

GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

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

No.Shram (A)4-2/2018

Dated Shimla-2 the,

6th August,2019

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 unskilled and other categories of workers with effect from 1st April, 2019;

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 dated 24-04-2018;

And whereas, a meeting of the said Committee was held on 31-05-2019 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. 01-04-2019

Now, therefore, in exercise of the power conferred by the 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 1st April, 2019 as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 250.00 per day or Rs. 7,500/- per month
Semi-skilled	Rs. 258.47 P.D. or Rs. 7,754/- per month
Skilled & clerical staff	Rs. 294.17 P.D. or Rs. 8,825/- per month
Highly-Skilled	Rs. 354.50 P.D. or Rs. 10,635/- 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.