HIMACHAL PRADESH
PUBLIC WORKS DEPARTMENT


From

Engineer-in-Chief,

To

All the Chief Engineers in HP.PWD.,
All the Superintending Engineer in HP.PWD.,
All the Executive Engineers in HP.PWD.,
All the Land Acquisition Offices in HP.PWD.,

Subject:- Revision of rates of wages of daily wage workers and workers engaged on part-time basis in Himachal Pradesh.

A copy of notification No. Shram (A)1-2/2009 (M.W) dated 26-9-2012, issued by the Additional Chief Secretary (Lab.& Emp.) to the Government of Himachal Pradesh is sent herewith for further necessary action at your end please.

This is in continuation of this office letter No. PWE-74-15(MW)/2012/ES-III-2541-2740 dated 7-5-2012.

DA:- As above

Engineer-in-Chief
HP. PWD., Shimla-171002.

Copy forwarded for information and similar necessary action to:-
1. The Additional Chief Secretary (Lab.& Emp.) to the Government of HP Shimla-2
2. The Principal Secretary (PW) to the Govt. of HP.shimla-2.
3. All the Heads of Branch in this office.

Registrar
Himachal Pradesh PWD.,
Shimla 171002
GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram (A) 1-2/2009 (M.W.)

Dated Shimla-2

26-9-12

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 1.9.2012;

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) 4-8/2006-MW Part, dated 30th August, 2012 and the meeting of the said Committee was held on 4.09.2012;

Now therefore, in exercise of the powers conferred by clause (a) of 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 above mentioned Scheduled Employment w.e.f. 01.09.2012 as per recommendations of the said Committee as under:-

Unskilled workers Rs. 150/- per day or Rs. 4500/- per month.

NOTE

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.

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

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.

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

The definition of ‘unskilled’ will be as under:-

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,

Addl. Chief Secretary (Lab. & Emp.) to the

Copy for information and necessary action to:-
1. The Special Secretary-cum-Pr.PS to the Hon'ble Chief Minister H.P.
2. The Special PS to the Hon'ble Labour Minister, H.P.
3. The Special PS to the Hon'ble Chief Secretary to the Govt. of H.P.
4. All the Administrative Secretaries to the Govt. of H.P., Shimla.
5. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
6. All the Deputy Commissioner, H.P.
7. All the Head of Departments, Himachal Pradesh.
8. Labour Commissioner-cum-Director of Employment, H.P. Shimla-171001
w.r.t. his letter dated 07th September, 2012 with 10 spare copies.
9. Guard File.

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

[Signature]
GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No. Shram (A) 1-2/2009 (M.W.) Dated Shimla-2 26-7-2012

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 un-skilled and other categories of workers with effect from 01.09.2012;

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-B/2006-MW-Part, dated: 30th August, 2012 and the meeting of the said Committee was held on 4th September, 2012;

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 above mentioned Scheduled Employment w.e.f. 01.09.2012 as per recommendations of the said Committee as under:

<table>
<thead>
<tr>
<th>Category of Workers</th>
<th>Revised Wages</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Daily</td>
<td>Monthly</td>
</tr>
<tr>
<td>UN-SKILLED WORKERS</td>
<td>Rupees 150</td>
<td>Rupees 4500.00</td>
</tr>
<tr>
<td>Bharti/Chimini Cleaner/ Chowkidar/</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>Distemper Grade-II/Glazier/Helper for</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>Plumber or Workshop/Rock Cutting</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>Labour/Stone Breaker/Stone</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>Chisel/Chaser/Spray man for Bitumen/</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>Pipelinenmen/Electrical Coolie/Security</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>Guard/Beldar/Cleaner-Tractor &amp; Road Roller</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>&amp; Concrete mixer/Majdoor/Survey Boy</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>Watchmen/Tea boy/Peon/Dresser</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>Oilmen/Greaser/Mess Helpers/Boy Helper</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>to 5 years)/Khalsi (0 to 3 years)/Bill</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>Distributors/Mucker</td>
<td>150</td>
<td>4500.00</td>
</tr>
<tr>
<td>SEMI-SKILLED WORKER</td>
<td>Rupees 155.00</td>
<td>Rupees 4950.00</td>
</tr>
<tr>
<td>Carpenter Grade-II/Mason Grade-II/Sewer</td>
<td>155.00</td>
<td>4950.00</td>
</tr>
<tr>
<td>Man/Black Smith Grade-II/Sanitary Fitter Grade-II/Painter/Melter Mate/Spayman Roads/</td>
<td>155.00</td>
<td>4950.00</td>
</tr>
<tr>
<td>Crane Men/Bedhani/Upholster/Fitter</td>
<td>155.00</td>
<td>4950.00</td>
</tr>
</tbody>
</table>
Attendant/Black Smith (Boatman)/ Caneman/
Dietemperer 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 / Nozzlle Man/ Tunnel Man/ Alloy
Trolley Operator/ Attendant (Store Office) Mechanical
Attendant/ Tunnel Jubiliman/ 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/ Enquiry Attendant/Telephone
Attendant.

<table>
<thead>
<tr>
<th>SKILLED WORKERS</th>
<th>Rupees</th>
<th>Rupees</th>
</tr>
</thead>
</table>

Stone Breaker/Rock carrier Breaker/Stone Carrier 1¼ inch to 2 inch  Rs.1128.41Cft
1 to 1¼ inch Rs.1264.55Cft
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 Analyst.

Clerical and non-Technical Supervisory Staff

- Bitumen 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/Mechanic Inspector/Assistant
- Store Keeper/Accounts Clerk/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 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.

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.

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.

Highly Skilled: A highly skilled worker is one who is capable of working efficiently and supervises efficiently the work of skilled employees.

By order,

Addl. Chief Secretary (Lab & Emp) to the Government of Himachal Pradesh, Shimla-2.

No. Shram (A) I-2/2009(M.W.) Dated Shimla-171002 the 26th 2012,

Copy for information and necessary action to:-

1. The Special Secretary-cum-PS to the Hon'ble Chief Minister H.P.
2. The Special PS to the Hon'ble Labour Minister, H.P.
3. The Special PS to the Hon'ble Chief Secretary to the Govt. of H.P.
4. All the Administrative Secretaries to the Govt. of H.P., Shimla.
5. The Director, Labour Bureau, GOI, Shimla-171004, H.P.
6. All the Deputy Commissioners, H.P.
7. All the Heads of Departments, Himachal Pradesh.
8. Labour Commissioner-cum-Director of Employment, H.P. Shimla-171001 w.r.t. his letter dated 07th September, 2012 with 10 spare copies.
9. Guard File

Addl. Secretary (Lab & Emp) to the Government of Himachal Pradesh
GOVERNMENT OF HIMACHAL PRADESH
DEPARTMENT OF LABOUR & EMPLOYMENT

NOTIFICATION

No.Shram (A)1-2/2009(M.W.) Dated Shimla-2 31-8-2012

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 01.09.2012;

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)4-8/2006-MW-Part, dated; 30th August, 2012 and the meeting of the said Committee was held on 4.09.2012;

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 above mentioned Scheduled Employment w.e.f. 01.09.2012 as per recommendations of the said Committee as under-

General Staff Unskilled Rs.150 /- per day, Rs.4500 /- per month

(a) Peon, Chowkidar, Store Helper, Sweeper, porter, Daftri
(b) Workshop Staff(Unskilled)

Workshop Mazdoor without having any experience
Rs. 180 /- per day, Rs. 4500 /- per month

Semiskilled Rs.158.98 per day, Rs.4769/- per month

1. Asstt. Electrician
2. Asstt. Mechanic
3. Asstt. Fitter
4. Asstt. Black Smith
5. Asstt. 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 Certicate 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 Mazdor 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.

HIGHLY SKILLED WORKSHOP STAFF
Head Mechanic Carborator, Head Electrician, Garrage Supervisor

GENERAL STAFF (CLERICAL) ETC.
1. **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.

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

3. **Group-C**
   Head Assistant, Head Clerk, Auditor, Head Cashier.

RUNNING STAFF
1. Driver
2. Conductor
3. Cleaner-cum-Conductor

4. Part-Time Booking Clerk

**Note**

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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 and 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 supervise efficiently the work of skilled employees.

By order,

Addl. Chief Secretary (Lab & Emp) to the Government of Himachal Pradesh, Shimla-2.


Copy for information and necessary action to:-

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2. The Special PS to the Hon’ble Labour Minister, H.P.
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