:	Rupees	Rupees
Carpenter Grade-II/ Mason Grade-II/ Sewer Man/Black Smith Grade-II/ Sanitary Fitter Grade-II/Painter/Melter Mate/Sprayman Roads/ Craneman/ Badhani/Upholster /Fitter Attendant/Black Smith/ (Boatman)/ Caneman/ Distempler Grade-I/Fitter Grade-II/ Flour Polisher/Stone Dresser / Mali/ Well Sinker/ White Washer/ Work Shop Mechanic Grade-II/Turner Grade-II/Pipe Fitter Grade-II/Brick Moulder/Assistant Fitter/ Assistant Fireman/ Assistant Welder/ Assistant turner/ Battery Charger/ Dresser(Qualified /Experienced)/Hammer Man /Cook/ Vulcaniser/ Nozzle Man/ Tunnel Man/ Alloy Trolley Operator/ Attendant (Store Office) Mechanical Attendant/ Tunnel Jublliman/ Tunnel Man / Helper (having experience of 5 years and above) Oil Cleaner/Navgani/ Mate/Head Watchman/ Assistant Leveler/Khalasi (having experience of 3 to 8 years)/stone Dresser/ Pump Attendant/Auto Electrician Grade-II/ Gardner/ Gauge reader/ Asstt. Lab Attendant/Auto electrician/Motor Mate/ Enquiry Attendant/Telephone Attendant	371.77	11153

Stone Dresser/Stone Breaker/Rock Stone Breaker/Stone Crusher 1½ inch to 2 inch = Rs. 2074.95 per 100 cft 1 to 1¼ inch = Rs. 2314.48 per 100 cft.

SKILLED WORKERS :	Rupees	Rupees
Carpenter Grade-I/ Mason Grade-I/Black Smith / Sanitary Fitter Grade-I/ Upholster Grade-I/Asst. Pump Operator/ Pump Operator/ Pump Driver/ Chargeman Grade-II/Water Supply Fitter / Carpenter Grade-II/ Compressor Operator/ Compressor Driver/ Darji or Tailor Grade-I/ Darji or Tailor Grade-II/Crasher Driver/ Stone Dresser for ornamental work/ Plumber Grade-I/ Pipe Fitter Grade-I/Auto Driver/ Asstt. Mechanic/ Mixer Driver/ Mixer Operator/ Structural Fitter Grade-II/ Workshop Fitter / Generator Operator/ Generator Driver/ Plant Shop Fitter/ diesel Engine Fitter/ Trolley Line Fitter / Crushing Plant Fitter/ Plant Fitter/ Jack Hammer Fitter/ Electrical fitter/ Bunch Fitter/ Shaper/ Auto Fitter/ Pipe Line Fitter/ refrigerator Plant Fitter/ Tractor Operator/Shaft Minor/ Kochring Operator/Dozer Operator/ Roclain Operator/ Scrapper Operator/ Loader operator/ Crane Operator/ Eucild operator/ Wagon Drill Operator/ Boaring Operator/ SLD crane Operator/ Plant Operator/	406.36	12191

Ice Plant Operator or Welder/ Gas Cutter/ turner/ Black Smith/ Tin Smith/ Traction Battery Charger/ Line Man/ Telephone Operator/ Khalssi / Jamadar/ Winder/ Blaster Driller/ Winch Fitter / Compounder/Painter /Miller /Climber/ Moulder/ Levellers/ Saw Mill Cutter/Cable Jointer/Foreman Grade-II/Khalasi(8 years to above) /Tracer Operator/ E.M.E./Driver/Compressor/Rocker Showel Operator/Snow Cutter Operator /Loco Operator/Driller Mason for Glazed Type work/Work Mistry/Motor Mate / Tractor Driver/Telephone mechanic/D.G. Set Operator/Workshop Foreman Grade-II.

HIGHLY SKILLED	Rupees	Rupees
Carpenter for furniture only/Workshop Mechanic Grade-I/Chargeman Grade-I/Workshop Foreman Grade-I/Turner Grade-I/Mechanic All Round Operator /Mason/Mistry and Carpenter Mistry/Structural Fitter Grade-I/Surveyor/Draftsman / Assistant Foreman/ Machinist / Compounder (Qualified)/Road Roller Driver/Bulldozer Driver/ Wireman/ Auto Electrician/ Electrician/ Chemical Analyser.	483.17	14495

Clerical and non Technical Supervisory Staff	Rupees	Rupees
Bituman Tyre Inspector/Road Inspector/Work Inspector/ Store Keeper/ Store Munshi/ Supervisor/Meter Reader/ Ledger Booking Clerk/ Bill Clerk/ Irrigation Booking Clerk/ Patwari/ Complaint Attendant/ Ferro Printer/ Driver (Jeep/Car/Tractor)/ Clerk/ Mechanical Inspector / Assistant Store Keeper/Accounts Clerk/Stenographer.	406.36	12191

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961).
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.

4. If any category of worker employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 20% increase will be admissible over and above the minimum rates of wages to the workers working inside the tunnels.
6. 25 % increase shall be applicable over and above the minimum rates of wages in different categories of workers working in 'Under Construction Hydro- Electric Power Projects' located in Non- Tribal Areas.
7. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh. In case of workers working in the Under Construction Hydro- Electric Power Projects' in Tribal Areas, an additional 10% increase shall be applicable.

The definition of unskilled/semiskilled/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 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 semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment and skill but for proper discharge of duties assigned to him or relatively narrow job and where important decisions are made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii)Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

3. PUBLIC MOTOR TRANSPORT

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of “**Public Motor Transport**” may be revised in respect of un-skilled and other categories of workers with effect from **01-04-2022;**

And whereas, as per provisions of clause (a) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Act No 11 of 1948), a Minimum Wages Advisory Committee was constituted vide Notification No: Shram (A) 4-2/2018- L dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **30-03-2022** wherein increase in minimum wages payable to all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. **01-04-2022**;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Act *ibid*, the Governor, Himachal Pradesh is pleased to revise the minimum wages of the workers working in the above mentioned Scheduled Employment w.e.f. **01-04-2022 as under:-**

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

- (a) Peon, Chowkidar, Store Helper, Sweeper, porter and Daftri
(b) Workshop Staff (Unskilled)
(c) Workshop Mazdoor without having any experience

Semiskilled **Rs. 363.08 per day, Rs.10892 per month**

1. Asstt. Electrician
2. Asstt. Mechanic
3. Asstt. Fitter
4. Asstt. Black Smith
5. Asst. Carpenter
6. Asstt. Welder
7. Asstt. Turner
8. Asstt. Boaring Barman
9. Asstt. Machinist
10. Asstt. Cushion Maker
11. Asstt. Volcanisor
12. Asst. Painter
13. Asstt. Upholster
14. Asstt. Tyreman
15. Asstt. Sprayman
16. Asstt. Electrician Mechanic

17. Asstt. Retrader
18. Workshop Mazdoor having ITI Certificate or having 2 years of probation period who has no ITI Diploma
19. Assistant Molders.

SKILLED:

Machanic, Fitter, Blacksmith, Carpenter, Welder, Boring wireman, Machanist, Cusion Maker, Tinsmith, Volcanizer, Painter, Upholster, Tyreman, Spray Painter, Electrician Machanic, Retreader, Moulder, Turner, Workshop Mazdoor having ITI certificate or having 2 years of probation period who has no ITI Diploma. The ITI certificate holder who are working in the same trade.

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

HIGHLY SKILLED WORKSHOP STAFF:

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor

Rs. 439.89 per day or Rs. 13,197 per month.

GENERAL STAFF (CLERICAL) ETC.:

Group-A

Out Agent, Out Agency Clerk, Typist, Steno typist, Store-day book Writer, Clerk, Assistant Cashier, Booking Clerk (Restorer), Ledger Keeper, Petrol Pump Attendant.

Rs. 396.63 per day or Rs. 11899 per month.

Group-B

Chief Inspector, Receptionist, Inspector, Checker, Stenographer

Rs. 416.97 per day or Rs. 12509 per month.

A Grade, Station Supervisor, Assistant Store-Keeper A Grade, Accountant, Cashier, Tyre Inspector.

**Rs. 491.77 per day
Rs. 14,753 per month.**

Group-C

Head Assistant, Head Clerk, Auditor, Head Cashier.

RUNNING STAFF

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

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)

3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment and skill but for proper discharge of duties assigned to him or relatively narrow job and where important decisions are made/taken by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

4. SHOPS & COMMERCIAL ESTABLISHMENT

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
Un skilled	Rupees	Rupees
Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/ Sweeper/ Masalchi/ Gateman/ Waterman/ Cleaner/ Packer/ Mazdoor/ Lander/ Unlander/ Messenger/ Clock Room Attendant/ Porter/ Bhishit/ Beldar/ Fireman/ Pandi/ Posterman/ any other worker doing unskilled job.	Rs. 350 Daily Rs.10500 Monthly.	Rs 324.47 Daily Rs. 9734 Monthly
Semi-Skilled	Rupees	Rupees
Head porter, Pantryman/Coffee-Teamaker/ Chapatiman/ Assistant Baker/Gate Keeper (Cinema) / Asstt. Lineman / Assistant Operator/ Binder Assistant/ Bill Collector /Convesser / Cook/Assistant Halwai/Book Binder/	Rs. 369.93 Daily. Rs. 11098 Monthly.	Rs. 339.12 Daily Rs. 10174 Monthly

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/
 WhiteWasher/Pakora and Chanamaker/Clerk (Non-
 matric/ Assistant Store Keeper/ Distributor and Assistant
 Machine man/ Enquiry Attendent/ Telephone Attendent/
 ITI Certificate Holder.

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/TelephoneOperator/ 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/semiskilled/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 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 semiskilled 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

5. FORESTRY INDUSTRIES

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**;

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	Revised Minimum Wages	
	Daily	Monthly
UNSKILLED WORKERS		
1 Felling of trees:	Rs. 350	Rs. 10500
1.Lopper (Changi)	Rs. 369.93	Rs. 11098
2.Feller (Garani)	Rs. 357.92	Rs. 10738
2 Logging and sawing including timber passing:		
1.Dresser (Panchani)	Rs. 357.92	Rs. 10738
2.Sawyer (Charani)	Rs. 439.89	Rs. 13197
3.Blacksmith	Rs. 413.02	Rs. 12391
3 Carriage, stacking and timber passing by manual labour:		

1. Mazdoor for carriage	Rs. 357.92	Rs. 10738
2. Mazdoor for loading and un loading of timber.	Rs. 357.92	Rs. 10738
4 Carriage of timber by Aerial ropeways :		
1.Span Mistry-cum-Supervisor	Rs. 439.89	Rs. 13197
2.Span Mistry	Rs. 413.02	Rs. 12391
5 Carriage by water slide (pucci Nalli), dry slide (Pathru), Nullah Bhaan and Darya Bahaan (River floting):		
1. Mohri-wala Mistry	Rs. 471.27	Rs. 14138
2. Taru	Rs. 452.33	Rs. 13570
3. Asstt. Mistry/ Helper Mistry	Rs. 422.85	Rs. 12686
4. Darya-man	Rs. 452.33	Rs. 13570
5. Ghalu	Rs. 384.72	Rs. 11542
6. Jamadar	Rs. 384.72	Rs. 11542
6 Mechanised logging and timber extraction:		
1.Surveyor	Rs. 442.53	Rs. 13276
2.Ski-line Operator	Rs. 413.02	Rs. 12391
3 Truck Driver	Rs. 387.43	Rs. 11623
4. Compressor Driver	Rs. 387.43	Rs. 11623
7 Clerical Staff:		
1.Manager	Rs. 509.43	Rs. 15283
2.Accountant	Rs. 393.38	Rs. 11801
3.Munshi/ Typist clerk	Rs. 357.92	Rs. 10738
8 Saw Mill Workers:		
1.Band Saw Mistry	Rs. 413.02	Rs. 12391
2.Supervisor	Rs. 409.07	Rs. 12272
3.Head Mistry	Rs. 413.02	Rs. 12391

4.Boiler Driver	Rs. 413.02	Rs. 12391
5.Assistant Mistry	Rs. 363.08	Rs. 10892
6.Planner Mistry	Rs. 363.08	Rs. 10892
7.Helper	Rs. 357.92	Rs. 10738
8.Cutter man	Rs. 357.92	Rs. 10738

9 Katha Extraction:

1.Feller and Chipper	Rs. 357.92	Rs. 10738
2. Katha Supervisor/Katha Processor	Rs. 357.20	Rs. 10716

Highly Skilled

Boiler Attendant (Ist Class) Overseer, Head Foreman= **Rs. 483 Daily. Rs. 14490 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 Apprenticeship 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/semiskilled/skilled/highly skilled worker will be as:-

(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 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 semiskilled 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 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 workers .

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No.Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

6. CHEMICAL & CHEMICAL PRODUCTS

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Chemical & Chemical Products**” 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 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	Revised minimum rates
Unskilled	Rs. 350 Daily.
	Rs. 10500 Monthly.

Semi Skilled

Assistant Electrician, Assistant Fitter, Assistant Turner, Assistant Welder, Assistant Moulder, Assistant Plant Operator, Assistant Blacksmith, Assistant Copraman, Re-irrigation, Assistant , Jamadar, Eastman, East cultivator, Switch Board Attendant, Wireman, Postalman, Fireman, Oilman, Pumpman Grade-I, Machine Levellor, Selector, Cutter-cum-Market seller, Empular, Hageman, ITI Certificate Holder.	Rs. 360.92 Daily.
	Rs. 10828 Monthly.

Skilled

Saltman, Electrician, Fitter, Copperman, Turner, Moulder, Blacksmith, Plant operator, Mason, Carpenter, Assistant Foreman, Head Jamadar, Boiler Attendant Grade-II, Workshop Foreman, Electrician Foreman, Engine Driver, Draughtsman, Assistant	Rs. 406.36 Daily.
	Rs. 12191 Monthly.

Chemist, Machineman, Cashier/Clerk (Matriculate), Salesman, Receptionist, Typist, Store-keeper I.T.I. certificate holder who are working in the same trade.

Highly Skilled

Boiler Attendant (First-Class) Overseer, Head Foreman

Rs. 483.17 Daily.

Rs. 14495 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/semiskilled/skilled/highly skilled worker will be as:-(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 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 semiskilled 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.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)
Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

7. ENGINEERING INDUSTRIES

Whereas, the Governor, 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 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 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:-

Un-Skilled

Rs. 350 Daily or

Rs. 10500 Monthly.

Semi skilled

Taper Grade-III, Turner Grade-III, Driller Grade-III, Romer Grade-III, **Rs. 360.92 Daily or**

Shareman Grade-III, Machine man, Machinist/Operator Grade-III/ Bragar **Rs. 10828 Monthly.**

Grade-III, Head Spinning Winder/ Liner Grade-III, Press Operator Grade-III,

Spray Painter Grade-III, Transfer Fixer Grade-III, Assembler Grade-III,

Cobbler, Rubber Rosin Cutter, Tailor Grade-III,

Material Checker, Fitter Frame, Numbering man, Frame

Sender, Electroplater Grade-III, Mopper Grade-III, Grinder Grade-III,

Pickler, Polishman, Buferman, Head Mechanic, Operator Grade-III,

Thread/Roller Operator Grade-III, Book-screw Machine Operator Grade-III,

Feeder Grade-III, Dye Maker Grade-III, Welder Grade-III, Tin Smith Grade-

III, Pipe Reader, Hammer man Grade-III, Electric Lineman Grade-III, Voucher Inspector Grade-III, Lister Diesel Engine Driver Grade-III, Oilman.

Skilled

Taper Grade-II, Turner Grade-II, Driller Grade-II, Shaper Grade-II, Shaperman Grade-II, Slaughterman Grade-II, Mechanist/ Operator/Brager Grade-II, Liner Grade-II, Spray Painter Grade-II, Transfer Mixer Grade-II, Press Operator Grade-II, Assembler Grade-II, Tailor Grade-II, Electroplater Grade-II, Moper Grade-II, Grinder Grade-II, Head Machine Operator-II, Thread and Roller Machine Operator Grade-II, Book screw Machine Operator Grade-II, Gold Draw Machine Operator Grade-II, Fitter Grade-II, Carpenter/Pattern Maker Grade-II, Dye Maker Grade-II, Saister Grade-II, Welder Grade-II, Tinsmith Grade-II, Hammerman Grade-II, Blacksmith Grade-II, Tool Setter Grade-II, Electrical Lineman Grade-II, Electrician Grade-II, Armature Winder and Coil winder Grade-II, Cable Jointer Grade-II, Voucher Inspector Grade-II, Lister Diesel Engine Driver Grade-II, Moulder Grade-II, Supervisor, ITI Certificate Holder who are working in the same trade.

Rs. 406.36 Daily.

Rs. 12191 Monthly

Highly Skilled

Turner Grade-I, Grinding Machine Operator Grade-I, Shaper man Grade-I, Slaughter man Grade-I, Miller Grade-I. Electroplater Grade-I, Gold Draw Machine Operator Grade-I, Fitter Grade-I, Carpenter/Pattern Maker Grade-I, Dye maker Grade-I, Engraver Grade-I, Blacksmith Grade-I, Dye Setter Grade-I, Tool Setter Grade-I, Electrician Grade-I,

Rs. 483.17 Daily.

Rs. 14495 Monthly.

Clerical Staff

Cashier (Matriculate) Clerk, Salesman, Typist Storekeeper

Rs. 375.62 Daily.

Rs. 11269 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 wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File. .

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

8. TEA PLANTATION

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Tea Plantation**” 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 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	Revised Minimum Wages
Field workers in Tea Plantation employed on plantation up rooting, spraying, manufacturing, shade lopping, hoeing, pruning weeding, plucking etc. known as unskilled workers employed in the operation;	Rs. 350 Daily or Rs. 10500 Monthly.

A-Grade Leaves -- If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. **25.32** per kilogram extra as incentive.

B Grade Leaves If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. **20.04** per kilogram extra as incentive.

C-Grade Leaves- If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs **14.94** per kilogram extra as incentive.

The piece rates workers employed for plucking will get Rs. **25.32** , Rs. **20.04** Rs. **14.94** per kilogram for A,B,C grade of tea leaves respectively.

SEMI-SKILLED: Workers engaged in Tea Factory & Tea Plantations. **Rs. 355.95** per day, **Rs. 10679** per month

FACTORY:

Include lift Mazdoor, withering Mazdoor,	Rs. 350 daily
relling room workers, shifting Mazdoor,	Rs. 10500 Monthly.
Fermenting room workers, tea boys,	
sorters, tea makers, time keeper and carriers (jhalli)	

PLANTATION:

Cleaners, Assistant Cleaner, Garden Assistant,	Rs. 350 daily
Muharirs etc. who maintain records of a field work	Rs. 10500 Monthly.
and also includes sweeper, Mali & Mate.	

CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF

OFFICE STAFF:

1. Accountant	Rs. 535.02	Rs. 16051 per month plus free accommodation	
2. Clerks	Rs. 406.36	Rs. 12191 per month plus free accommodation	
3. Munshi	Rs. 425.92	Rs. 12778 per month plus free benefits as admissible to clerk	
4. Peon ,Chowkidar/Chaudhary	Rs. 355.95	Rs. 10679 per month plus free benefit as admissible.	
		Daily	Monthly
5. Compounder		Rs. 495.61	Rs. 14868
6. Driver (Jeep/ Car/ Tractor)		Rs. 444.50	Rs. 13335
7. Mechanic ,		Rs. 499.60	Rs. 14988
8. Assistant Mechanic		Rs. 442.53	Rs. 13276
9. Electrician-cum- Mechanic Grade-I		Rs. 499.60	Rs. 14988
10. Electrician-cum- Mechanic Grade-II		Rs. 442.53	Rs. 13276

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 Apprenticeship Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

(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 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 semiskilled 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.

By order,

R.D Dhiman

Additional Chief Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

**No. Shram(A)4-2/2018-P-II Dated Shimla-2, the 25-05-20229.
ESTABLISHMENTS WITH MANUFACTURING PROCESS AS DEFINED IN
CLAUSE (K) OF SECTION-2 OF FACTORIES ACT, 1948**

Whereas the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Manufacturing Process as Defined in Clause (K) of Section 2 of Factories Act, 1948**” may be revised in respect of un skilled 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 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:-

Un-skilled Workers	Rs. 350 per day or Rs. 10500 per month
Semi-skilled	Rs. 360.92 per day or Rs. 10828 per month
Skilled & clerical staff	Rs. 406.36 perday. or Rs. 12191 per month
Highly-Skilled	Rs. 483.17 perday or Rs. 14495 per month

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh.

(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

10. HOTEL AND RESTAURANTS

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Hotel and Restaurants**” may be revised in respect of un skilled 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 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	Revised Wages	
	Where no benefit is provided	Where food, tea and combined accommodation provided
1	2	3
UN-SKILLED:	Rupees	Rupees
Helper/ Chowkidar/ Peon/ Sweeper/ Masalachi/ Gateman/ Waterman/ Messenger/ Clock Room Attendant/ Porter/ Bhishti/ Beldar/Fireman/ Pandi/ Posterman/ any worker doing un-skilled job.	Rs. 350 Daily	Rs. 324.47 Daily
	Rs. 10500 Monthly	Rs. 9734 Monthly
SEMI-SKILLED WORKER:	Rupees	Rupees
Pantryman /Coffee-Tea Maker/ Chapatiman / Assistant Baker/Cook/ Assistant	Rs. 369.93 Daily	Rs 340.11

Halwai/Book Binder/ Sticher /Ruling Cutting/ Auctioners /Mali /Hotel Guide /Assistant Mistry/ Assistant Fitter/ Sewerman/ Assistant Turner /Assistant	Rs. 11098 Monthly	Rs. 10203 Monthly.
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Welder/ Assistant Electrician/ Assistant
Salesman/ Assistant Barber/ Dhobi/
Pressman/Boilerman/Film Rewinder/ Water
Bearer /Assistant Radio Mechanic/ Painter/
White Washer/ Pakora and Chana
Maker/Clerk (Non-Matric)/ Assistant Store
Keeper/Distributor and Assistant
Machinman/ Enquiry Attendant/ Telephone
Attendant/ ITI certificate holder who are
working in the other trade.

SKILLED WORKERS :	Rupees.	Rupees.
Driver/Halwai/Cook/Confectioner/Baker/St eward/Butler/Draughtsman/TelephoneOpera tor/Receptionist/Waiter/Bearer/Store Keeper/Head Waiter/Head Bearer (Western Style Hotel.) ITI certificate holder who are working in the same trade.	Rs. 406.36 Daily	Rs. 373.51 Daily
	Rs. 12191 Monthly.	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/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)	Rs. 422.85 Daily	Rs. 391.38
	Rs. 12686 Monthly.	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 wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

11. PRIVATE EDUCATIONAL INSTITUTES

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Private Educational Institutes**” may be revised in respect of un skilled 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 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:-

Un-skilled Workers	Rs. 350 per day or Rs. 10500 per month
Semi-skilled	Rs. 369.93 per day or Rs. 11098 per month
Skilled	Rs. 406.36 per day or Rs. 12191 per month
Highly skilled	Rs. 422.85 per day or Rs 12686 per month

NOTE:-

1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices shall be regulated under the Apprentices Act, 1961(No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the wages shall not be less than the time rate prescribed for that category.
4. If any category of workers employed in the scheduled employment is not mentioned specifically, such category of workers shall not be paid less than the minimum rates of wages fixed for the similar category having the same skill.
5. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

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5. The Sr. Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
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10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab. & Emp.) to the
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(Ph.No.0177-2880551)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

12. Hydro Power Projects

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 unskilled 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	Monthly
UN-SKILLED WORKERS :	Rs.	Rs.
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 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	350	10500

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 Scraper, Pujari, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Junior Elctrician, Mali	371.77	11153
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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,	406.36	12191
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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, Mortar Binder, Data Entry Operator, Cashier, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Cook, Khalasai(more than 5 years Experience) and Dhobi.

HIGHLY SKILLED

Senior Crane Operator, Senior Batching Plant Operator, Senior Trailer Operator, Senior Dumper Operator, Tunnel Boring Machine 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) **483.17 14495**

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 (per day) (Rs.)	Admissibility of 25% increase in Under-Construction Hydro Electric Power Projects Located in Non-Tribal Areas (per day) (Rs.)	Total Wages arrived at as per column no. 3+4 (per day) (Rs.)	Admissibility of 20% Tunnel Allowance over and above the Minimum Rates of Wages as per the column no. 5 (per day) (Rs.)	Total admissibility of Minimum Wages (per day) (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 unskilled/semiskilled/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 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 semiskilled 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.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

13. 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 unskilled 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	Monthly
Unskilled Packing Helper, Machine Helper, Laboratory Helper, Store Helper, House Keeping Helper, Peon.	Rs. 350	Rs. 10500
Semi Skilled		
Technician (D.Pharma), Fitter (ITI), Maintenance (ITI), PW-Operator, Mali, Security Guard, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs. 360.92	Rs. 10828

Skilled

Officer (B.Pharma), Technical Supervisor (ITI Diploma, D Rs. 406.36 Rs. 12191
Pharma), Operator, Security Supervisor, Electrician,
Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data
Entry Operator and Cashier.

Highly Skilled:- Sales Officer, Sales Executive, Sales Promotion Rs. 483.17 Rs. 14495
Employee, Medical and Sales Representatives, B.Pharma,
Accountant B.Sc. Chemist, M.Sc. Chemist and Stenographer.

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

The definition of unskilled/semiskilled/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 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 semiskilled 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

14. Hospitals/Nursing Homes & Clinics

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Hospitals/Nursing Homes & Clinics**” may be revised in respect of unskilled 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 employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Cleaner, Chowkidar, Watchman, Peon, Room Boy, Office Boy and Masalchi.	350 Daily	324.47 Daily
	10500 Monthly.	9734 Monthly
Semi-Skilled	Rs.	Rs.
Clinic Attendant, Assistant Laboratory Technician, Security Sweeper, Operation Theatre Assistant,	369.93 Daily.	339.12 Daily.
Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Ward Boy and Ward Attendant (0-3 Years Experience)	11098 Monthly	10174 Monthly.

Skilled:	Rs.	Rs.
Receptionist, Pharmacist, Compounder, Laboratory Technician, X-Ray Technician, ANM, Trained Dai, Electrician, Radio Grapher, ECG Operator, X-Ray Dark Room Assistant, Oven Operator, Oxygen Plant Operator, Heating Plant Controller Assistant, Driver, CSSD Assistant, Operation Theatre Technician, Eye Refractionist, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator, Cashier, Fitter, Plumber, Supervisor, Cook, Dhobi, Ward Boy and Ward Attendant (above 3 years experience)	406.36 Daily.	373.51 Daily
	12191 Monthly	11205 Monthly.

Highly Skilled	Rs.	Rs.
Staff Nurse, Security Supervisor, Senior Electrician, Senior Technician, Senior Radiographer, Senior Compounder. Accountant and Stenographer	422.85 Daily.	391.38 Daily
	12686 Monthly	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 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. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

15. Domestic Workers

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Domestic Workers**” may be revised in respect of unskilled 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 employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs.	Rs.
Helper, Aya, Cleaner, Masalchi, Watchman and Washer man	350 Daily 10500 Monthly.	296 Daily. 8880 Monthly.
Semi-Skilled	Rs	Rs
Security Guard and Mali	369.93 Daily. 11098 Monthly	306.88 Daily, 9206 Monthly.
Skilled:	Rs.	Rs.
Cook and Driver	406.36 Daily. 12191 Monthly	326.92 Daily 9808 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 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. 25 % increase shall be applicable over and above the minimum of wages in Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled worker is one who does work generally of defined routine nature wherein the major requirement is not so much of the judgment and skill but for proper discharge of duties assigned to him or relatively narrow job and where important decisions are made by others. His work is thus limited to the performance of routine operations of limited scope.

(iii) Skilled.- A skilled worker is one who is capable of working efficiently of exercising considerable independent 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.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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.1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

16. Safai Karamchari Employment

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Safai Karamchari Employment**” may be revised in respect of unskilled 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	Monthly
Unskilled:- Sweeper/Safai Karamchari, Beldar and Cartman,	Rs. 350	Rs. 10500
Semi Skilled		
Work Supervisor, Sanitary Jamadar, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 360.92	Rs. 10828
Skilled		
Driver,Mason,Plumber, Storekeeper,Accounts Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs 406.36	Rs. 12191
Highly Skilled		

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

The definition of unskilled/semiskilled/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 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 semiskilled 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.) to the
Government of Himachal Pradesh.

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
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(Ph.No.0177-2880551)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

17. Security Services

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Security Services**” may be revised in respect of unskilled 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:-

Un-Skilled	Daily	Monthly
Helper and Watchman	Rs. 350	Rs. 10500
Semi skilled		
Security Guard, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 360.92	Rs. 10828
Skilled		
Security Supervisor, Head Watchman, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 406.36	Rs. 12191
Highly Skilled		
Security Officer, Security Manager,	Rs. 483.17	Rs. 14495

Stenographer and Accountant.

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.

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

(i) Skilled.- An unskilled 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 semiskilled 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

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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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

18. Temples and Religious Places/Dharamshalas

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of **“Temples and Religious Places/Dharamshalas”** may be revised in respect of unskilled 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 read with section 9 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	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rs	Rs
Peon, Masalchi, Office Boy and Beldar.	350 Daily	324.47 Daily
	10500 Monthly	9734 Monthly.
Semi-Skilled	Rs	Rs
Chapatiman, Sweeper, Room boy, Junior Guest Attendant, Temple Attendant, Bhog Room Attendant, Hall Attendant, Sewadar, Security Guard, Mali, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	369.93 Daily	339.12 Daily
	11098 Monthly	10174 Monthly

Skilled:	Rs.	Rs.
Senior Guest Attendant, Receptionist, Pujari, Pandit,	406.36 Daily	373.51 Daily
Cook, Maulvi, Granthi, Padri, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	12191 Monthly	11205 Monthly

Highly Skilled	Rs.	Rs.
Supervisor, Superintendent, Ragi, Bajantri, Bhajan	422.85 Daily.	391.38 daily
Singer, Stenographer, and Accountant.	12686 Monthly	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 are to be regulated under the Apprenticeship 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/semiskilled/skilled/highly skilled worker will be as:-

(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 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 semiskilled 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla.
2. The Addl. LR-cum-Addl. Secretary (Law) to the Govt. of H.P. Shimla-2.
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, GOI, 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. 1-16/78(Lab)M.W./8/07 dated 21-04-2022
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880551)

(Authoritative English Text of this Department Notification No. Shram(A)4-2/2018-P-II dated _____ as required under clause (3) of article 348 of the Constitution of India.)

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

NOTIFICATION

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022.

19. Workers Working in Toll Tax Barriers

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the scheduled employment of “**Workers Working in Toll Tax Barriers**” may be revised in respect of unskilled 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:-

	Minimum Daily	Wages Monthly
Un-skilled Workers :-		
Peon, Office Boy and Masalchi.	Rs. 350	Rs. 10500

Semi-skilled:-

Helper Cook, Cash Collector, Assistant Storekeeper, Assistant Store Munshi, Security Guard and Complaint Attendant.	Rs. 360.92 per day or Rs. 10828 per month
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Skilled:-

Electrician, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 406.36 per day or Rs. 12191 per month
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Highly-Skilled:-

Supervisor, Superintendent, Stenographer and Accountant. **Rs. 483.17 per day or**
Rs. 14495 per month

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. 25% increase shall be applicable over and above the minimum wages in the Scheduled Tribal Areas in Himachal Pradesh.

The definition of unskilled/semiskilled/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 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 semiskilled worker is one who does work generally 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.) to the
Government of Himachal Pradesh.

No. Shram(A)4-2/2018-P-II

Dated Shimla-2, the

25-05-2022

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7. All the Head of Departments, Himachal Pradesh.
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9. All the Deputy Commissioners, Himachal Pradesh.
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(Anil Kumar Katoch)

Under Secretary (Lab.&Emp.) to the
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