

(Authoritative English Text of this Department Notification No. Shram (A)4-2/2018-P-II dated 2023 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

07-07-2023

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 **01-04-2023**;

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-P-II dated 24-04-2023;

And whereas, a meeting of the said committee was held on **09-05-2023** 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. **01-04-2023**;

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. **01-04-2023 as under:-**

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
Un skilled	Rupees	Rupees
Helper/Shop Assistant/ Palledar/ 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.375 Daily	Rs 348 Daily
		Rs. 10429 Monthly
	Rs.11250 Monthly.	
Semi-Skilled	Rupees	Rupees
Head porter/ Pantryman/Coffee-Teamaker/ Chapatiman/	Rs.396 Daily.	Rs. 363 Daily

Assistant Baker/Gate Keeper (Cinema) / Asstt. Lineman **Rs. 11891 Monthly. Rs. 10900 Monthly**
 / 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 Rewinder/ Waiter/
 Bearer/ Assistant Radio Machanic/Painter/ White
 Washer/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.435 Daily.	Rs. 400 Daily
Mechanic/Carpenter/Plumber/Driver/Assistant	Rs.13062 Monthly.	Rs. 12006 Monthly.
Tailor/Cutter (Tailoring) /General mechanic/ Halwai/ Cook/ Confectioner/Baker/ Steward/ Butler/ Fitter/ Draughtsman/Telephone Operator/ 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.		

Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates)/ Accountant /Head	Rs.453 Daily.	Rs. 419 daily
Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/	Rs.13592 Monthly	Rs. 12580 Monthly

Supervisor/ Tailor/Cutter (Tailoring)

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 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 judgement 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,

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

**No. Shram (A)4-2/2018-P-II Dated Shimla-2, the
Copy for information and necessary action to:-**

07-07-2023

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-Vol.III dated 09-06-2023.
9. All the Deputy Commissioners, Himachal Pradesh.
10. Guard File.

(Dinesh Kumar Gupta)

Under Secretary (Lab.&Emp.) to the
Government of Himachal Pradesh
(Ph.No.0177-2880376)