

(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:-**

<b>Category of employees</b>	<b>Where no benefit is provided</b>	<b>Where food, tea &amp; combined accommodation provided</b>
<b>Un skilled</b>	<b>Rupees</b>	<b>Rupees</b>
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.	<b>Rs. 350 Daily</b>	<b>Rs 324.47 Daily</b>  <b>Rs. 9734 Monthly</b>
	<b>Rs.10500 Monthly.</b>	
<b>Semi-Skilled</b>	<b>Rupees</b>	<b>Rupees</b>
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/	<b>Rs. 369.93 Daily.</b>  <b>Rs. 11098 Monthly.</b>	<b>Rs. 339.12 Daily</b>  <b>Rs. 10174 Monthly</b>

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.

<b>Skilled:</b>	<b>Rupees.</b>	<b>Rupees.</b>
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.	<b>Rs. 406.36 Daily. Rs. 12191 Monthly.</b>	<b>Rs. 373.51 Daily  Rs. 11205 Monthly.</b>

<b>Highly Skilled</b>	<b>Rupees.</b>	<b>Rupees.</b>
Store Keeper/ Clerks (Graduates) Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foreman/ Supervisor/ Tailor/Cutter (Tailoring)	<b>Rs. 422.85 Daily. Rs. 12686 Monthly</b>	<b>Rs. 391.38 daily  Rs. 11741 Monthly</b>

**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)