

**Gi Group  
India**



# Compliance Newsletter

**We take privilege in sharing with you September' 2021 edition of our monthly Compliance Newsletter. The newsletter will help you stay updated with the latest regulatory changes, notifications and amendments.**



## Contents

Minimum Wages Revision _____	4 - 5
Notifications, Circulars and Amendments _____	5 - 8
Disclaimer & Contact Information _____	9
Annexure _____	10 - 131

Dear Reader,

In this edition of our monthly Compliance Newsletter, we bring to you the latest Minimum Wages revisions notifications from the states of Haryana, Himachal Pradesh and Madhya Pradesh.

Further, we have also appended the notifications and amendments released in the month of September '2021. Some of the important announcements under section are ESIC Provision Extended to certain Establishments and Local bodies in Manipur, Declaration of Paid Holiday on account of Election in West Bengal and many more.

Read further to know more!

Best Regards,

Gi Group

## Minimum Wages Revisions

### Haryana Minimum Wages Notification

The Government of Haryana vide notification No.20632-782, dated 01/09/2021 has released the Minimum Wages effective from 1st July 2021 for the State of Haryana. Please refer the table below for revised minimum wages and also the attached notification for detailed information.

<b>State: Haryana</b>			
<b>Effective Date: 01/07/2021</b>			
<b>Category: Shops &amp; Commercial Establishment</b>			
<b>Category</b>	<b>Minimum Wages till 30/06/2021</b>	<b>VDA Effective 01/07/2021</b>	<b>Total Minimum Wages Effective 01/07/2021</b>
<b>Unskilled</b>	9703.68	99.56	9803.24
<b>Semi-Skilled (A)</b>	10188.83	104.53	10293.36
<b>Semi-Skilled (B)</b>	10698.26	109.76	10808.02
<b>Skilled (A)</b>	11233.18	115.25	11348.43
<b>Skilled (B)</b>	11794.85	121.01	11915.86
<b>Highly-Skilled</b>	12384.59	127.06	12511.65

### Himachal Pradesh Minimum Wages Notification

The Government of Himanchal Pradesh vide notification No Shram (A) 4-2/2018-P-I, dated 09/09/2021 has released the Minimum Wages effective from 1st April 2021 for the State of Himanchal Pradesh. Please refer the table below for revised minimum wages and also the attached notification for detailed information.

<b>State: Himachal Pradesh</b>		
<b>Category of Employment: Shops &amp; Commercial Establishments</b>		
<b>Effective Date: 01/04/2021</b>		
<b>Category</b>	<b>Where no benefit provided</b>	<b>Where food, tea &amp; combined accommodation provided</b>
<b>Unskilled</b>	9000	8234
<b>Semi-Skilled</b>	9510	8674
<b>Skilled</b>	10446	9602
<b>Highly Skilled</b>	10870	10061

## Madhya Pradesh Minimum Wages Notification

The Government of Madhya Pradesh vide notification No. 2015/29748-996, dated 01/10/2021 has released the Minimum Wages effective from 1st October 2021 for the State of Madhya Pradesh. Please refer the table below for revised minimum wages and also the attached notification for detailed information.

State: Madhya Pradesh			
Effective Date: 01/10/2021			
Category: Shops & Commercial Establishment			
Class of Employment	Basic Per Month	VDA Per Month	Total Per Month
Unskilled	6500	2300	8800
Semi-skilled	7057	2600	9657
Skilled	8435	2600	11035
Highly Skilled	9735	2600	12335

## Notifications/Circulars/Amendments

### Extension of timeline for Mandatory Seeding of Aadhaar number for North Eastern States and Certain Establishments

EPFO vide Circular No. BKG-27/5/2021-BKG dated 11/09/2021, considering the challenges faced by the employers & employees, has granted some extension in dates for North-East Zone and special category of industries which are briefed as under:

1. Since Aadhar penetration is low in North East Zones comprising of States like Assam, Arunachal Pradesh, Manipur, Meghalaya, Tripura, Mizoram and Nagaland, the time for mandatory seeding of
2. RTRQWAadhar with UAN for filing ECR has been extended to 31/12/2021.
3. Certain class of industries like Beedi Making, Plantation industries, Building & Construction has been extended to 31/12/2021.
4. For other than above (1 & 2), delay in filing of ECRs for wage months August 2021 and September 2021 have been waived off for penal damages.

Please refer to the circular appended herewith for more details.

### Guidelines for payment of bonus or ex-gratia to the employees in West Bengal

The Governor of West Bengal vide Notification No. Labr/1690(LC-IR)/22013/56/2019 dated 15/09/2021 has made an appeal to all employers and employees of the State covered under Payment of Bonus Act, 1965 as amended by the Payment of Bonus (Amendment) Act, 2015 to stick to the following guidelines while setting the legitimate dues of workers in respect of payment of bonus, in view of ensuing Durga Puja for the year 2021. Following are the appeals made by the Governor:

1. Employers shall consider payment of an amount of ex-gratia in lieu of bonus as is admissible at the maximum stage workmen and employees who have crossed the eligibility limit.
2. All employees, whether in casual employment or re-employed after retirement or employed through contractors worked for not less than 30 days during the year should be paid bonus.
3. The employers who are in default towards payment of bonus for the previous years are also being requested to make such payments this year along with the payment of bonus.
4. The payments of bonus should be made before commencement of Durga Puja, 2021.

Therefore, Government expects that the employers in such cases shall also pay bonus/ex-gratia to their workers before commencement of Durga Puja, 2021. This notification is applicable only for the employees/associates working in the State of West Bengal. Other State Governments have not released any such notifications yet.

Please refer to the notification appended herewith for more details.

### ESIC Provision Extended to certain Establishments and Local bodies in Manipur

The Government of Manipur vide notification No.LAB-1/3/2020-LAB and EM-LAB&EMP has extended the provisions of The Employees' State Insurance Act, 1948 (ESIC) to the classes of establishments situated within the areas as specified in consultation with the Employees State Insurance Corporation and with the approval of the Central Government. Therefore, provision of ESIC extends to the following:

- a) Shops
- b) Hotels & Restaurants
- c) Road Motor Transport establishments
- d) Cinemas Including preview theatres
- e) Newspaper Establishments
- f) Educational institutions
- g) Medical institutions
- h) Municipal Corporation, Municipal board, Municipal Council and Other Local bodies controlled by the State Government.

Please refer to the notification appended herewith for more details.

## Enforcement of provisions towards ESIC in Dhalai, Gomati, North Tripura and Sepahijala districts of Tripura

ESIC vide notification S.O.3952(E) has implemented the following provisions from 1st day of October, 2021 in all the areas of Dhalai, Gomati, North Tripura and Sepahijala district in the State of Tripura:

- a) Chapter IV on Contribution
- b) Chapter V on Benefits
- c) Chapter VI on Adjudication Of Disputes and Claims

Please refer to the notification appended herewith for more details. 21

## Declaration of Paid Holiday on account of Election in West Bengal

The Government of West Bengal vide Notification No. Labr/1676/20/(LC-IR)/IR/7S-06/17 has declared paid holiday on 30th September 2021 for the employees who are working in an industrial undertaking or any other establishments on account of Legislative Assembly election at 56-Samsorganj, 58-Jangipur Assembly Constituencies and Bye-election at 159- Bhabanipur Assembly Constituency. Therefore, employers of any business, trade, industrial undertaking or any other establishments of the areas under the said Assembly Constituency shall grant paid holiday on the day of Poll to their workmen who are entitled to cast vote in the election under the Representation of Peoples Act, 1951.

Please refer to the notification appended herewith for more details.

## CBDT Income Tax Notification on Interest on PF Taxability

Central Board of Direct Taxes vide Notification No. G.S.R. 604 (E) has given the much-awaited clarity on taxation of EPF contribution above Rs.2.5 lakh is finally notified by CBDT on 31st August 2021. The synopsis as under:

### **Rule 9D of the Income Tax Act: Calculation of taxable interest relating to contribution in a provident fund or recognized provident fund, exceeding specified limit.-**

1. For the purposes of the first and second provisos to clauses (11) and (12) of section 10, income by way of interest accrued during the previous year which is not exempt from inclusion in the total income of a person under the said clauses (hereinafter in this rule referred to as the taxable interest), shall be computed as the interest accrued during the previous year in the taxable contribution account.
2. For the purpose of calculation of taxable interest under sub-rule (1), separate accounts within the provident fund account shall be maintained during the previous year 2021-2022 and all subsequent previous years for taxable contribution and non-taxable contribution made by a person.

Explanation: For the purposes of this rule,-

(a) Non-taxable contribution account shall be the aggregate of the following, namely:-

- i. closing balance in the account as on 31st day of March 2021;
- ii. any contribution made by the person in the account during the previous year 2021-2022 and subsequent previous years, which is not included in the taxable contribution account; and
- iii. interest accrued on sub- clause (i) and sub- clause (ii),

as reduced by the withdrawal, if any, from such account;

(b) Taxable contribution account shall be the aggregate of the following, namely:-

- (i) contribution made by the person in a previous year in the account during the previous year 2021-2022 and subsequent previous years, which is in excess of the threshold limit; and
- (ii) interest accrued on sub- clause (i),

as reduced by the withdrawal, if any, from such account; and

(c) The threshold limit shall mean:

- (i) Rs. 5 lakhs, if the second proviso to clause (11) or clause (12) of section 10 is applicable; and
- (ii) Rs. 2.5 lakhs in other cases

**Understanding the notification with following Example:**

Let us take two examples. Assume that your monthly contribution is Rs.20,000. This means your yearly contribution is Rs.2,40,000. This is below the Rs.2,50,000 limit. Hence, the interest earned on this contribution is as usual tax-free.

However, assume that you are contributing another Rs.15,000 as Voluntary PF along with a default Rs.20,000 monthly contribution. Then in this case the yearly contribution will be Rs.2,40,000 (default EPF contribution) and Rs.1,80,000 (Voluntary PF contribution). So in total, you have contributed Rs.4,20,000, which is above Rs.2,50,000 limit set during this budget. Hence, the interest earned up to Rs.2,50,000 is tax-free. Interest earned on the remaining Rs.1,70,000 shall be taxable. One has to pay the tax on it as per income tax slab.

Please refer the notification appended herewith for more details.



**Disclaimer:** All information and content contained in this document are provided solely for general information and reference purposes. GI Group India makes no statement, representation, warranty or guarantee as to the accuracy, reliability or timeliness of the information and content contained in this document. Although every possible care and caution has been taken to avoid any mistakes or omissions while editing. Printing, producing online or publishing the judgments, Head Notes, Editorials, Articles, Forms & Precedents, the subscriber or reader should verify the correctness respectively from the full text as in the certified copy of Judgements or Gazettes concerned. Neither GI Group India nor any of its related company accepts any responsibility or liability for any direct or indirect loss or damage (whether in tort, contract or otherwise) which may be suffered or occasioned by any person howsoever arising due to any inaccuracy, omission, misrepresentation or error which may inadvertently crept on despite care and caution in respect of any information and content provided by this document.

**Contact Information:**

Name- Sushil Shah, Legal and Compliance

Email- [marcom.india@gigroup.com](mailto:marcom.india@gigroup.com)

Address- World Trade Tower, Tower-B, Unit 503, 5th Floor, Sector 16, Noida, Uttar Pradesh – 201301

Website- [www.gigroup.co.in](http://www.gigroup.co.in)

प्रेषक

श्रम आयुक्त, हरियाणा।

सेवा में

1. अतिरिक्त श्रम आयुक्त (एन0सी0आर0), गुडगांव।
2. सभी उप श्रम आयुक्त, हरियाणा राज्य।
3. सभी सहायक श्रम आयुक्त, हरियाणा राज्य।
4. सभी श्रम निरीक्षक, हरियाणा राज्य।
5. कल्याण अधिकारी (महिला) फरीदाबाद एवं पानीपत।

क्रमांक: आई0आर0-2/2021/20632-782 दिनांक:- 1-09-2021

**विषय:** न्यूनतम वेतन को उपभोक्ता मूल्य सूचकांक से जोड़ना तथा उसमें दिनांक 01-07-2021 से बढ़ोतरी बारे।

उपरोक्त विषय के सन्दर्भ में।

सरकार की अधिसूचना दिनांक 21-10-2015 द्वारा भिन्न-भिन्न रोजगारों में दिनांक 01-07-2021 से न्यूनतम वेतन पुनः निर्धारित किए गए हैं और यह कामगार उपभोक्ता मूल्य सूचकांक से जुड़े हैं। इन आंकड़ों में हुई बढ़त/घटत के आधार पर प्रत्येक छः मास के पश्चात् न्यूनतम वेतन में बढ़त/घटत होती रहती है।

अर्ध तथा सांख्यिकीय सलाहकार, हरियाणा से जनवरी, 2021 से जून, 2021 तक हरियाणा राज्य कामगार उपभोक्ता मूल्य सूचकांक में औसत घटत/बढ़त की सूचना प्राप्त हुई है जो कि निम्न प्रकार से है:-

जनवरी, 2021	1301 (2810)
फरवरी, 2021	1308 (2825)
मार्च, 2021	1315 (2840)
अप्रैल, 2021	1320 (2851)
मई, 2021	1328 (2868)
जून, 2021	1339 (2892)
औसत	1319 (2848)

दिसम्बर, 2020 को समाप्त हुई अर्धवर्ष में मूल्य सूचकांक का औसत 2811 था। अब मास जून, 2021 में अर्धवर्ष की समाप्ति के बाद मूल्य सूचकांक 2848 हो गया है इस प्रकार मूल्य सूचकांक में 37 अंकों की बढ़ोतरी हुई है। हरियाणा सरकार द्वारा जारी अधिसूचना दिनांक 21-10-2015 जो कि प्रथम नवम्बर, 2015 से लागू है, में न्यूनतम वेतन की तटस्थीकरण दर 100 प्रतिशत है। जिस अनुसार न्यूनतम वेतन अधिनियम, 1948 की धारा 5(2) के तहत दिनांक 01-07-2021 से विभिन्न श्रेणियों के श्रमिकों की मासिक और दैनिक वेतन में 1.31 प्रतिशत की बढ़ोतरी हुई है। अब दिनांक 01-07-2021 से हरियाणा राज्य में न्यूनतम वेतन दरें निम्न अनुसार देय बनती हैं:-

*S. Chahal*  
1/9/2021

क्रम संख्या	श्रेणी	पद/योग्यता	मूल वेतन (अधिसूचना दिनांक 21.10.2015 के अनुसार) (रु०)	दिनांक 01.01.2021 से लागू न्यूनतम वेतन (रु०) (क)	मंहगाई भत्ता 01.07.2021 से लागू (रु०) (ख)	दिनांक 01.07.2021 से लागू न्यूनतम वेतन (रु०) (क+ख)	दैनिक वेतन (रु०)
1.	अकुशल		7600.00	9703.68	99.56	9803.24	377.04
2.	अर्धकुशल (ए) (बी)		7980.00 8379.00	10188.83 10698.26	104.53 109.76	10293.36 10808.02	395.89 415.69
3.	कुशल (ए) (बी)		8797.95 9237.85	11233.18 11794.85	115.25 121.01	11348.43 11915.86	436.47 458.30
4.	उच्च कुशल		9699.74	12384.59	127.06	12511.65	481.21
5.	लिपिकीय तथा सामान्य स्टाफ	(i) मैट्रिक से कम	7980.00	10188.83	104.53	10293.36	395.89
		(ii) मैट्रिक लेकिन स्नातक नहीं	8379.00	10698.26	109.76	10808.02	415.69
		(iii) स्नातक या ऊपर	8797.95	11233.18	115.25	11348.43	436.47
		(iv) स्टेनो टाईपिस्ट	8379.00	10698.26	109.76	10808.02	415.69
		(v) कनिष्ठ वेतनमान आशुलिपिक	8797.95	11233.18	115.25	11348.43	436.47
		(vi) शरिष्ठ वेतनमान आशुलिपिक	9237.85	11794.85	121.01	11915.86	458.30
		(vii) निजी सहायक	9699.74	12384.59	127.06	12511.65	481.21
		(viii) निजी सचिव	10184.73	13003.82	133.41	13137.23	505.27
6.	डाटा एन्ट्री आपरेटर		8797.95	11233.18	115.25	11348.43	436.47
7.	चालक	हल्का वाहन	9237.85	11794.85	121.01	11915.86	458.30
		भारी वाहन	9699.74	12384.59	127.06	12511.65	481.21
8.	सुरक्षाकर्मी	बिना शस्त्र	7980.00	10188.83	104.53	10293.36	395.89
		शस्त्र सहित	9237.85	11794.85	121.01	11915.86	458.30
9.	सुरक्षा निरीक्षक/ सुरक्षा अधिकारी/ सुरक्षा सुपरवाइजर	माननीय सर्वोच्च न्यायालय द्वारा पारित आदेश दिनांक 29.04.2019, जो कि Civil Appeal No. 2539 of 2010 titled as 'Hindustan Sanitaryware and Industries Limitd and others versus State of Haryana and Civil Appeal No. 4454 of 2019 titled as 'Faridabad Industries Association Versus State of Haryana and another' के निर्णय अनुसार इस श्रेणी के कर्मचारियों को न्यूनतम वेतन निर्धारित करने वाली अधिसूचना से निकाल दिया गया है।					
10.	सफाई कर्मचारी किस्ती भी नियोजन में	माननीय उच्च न्यायालय द्वारा पारित आदेश अनुसार, जो कि CWP No. 25328 of 2015 titled as 'Gurugram Industrial Association and an3 other Versus State of Haryana के द्वारा इस श्रेणी के कर्मचारियों को अनुसूचित नियोजनों की सूची में होना अनुचित ठहराया है। अतः इस श्रेणी की न्यूनतम आय अधिसूचित नहीं की जा रही है। परन्तु विभिन्न नियोजनों में कार्यरत सफाई कर्मचारी दिनांक 21.10.2015 की अधिसूचना जारी होने से पहले की भांति न्यूनतम वेतन पाने की हकदार रहेंगे।					

*Shahid*  
11/9/2024

नोट:- क्रम संख्या 10 के कर्मचारियों से पूर्व में दिये गये वेतन से कोई वसूली/कटौती नहीं की जायेगी।

उपरोक्त के अतिरिक्त दिनांक 01.07.2021 से ईट भट्टा उद्योग में भी विभिन्न श्रेणियों के श्रमिकों के मूल वेतन में 1.31 प्रतिशत की बढ़ोतरी हुई है। अब दिनांक 01.07.2021 से हरियाणा राज्य में ईट भट्टा उद्योग में भी विभिन्न श्रेणियों के श्रमिकों के न्यूनतम वेतन के दरें निम्न प्रकार से देय बनती है:-

क्र० सं०	कर्मचारियों का प्रवर्ग	ईट प्रति एक हजार	टाईल प्रति एक हजार
1.	पथेरा	558.53 रुपये	628.35 रुपये
2.	भराई वाला(भट्टों में ईटों की भराई)	(क) 251.31 रुपये प्रति हजार ईट भट्टे में भरना परन्तु खेत से भट्टे तक की दूरी 400 मीटर तक हो। इस दूरी से अधिक अतिरिक्त मजदूरी 22.28 रुपये प्रति हजार प्रत्येक 100 मीटर या इसके भाग पर दी जायेगी। यह दरें केवल गधे/खच्चर की पीठ पर लादकर भरने वालों पर ही लागू होंगी। (ख) एक हजार मीटर दूरी तक 206.61 रुपये टैम्पू या पशु चलित रेहड़ी या किसी अन्य यान्त्रिक चलित वाहन से ईट भट्टों से भरना। इस दूरी से अधिक अतिरिक्त मजदूरी 22.28 रुपये प्रति हजार प्रत्येक 500 मीटर या इसके भाग पर दी जायेगी।	
3.	कैरीवाला	44.63 रुपये प्रति एक हजार ईट	
4.	निकासी वाला	184.29 रुपये प्रति एक हजार ईट	
5.	चुनाई वाला	11348.43 रुपये प्रति मास	
6.	मिस्त्री/कोलमैन/जलाई वाला	11348.43 रुपये प्रति मास	

*Shahneel*  
11/9/2021

अतः आपको निर्देश दिये जाते हैं कि आप अपने-2 क्षेत्रों के प्रबन्धकों से उक्त निर्धारित दरों को पूर्ण लागू करवायें तथा श्रमिकों को न्यूनतम वेतन दिलाना सुनिश्चित करें।

*Shahneel*  
11/9/2021  
कृते: श्रम आयुक्त, हरियाणा।

पृष्ठांकन क्रमांक: आई0आर0-2/2021/20783-809 दिनांक: 01-09-2021

इसकी एक-एक प्रति निम्नलिखित को सूचनार्थ एवं आवश्यक कार्यवाही हेतु भेजी जाती है :-

1. निजी सचिव, मुख्यमंत्री को मुख्यमंत्री, हरियाणा के सूचनार्थ।
2. निजी सचिव, उप मुख्यमंत्री को उप मुख्यमंत्री, हरियाणा के सूचनार्थ
3. निजी सचिव, श्रम राज्य मंत्री को श्रम राज्य मंत्री हरियाणा के सूचनार्थ।
4. निजी सचिव प्रधान सचिव, श्रम विभाग को प्रधान सचिव, हरियाणा सरकार, श्रम विभाग के सूचनार्थ।
5. निजी सचिव श्रम आयुक्त को श्रम आयुक्त, हरियाणा के सूचनार्थ।

6. श्रम तथा रोजगार मन्त्रालय, भारत सरकार श्रम शक्ति भवन, रफी मार्ग, नई दिल्ली को सूचनार्थ।
7. निदेशक सूचना, लोक सम्पर्क एवं सांस्कृतिक गतिविधियाँ विभाग, हरियाणा चण्डीगढ़।
8. निदेशक, विकास पंचायत, विभाग, प्लॉट नं 3/28-ए हरियाणा चण्डीगढ़।
9. निदेशक, खाद्य एवं आपूर्ति विभाग, हरियाणा।
10. निदेशक, पशुपालन विभाग, हरियाणा, पंचकुला।
11. निदेशक, शहरी विकास, हरियाणा, चण्डीगढ़।
12. निदेशक, कृषि विभाग, हरियाणा, पंचकुला।
13. निदेशक, ग्रामीण विकास विभाग, हरियाणा, चण्डीगढ़।
14. प्रबंधक निदेशक, हरियाणा डेयरी विकास निगम, पंचकुला।
15. प्रबंधक निदेशक, हैफेड, हरियाणा, पंचकुला।
16. आयुक्त, राज्य परिवहन, हरियाणा, चण्डीगढ़।
17. रजिस्ट्रार, सहकारी समितियां, हरियाणा, पंचकुला।
18. सभी जिला उपायुक्त, हरियाणा राज्य।
19. मुख्य अभियन्ता, लोक निर्माण विभाग (जन स्वास्थ्य), हरियाणा, चण्डीगढ़।
20. मुख्य अभियन्ता, लोक निर्माण विभाग (भवन व मार्ग), हरियाणा, चण्डीगढ़।
21. मुख्य प्रशासक, हरियाणा शहरी विकास प्राधिकरण, पंचकुला।
22. मुख्य वनपाल, हरियाणा, पंचकुला।
23. प्रमुख अभियन्ता, सिंचाई विभाग, हरियाणा, पंचकुला।
24. सचिव, हरियाणा राज्य बिजली बोर्ड, पंचकुला।
25. सभी अधिकारी, (मुख्यालय)
26. आई0टी0 अनुभाग।

  
 कुते: श्रम आयुक्त, हरियाणा | 19/02/2021

✓  
JLC  
14/9/2021

LHS  
14/9/2021



104

(Authoritative English Text of this Department Notification No. Shram (A) 4-2/2018-P-1 dated 2021 as required under clause (3) of article 348 of the Constitution of India.)

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

No. Shram (A) 4-2/2018-P-1      **NOTIFICATION**      Dated Shimla-2, the      9<sup>th</sup> September, 2021

**I. 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 01-04-2021;

And whereas, as per provisions of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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. 300 per day or Rs. 9000 per month w.e.f. 01-04-2021.

**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 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.

*AW*

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.

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

No.Shram (A) 4-2/2018-P-1 Dated

Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-1 dated 2021 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-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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. 01-04-2021 as under:-

Category of Workers	Revised Wages	
	Daily	Monthly
<b>I</b>	<b>2</b>	<b>3</b>
<b>UN-SKILLED WORKERS :</b>	<b>Rupees</b>	<b>Rupees</b>
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	300	9000

*Aw*

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 /

*Aw*



/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

**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/ Distemplerer 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 ( 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	318.57	9557

Stone Dresser/Stone Breaker/Rock Stone Breaker/Stone Crusher  
1½ inch to 2 inch = Rs. 1778.63 per 100 cft 1 to 1¼ inch =  
Rs. 1983.95 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 /	348.21	10446

*Handwritten signature*

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/ Euclid 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.

**HIGHLY SKILLED**

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.

Rupees Rupees

414.03 12421

**Clerical and non Technical Supervisory Staff**

Bituman Tyre Inspector/Road Inspector/Work Inspector/ Store Keeper/ Store Munshi/ Supervisor/Meter Reader/ Ledger Booking Clerk/ Bill Clerk/ Irrigation Booking Clerk/ Patwar/ Complaint Attendant/ Ferro Printer/ Driver (Jeep/Car/Tractor)/ Clerk/ Mechanical Inspector / Assistant Store Keeper/Accounts

Rupees Rupees

348.21 10446

*Arw*

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.

(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.

*Handwritten signature*

(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.

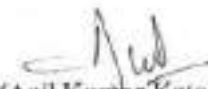
By order,

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

No. Shram (A) 4-2/2018-P-I      Dated      Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-171001, 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 30.07.2021.
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-1 dated 2021as 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-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

**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 01-04-2021;

And whereas, as per provisions of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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. 01-04-2021 as under:-

- General Staff Unskilled      Rs.300 per day, Rs. 9000 per month**
- (a) Peon, Chowkidar, Store Helper, Sweeper, porter and Dafiri
  - (b) Workshop Staff (Unskilled)
  - (c) Workshop Mazdoor without having any experience

- Semiskilled                      Rs. 311.12 per day, Rs.9334 per month**
- 1. Asst. Electrician
  - 2. Asst. Mechanic
  - 3. Asst. Fitter
  - 4. Asst. Black Smith
  - 5. Asst. Carpenter
  - 6. Asstt. Welder

*Aw*

7. Asstt. Turner
8. Asstt. Boring 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. Retreader
18. Workshop Mazdoor having ITI Certificate or having 2 years of probation period who has no ITI Diploma
19. Assistant Molders.

**SKILLED:**

Mechanic, Fitter, Blacksmith, Carpenter, Welder, Boring wireman, Rs. 339.87 per day or Rs. 10196 per month.  
 Mechanist, Cushion Maker, Tinsmith, Vulcanizer, Painter, Upholster,  
 Tyreman, Spray Painter, Electrician Mechanic, 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.

**HIGHLY SKILLED WORKSHOP STAFF:**

Head Mechanic, Carborator/ Head Electrician/ Garrage Supervisor Rs. 376.94 per day or Rs. 11308 per month.

*[Handwritten signature]*

**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. 339.87 per day or Rs. 10196 per month.

**Group-B**

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

Rs.357.30 per day or Rs.10719 per month.

**Group-C**

Head Assistant, Head Clerk, Auditor, Head Cashier.

Rs.421.40 per day

Rs. 12642 per month.

**RUNNING STAFF**

	Per Day	Per month
1. Driver	Rs.380.89	Rs. 11427
2. Conductor	Rs.347.59	Rs. 10428
3. Cleaner-cum-Conductor	Rs.325.25	Rs. 9757
4. Part-Time Booking Clerk	Rs.193.72	Rs. 5812

**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 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,

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





No.Shram (A) 4-2/2018-P-I      Dated      Shimla-2, the 9<sup>th</sup> September, 2021

**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-1 dated 2021 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-1

Dated Shimla-2, the

9<sup>th</sup> September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020:

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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. 01-04-2021 as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
<b>Un skilled</b>	<b>Rupees</b>	<b>Rupees</b>
Helper/Shop Assistant/ Pelledar/ Chowkidar/ Peon/ Sweeper/ Maselchi/ Gateman/ Waterman/ Cleaner/ Packer/ Mazdoor/ Lander/ Unlander/ Messenger/ Clock Room Attendant/ Porter/ Bhishit/ Beldar/ Fireman/ Pandi/ Posterman/ any other worker doing unskilled job.	Rs.300 Daily Rs.9000 Monthly.	Rs 274.47 Daily Rs.8234 Monthly

*Arul*

<b>Semi-Skilled</b>	<b>Rupees</b>	<b>Rupees</b>
Head porter, Pantryman/Coffee-Teamaker/ Chapetiman/ 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 Barber/ Dhobi/ Pressman/Bollerman/ 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.	Rs.316.99 Daily.  Rs.9510 Monthly.	Rs. 289.12 Daily  Rs.8674 Monthly
<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/CinemaOperator/Salesmen/Drycleaner/Dyer /Barber/Regular machine man/ machinist/ Welder/Moulder/Cashier/Clerk/(Matric)Minim/receptio nist/ Waiter/ Bearer / Storekeeper/ headwaiter /Head bearer (Western Style Hotels)/Lineman,ITI certificate holder who are working in the same trade.	Rs.348.21 Daily.  Rs. 10446 Monthly.	Rs. 320.06 Daily  Rs.9602 Monthly.

*Handwritten signature*

P 7

Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates) Accountant /Head	Rs.362.34	Rs. 335.37 daily
Cashier/ Head Cook/ Head Butler/Head Baker/ Head	Daily.	Rs.10061 Monthly
Confectioner/Head mechanic/ Electrician/ Foremen/	Rs. 10870	
Supervisor./ Tailor/Cutter (Tailoring)	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.

*[Handwritten signature]*

**(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,

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

No.Shram (A) 4-2/2018-P-1      Dated      Shimla-2, the 9<sup>th</sup> September, 2021

**Copy for information and necessary action to:-**

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-I dated 2021 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-I Dated Shimla-2, the 9<sup>th</sup> September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No.11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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 01-04.2021 as per recommendations of the said Committee as under:-

Category of Workers	Revised Minimum Wages	
	Daily	Monthly
<b>UNSKILLED WORKERS</b>		
1 Felling of trees:	Rs.300.00	Rs.9000
1.Lopper (Changi)	Rs.316.99	Rs.9510
2.Feller (Garani)	Rs.306.70	Rs.9201
2 Logging and sawing including timber passing:		
1.Dresser (Panchani)	Rs.306.70	Rs.9201
2.Sawyer (Charani)	Rs.376.94	Rs.11308

*Handwritten signature*

3.Blacksmith	Rs.353.92	Rs.10618
<b>3 Carriage, stacking and timber passing by manual labour:</b>		
1. Mazdoor for carriage	Rs.306.70	Rs.9201
2. Mazdoor for loading and un loading of timber.	Rs.306.70	Rs.9201
<b>4 Carriage of timber by Aerial ropeways :</b>		
1.Span Mistry-cum-Supervisor	Rs.376.94	Rs.11308
	Rs.353.92	Rs. 10618
2.Span Mistry		
<b>5 Carriage by water slide (pucci Nalli), dry slide (Pathru), Nullah Bahaan and Darya Bahaan (River floating):</b>		
1. Mohri-wala Mistry	Rs.403.83	Rs.12115
2. Taru	Rs.387.60	Rs. 11628
3. Asstt. Mistry/ Helper Mistry	Rs.362.34	Rs. 10870
4. Darya-man	Rs.387.60	Rs.11628
5. Ghalu	Rs.329.67	Rs.9890
6. Jamadar	Rs.329.67	Rs.9890
<b>6 Mechanised logging and timber extraction:</b>		
1.Surveyor	Rs.379.20	Rs.11376
2.Ski-line Operator	Rs.353.92	Rs.10618
3 Truck Driver	Rs.331.99	Rs.9960
4. Compressor Driver	Rs.331.99	Rs.9960
<b>7 Clerical Staff:</b>		
1.Manager	Rs.436.53	Rs.13096
2.Accountant	Rs.337.09	Rs. 10113

*Arul*

3. Munshi/ Typist clerk

Rs. 306.70

Rs. 9201

**8. Saw Mill Workers:**

1. Band Saw Mistry

Rs. 353.92

Rs. 10618

2. Supervisor

Rs. 350.53

Rs. 10516

3. Head Mistry

Rs. 353.92

Rs. 10618

4. Boiler Driver

Rs. 353.92

Rs. 10618

5. Assistant Mistry

Rs. 311.12

Rs. 9334

6. Planner Mistry

Rs. 311.12

Rs. 9334

7. Helper

Rs. 306.70

Rs. 9201

8. Cutter man

Rs. 306.70

Rs. 9201

**9. Katha Extraction:**

1. Feller and Chipper

Rs. 306.70

Rs. 9201

2. Katha Supervisor/Katha Processor

Rs. 306.08

Rs. 9182

**Highly Skilled**

Boiler Attendant (1st Class) Overseer, Head Foreman- Rs. 414.03 Daily. Rs. 12421 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

*Handwritten signature*

By order,

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

No.Shram (A) 4-2/2018-P-1      Date: Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-1 dated 2021 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-1

Dated Shimla-2, the

9<sup>th</sup> September, 2021

**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 **01-04-2021**;

And whereas, as per provision (Act No.11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **14-07-2021** 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. **01-04-2021**;

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 **01-04-2021** as per recommendations of the said Committee as under:-

Category of Workers	Revised minimum rates
<b>Unskilled</b>	Rs. 300.00 Daily. Rs. 9000 Monthly.
<b>Semi Skilled</b>	
Assistant Electrician, Assistant Fitter, Assistant Turner, Assistant Welder, Assistant Moulder, Assistant Plant Operator, Assistant Blacksmith, Assistant Coprman, 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. 309.27 Daily. Rs. 9278 Monthly.

*Handwritten signature*

### **Skilled**

Saltman, Electrician, Fitter, Copperman, Turner, Moulder, **Rs. 348.21 Daily.**

Blacksmith, Plant operator, Mason, Carpenter, Assistant Foreman, **Rs. 10446 Monthly.**

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.

### **Highly Skilled**

Boiler Attendant (First-Class) Overseer, Head Foreman

**Rs. 414.03 Daily.**

**Rs. 12421 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.

*And*

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.

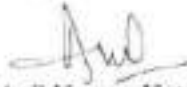
By order,

Addl. Chief Secretary (Lab.&Emp.) to the  
Government of Himachal Pradesh  
Shimla-2, the 9<sup>th</sup> September, 2021

No.Shram (A) 4-2/2018-P-1 Dated

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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-1 dated 2021 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-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

**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 01-04-2021;

And whereas, as per provision (Act No.11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

**Un-Skilled**

Rs.300 Daily or  
Rs.9000 Monthly.

**Semi skilled**

Taper Grade-III, Turner Grade-III, Driller Grade-III, Romer Grade-III, Rs. 309.27 Daily or  
Shareman Grade-III, Machine man, Machinist/Operator Grade-III/ Bragar Rs. 9278 Monthly.  
Grade-III, Head Spinning Winder/ Lincer 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, Bufeman, Head Mechanic,

*Head*

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.348.21 Daily.

Rs.10446 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,

Rs.414.03 Daily.

Rs.12421 Monthly.

*Asul*

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.321.87 Daily.

Rs.9656 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.

*Handwritten signature*



(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,

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

No.Shram (A) 4-2/2018-P-1      Dated      Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-I dated 2021 as required under clause (3) of article 348 of the Constitution of India.)

GOVERNMENT OF HIMACHAL PRADESH  
DEPARTMENT OF LABOUR & EMPLOYMENT

No. Shram (A) 4-2/2018-P-I                      NOTIFICATION  
Dated Shimla-2, the                              9<sup>th</sup> September, 2021

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 01-04-2021;

And whereas as per provision of (Act No. 11 of 1948) of clause (a) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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 01-04-2021 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. 300.00 Daily or Rs. 9000 Monthly.

A-Grade Leaves -- If plucker plucks more than 12 kilogram of tea leaves he or she will get Rs. 21.70 per kilogram extra as incentive.

B Grade Leaves -- If plucker plucks more than 13 kilogram of tea leaves he or she will get Rs. 17.17 per kilogram extra as incentive.

C-Grade Leaves -- If plucker plucks more than 16 kilogram of tea leaves he or she will get Rs. 12.80 per kilogram extra as incentive.

*Handwritten signature*

The piece rates workers employed for plucking will get Rs. 21.70, Rs. 17.17 Rs. 12.80 per kilogram for A,B,C grade of tea leaves respectively.

**SEMI-SKILLED:** Workers engaged in Tea Factory and Tea Plantations. **Rs.305.01 per day, Rs.9150 per month**

**FACTORY:**

Include lift Mazdoor, withering Mazdoor **Rs. 300 daily**  
 rolling room workers, shifting Mazdoor, **Rs. 9000 Monthly.**  
 Fermenting room workers, tea boys,  
 sorters, tea makers, time keeper and carriers (ghalli)

**PLANTATION:**

Cleaners, Assistant Cleaner, Garden Assistant, **Rs. 300 daily**  
 Muharirs etc. who maintain records of a field work **Rs. 9000 Monthly.**  
 and also includes sweeper, Mali & Mate.

**CLERICAL AND NON-TECHNICAL SUPERVISORY STAFF**

**OFFICE STAFF:**

1. Accountant	Rs. 458.46	Rs.13754 per month plus free accommodation
2. Clerks	Rs. 348.21	Rs.10446 per month plus free accommodation
3. Munshi	Rs. 364.97	Rs.10949 per month plus free benefits as admissible to clerk
4. Peon ,Chowkidar/Chaudhary	Rs.305.01	Rs.9150 per month plus free benefit as admissible.
		Daily Monthly
5. Compounder		Rs.424.69 Rs.12741

*Arul*

6. Driver (Jeep/ Car/ Tractor)	Rs.380.88	Rs.11427
7. Mechanic	Rs.428.11	Rs.12843
8. Assistant Mechanic	Rs.379.20	Rs.11376
9. Electrician-cum- Mechanic Grade-I	Rs.428.11	Rs.12843
10. Electrician-cum- Mechanic Grade-II	Rs.379.20	Rs.11376

**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,

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

No. Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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-1 dated 2021 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-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

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 01-04-2021;

And whereas, as per provision (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

Un-skilled Workers	Rs. 300 per day or Rs. 9000 per month
Semi-skilled	Rs. 309.27 P.D. or Rs. 9278 per month
Skilled & clerical staff	Rs. 348.21 P.D. or Rs. 10446 per month
Highly-Skilled	Rs. 414.03 P.D. or Rs. 12421 per month

NOTES:

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,

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

No.Shram (A) 4-2/2018-P-I Dated Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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)



129

(Authoritative English Text of this Department Notification No. Shram (A) 4-2/2018-P-I dated 2021 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-I Dated Shimla-2, the 9<sup>th</sup> September, 2021

**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 unskilled and other categories of workers with effect from 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) of clause (a) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Act No. 11 of 1948) 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 01-04-2021 as per recommendations of the said Committee as under:-

Category of Workers	Revised Wages	
	Where no benefit is provided	Where food, tea and accommodation provided
1	2	3
<b>UN-SKILLED:</b>	<b>Rupees</b>	<b>Rupees</b>
Helper/ Chowkidar/ Peon/ Sweeper/	Rs. 300 Daily	Rs. 274.47 Daily
Masalachi/ Gateman/ Waterman/	Rs. 9000 Monthly	Rs. 8234 Monthly
Messenger/ Clock Room Attendant/ Porter/		

*Asst*

Bhishti/ Beldar/Fireman/ Pandi/ Posterman/  
any worker doing un-skilled job.

**SEMI-SKILLED WORKER:**

	Rupees	Rupees
Pantryman /Coffee-Tea Maker/ Chapatiman	Rs. 316.99 Daily	Rs 290.11
/ 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/ 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.	Rs.9510 Monthly	Rs.8703 Monthly.

**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. 348.21 Daily Rs.10446 Monthly.	Rs. 320.06 Daily Rs. 9602 Monthly.



Highly Skilled	Rupees.	Rupees.
Store Keeper/ Clerks (Graduates)	Rs. 362.34 Daily	Rs. 335.37
Accountant /Head Cashier/ Head Cook/ Head Butler/Head Baker/ Head Confectioner/Head mechanic/ Electrician/ Foremen/ Supervisor./ Tailor/Cutter (Tailoring)	Rs.10870 Monthly.	Rs. 10061 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.

*Handwritten signature*

- (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,

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

No.Shram (A) 4-2/2018-P-I      Dated      Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-I dated 2021 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-I Dated Shimla-2, the 9<sup>th</sup> September, 2021

**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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee is under:-

Un-skilled Workers	Rs. 300 per day or	Rs. 9000 per month
Semi-skilled	Rs. 316.99 per day or	Rs. 9510 per month
Skilled	Rs. 348.21 per day or	Rs. 10446 per month
Highly skilled	Rs. 362.34 per day or	Rs 10870 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.

*[Handwritten signature]*

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 at 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.

*Ad*

By order,

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

No.Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-I dated 2021 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-I

Dated Shimla-2, the

9<sup>th</sup> September, 2021

**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 **01-04-2021**;

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on **14-07-2021** 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. **01-04-2021**;

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 **01-04-2021** as per recommendations of the said Committee as under:-

Category of Workers	Minimum Wages	
	Daily	Monthly
<b>UN-SKILLED WORKERS :</b>	<b>Rs.</b>	<b>Rs.</b>
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	300	9000



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 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, Cleener-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 318.57 9557  
 JWR Crane Operator, Junior Plant Operator, Junior Nozzdeman, 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 Dentor, 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 348.21 10446  
 Plant Operator, Crushing Operator, Excavator Operator, CMT

*Handwritten signature*

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, Morter 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).

414.03

12421

*Arul*

**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) **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.

*Amul*

(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,

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

No.Shram (A) 4-2/2018-P-I      Dated      Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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.01 77-2880551)

(Authoritative English Text of this Department Notification No. Shram (A) 4-2/2018-P-I dated 2021 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-I

Dated Shimla-2, the

9<sup>th</sup> September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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 01-04-2021 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.300	Rs.9000
<b>Semi Skilled</b>		
Technician (D.Pharma), Fitter (ITI), Maintenance (ITI), PW-Operator, Mali, Security Guard, Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant.	Rs.309.27	Rs. 9278

*[Handwritten signature]*

**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.

**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. 348.21** **Rs. 10446** **Rs. 414.03** **Rs. 12421**

**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

*Aw*

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,

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

No. Shram (A) 4-2/2018-T-I      Dated      Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-1 dated 2021 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-1

Dated Shimla-2, the

9<sup>th</sup> September, 2021

**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 01-04-2021

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
<b>Un skilled</b>	Rs.	Rs.
Helper, Cleaner, Chowkidar, Watchman, Peon, Room Boy, Office Boy and Masalchi.	300 Daily 9000 Monthly.	274.47 Daily 8234 Monthly
<b>Semi-Skilled</b>	Rs.	Rs.
Clinic Attendant, Assistant Laboratory Technician, Security Sweeper, Operation Theatre Assistant,	316.99 Daily.	289.12 Daily.



Assistant Storekeeper, Assistant Store Munshi, Complaint Attendant, Ward Boy and Ward Attendant (0-3 Years Experience)	9510 Monthly	8674 Monthly.
--	-----------------	---------------

Skilled:	Rs.	Rs.
Receptionist, Pharmacist, Compounder, Laboratory Technician, X-Ray Technician, A.M. 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)	348.21 Daily. 10446 Monthly	320.06 Daily 9602 Monthly.

Highly Skilled	Rs.	Rs.
Staff Nurse, Security Supervisor, Senior Electrician, Senior Technician, Senior Radiographer, Senior Compounder, Accountant and Stenographer	362.34 Daily. 10870 Monthly	335.37 Daily 10061 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.

*[Signature]*

**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,

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

No.Shram (A) 4-2/2018-P-I Dated Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021,
9. All the Deputy Commissioners, Himachal Pradesh
10. Guard File

  
(Anil Kumar Katoch)

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

(Authoritative English Text of this Department Notification No. Shram (A) 4-2/2018-P-1 dated 2021 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-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

**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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 wherein increase in Minimum wages payable at all the categories of workers in all the 19 scheduled employments were approved and recommended w.e.f. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
<b>Un skilled</b>	<b>Rs.</b>	<b>Rs.</b>
Helper, Aya, Cleaner, Masalchi, Watchman and Washer man	300 Daily 9000 Monthly.	246 Daily. 7380 Monthly.

*[Handwritten signature]*

Semi-Skilled	Rs.	Rs.
Security Guard and Mali	316.99 Daily, 9510 Monthly	256.88 Daily, 7306 Monthly.
Skilled:	Rs.	Rs.
Cook and Driver	348.21 Daily, 10446 Monthly	276.92 Daily, 8303 Monthly.

**NOTE:-**

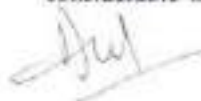
1. There will be no distinction between the minimum wages of male or female and adult or non-adult for the same and similar nature of work.
2. Wages of Apprentices are to be regulated under the Apprenticeship Act, 1961 (No. 52 of 1961)
3. Where any class of work is performed on piece work basis, the 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



posses 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,

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

No.Shram (A) 4-2/2018-P-1 Dated - Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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)

200

(Authoritative English Text of this Department Notification No. Shram (A) 4-2/2018-P-I dated 2021 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-I Dated Shimla-2, the 9<sup>th</sup> September, 2021

**16. Safai Karamchhari Employment**

Whereas, the Governor, Himachal Pradesh is of the opinion that the minimum rates of wages in the Scheduled employment of "Safai Karamchhari Employment" may be revised in respect of unskilled and other categories of workers may be fixed with effect from 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

Category of Workers	Minimum Wages	
	Daily	Monthly
Unskilled:- Sweeper/Safai Karamchhari, Beldar and Cartman,	Rs. 300	Rs. 9000
<b>Semi Skilled</b>		
Work Supervisor, Sanitary Jamadar, Assistant Storekeeper, Assistant Store Munshi and Complaint Attendant.	Rs. 309.27	Rs. 9278

*Aw*

**Skilled**

Driver, Mason, Plumber, Storekeeper, Accounts Clerk, Rs. 348.21      Rs. 10446  
 Computer Operator, Data Entry Operator and Cashier.

**Highly Skilled**

Jr. Engineer, Sanitary Inspector and Stenographer,      Rs. 414.03      Rs. 12421

**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,

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

No.Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The LR-cum-Pt. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The 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 30.07.2021.
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-I dated 2021 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-I

Dated Shimla-2, the

9<sup>th</sup> September, 2021

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 01-04-2021;

And whereas, as per provision of Act No. 11 of 1948 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the said Minimum Wages Act (Act No. 11 of 1948) 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. 01-04-2021 as per recommendations of the said Committee as under:-

Un-Skilled	Daily	Monthly
Helper and Watchman	Rs. 300	Rs. 9000
<b>Semi skilled</b>		
Security Guard, Assistant Storekeeper, Assistant Store Manshi and Complaint Attendant.	Rs. 309.27	Rs. 9278
<b>Skilled</b>		
Security Supervisor, Head Watchman, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	Rs. 348.21	Rs. 10446

*[Handwritten Signature]*

**Highly Skilled**

Security Officer, Security Manager,

Rs.414.03

Rs.12421

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.

*Handwritten signature*

(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,

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

No. Shram (A) 4-2/2018-P-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The L.R.-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
5. The 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 30.07.2021.
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-I dated 2021 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-I

Dated Shimla-2, the

9<sup>th</sup> September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

Now, therefore, in exercise of the powers conferred by sub-section (2) of section 5 of the said Minimum Wages Act, 1948 (Act No. 11 of 1948) 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 01-04-2021 as per recommendations of the said Committee as under:-

Category of employees	Where no benefit is provided	Where food, tea & combined accommodation provided
<b>Un skilled</b>	Rs	Rs
Peon, Masalchi, Office Boy and Beldar.	300 Daily	274.47 Daily
	9000 Monthly	8234 Monthly.
<b>Semi-Skilled</b>	Rs	Rs
Chapatiman, Sweeper, Room boy, Junior Guest	316.99 Daily	289.12 Daily



Attendant, Temple Attendant, Bhog Room Attendant, 9510 Monthly 8674 Monthly  
Hall Attendant, Sewadar, Security Guard, Mali,  
Assistant Storekeeper, Assistant Store Munshi and  
Complaint Attendant.

Skilled:	Rs.	Rs.
Senior Guest Attendant, Receptionist, Pujari, Pandit,	348.21 Daily	320.06 Daily
Cook, Maulvi, Granthi, Padri, Storekeeper, Accounts Clerk, Clerk, Computer Operator, Data Entry Operator and Cashier.	10446 Monthly	9602 Monthly

Highly Skilled	Rs.	Rs.
Supervisor, Superintendent, Ragi, Bajantri, Bhajan	362.34 Daily.	335.37 daily
Singer, Stenographer, and Accountant.	10870 Monthly	10061 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.

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,

Add. Chief Secretary (Lab.&Emp.) to the  
Government of 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 posses 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.

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

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

Dated

Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

- 1. All the Administrative Secretaries to the Govt. of H.P. Shimla-2.
- 2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
- 3. The LR-cum-Pr. Secretary (Law) to the Govt. of H.P. Shimla-2
- 4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P
- 5. The 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 30.07.2021.
- 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-I dated 2021 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-I

Dated Shimla-2, the

9<sup>th</sup> September, 2021

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 01-04-2021;

And whereas, as per provision of (Act No. 11 of 1948) 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-L, dated 30-07-2020;

And whereas, a meeting of the said Committee was held on 14-07-2021 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. 01-04-2021;

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 01-04-2021 as per recommendations of the said Committee as under:-

	Minimum Daily	Wages Monthly
Un-skilled Workers :-	Rs.300	Rs. 9000
Peon, Office Boy and Masalchi-		
<b>Semi-skilled:-</b>	Rs.309.27	per day or
Helper Cook, Cash Collector, Assistant Storekeeper, Assistant Store Munshi, Security Guard and Complaint Attendant.	Rs. 9278	per month

*Handwritten signature*

**Skilled:-**

Electrician, Storekeeper, Accounts Clerk, Rs. 348.21 per day or  
 Clerk, Computer Operator, Data Entry  
 Operator and Cashier, Rs. 10446 per month

**Highly-Skilled:-**

Supervisor, Superintendent, Stenographer Rs. 414.03 per day or  
 and Accountant. Rs. 12421 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.

*Handwritten signature*



- (iii) **Skilled:** - A skilled employe 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,

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

No.Shrm (A) 4-2/2018-P-1 Dated Shimla-2, the 9<sup>th</sup> September, 2021

Copy for information and necessary action to:-

1. All the Administrative Secretaries to the Govt. of H.P., Shimla-2.
2. The Addl. Chief Secretary to the Hon'ble Chief Minister, H.P., Shimla-2.
3. The I.R-cum-Pr. Secretary (Law) to the Govt. of H.P., Shimla-2
4. The Spl. Private Secretary to Hon'ble Labour & Employment Minister H.P.
5. The Special Private Secretary to Chief Secretary to Govt. of H.P.
6. The Director, Labour Bureau, GOI, Shimla-1, 17004, 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 30.07.2021.
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)



श्रमायुक्त कार्यालय  
मध्यप्रदेश शासन, इन्दौर

न्यूनतम वेतन  
एवं  
मंहगाई भत्ते की दरें  
दिनांक 01/10/2021 से प्रभावशील

न्यूनतम वेतन दरें श्रम विभाग की वेबसाईट  
[www.labour.mp.gov.in](http://www.labour.mp.gov.in) पर उपलब्ध है

न्यूनतम वेतन अधिनियम, 1948  
के अंतर्गत श्रमिकों हेतु  
दिनांक 01/10/2021 से प्रभावशील  
न्यूनतम वेतन एवं परिवर्तनशील  
संहगाई भत्ते की दरें

1 से 36, 39 से 55 एवं 57 से 66, 68, 70 से 72 तक कुल 67 नियोजन

67 नियोजन	पृष्ठ क. 03-15
प्रदेश के विभिन्न शासकीय एवं दैनिक वेतन वेतन भोगी कर्मचारी हेतु अनुसूची "क"	पृष्ठ क. 16
कृषि नियोजन	पृष्ठ क. 17-19
बीड़ी नियोजन	पृष्ठ क. 20-28
अगरबत्ती उद्योग	पृष्ठ क. 29-35
अन्य	पृष्ठ क. 36-37

## श्रम आयुक्त कार्यालय, मध्यप्रदेश शासन, इंदौर

कमांक: 1/11/अन्वे/पांच/2015/29748-996,

इंदौर, दिनांक 01-10-2021

### अधिसूचना

मध्यप्रदेश राज्य में प्रभावशील न्यूनतम वेतन अधिनियम 1948 की धारा 2(घ) में निहित प्रावधान सह पठित मध्यप्रदेश श्रम विभाग की अधिसूचना कमांक 3761/613/16-ए/82 दिनांक 25.05.1982 के अनुसरण में, मैं डॉ. विरेन्द्र सिंह रावत, श्रमायुक्त म.प्र. एतद् द्वारा अखिल भारतीय उपभोक्ता मूल्य सूचकांक जो कि भारत सरकार के लेबर ब्यूरो, शिमला से ज्ञात किया गया, जनवरी, 2021 से जून, 2021 तक के माहों के लिये निम्नानुसार प्रकाशित करता हूँ :-

माह/वर्ष 2021	अखिल भारतीय उपभोक्ता मूल्य सूचकांक (आधार वर्ष 2001=100)
जनवरी,	340.42
फरवरी,	342.72
मार्च,	344.45
अप्रैल,	345.89
मई,	347.33
जून,	350.50
औसत	2071.31÷6=345.21 (345)

तथा इनका औसत 345 घोषित करता हूँ जो कि अधिसूचित नियोजनों के श्रमिकों के लिये औसत निर्याह व्यय सूचकांक (कास्ट आफ लिविंग इंडेक्स नंबर) रहेगा। जिसके आधार पर श्रम विभागीय अधिसूचना कमांक 41(बी)-1-2014-ए-सोलह दिनांक 29.09.2014 (मध्यप्रदेश राजपत्र कमांक 41 दिनांक 10.10.2014 में प्रकाशित) में अधिसूचित नियोजनों के श्रमिकों को दिनांक 01.10.2021 से 31.03.2022 तक परिवर्तनशील महंगाई भत्ता देय है।

म.प्र. राजपत्र दिनांक 10 जून 2016 के पृष्ठ कमांक 670 एवं 671 पर प्रकाशित श्रम विभागीय अधिसूचना, क. एफ 4(सी)1-2013/अ-16. के अनुसार राज्य के कतिपय नियोजनों के श्रमिकों के लिए न्यूनतम वेतन की दरें पुनरीक्षित की गई है, जो अखिल भारतीय उपभोक्ता मूल्य सूचकांक 241 (जनवरी-जून 2014), 2001=100 को आधार मानकर संबंध की गई है। जो कि दिनांक 10 जून 2016 से लागू है।

  
(डॉ. विरेन्द्र सिंह रावत)

श्रम आयुक्त,  
मध्यप्रदेश, इंदौर  
तथा न्यूनतम वेतन अधिनियम 1948  
के अंतर्गत सक्षम प्राधिकारी

## श्रम आयुक्त कार्यालय, मध्यप्रदेश शासन, इंदौर

### परिवर्तनशील मंहगाई भत्ते की संगणना एवं पुनरीकित दरों के संबंध में विवरणात्मक टीप

मध्यप्रदेश राजपत्र (असाधारण) दिनांक 10.10.2014 के पृष्ठ क्रमांक 358 से 380, 384 से 394 एवं 395 से 400 पर प्रकाशित श्रम विभागीय अधिसूचना, क्रमांक 41 दिनांक 10.10.2014 के अनुसार राज्य के श्रमिकों के लिए न्यूनतम वेतन की दरें पुनरीकित की गई है, जो अखिल भारतीय उपभोक्ता मूल्य सूचकांक 241(जनवरी-जून 2014), 2001=100 को आधार मानकर संबंध की गई है।

श्रमायुक्त कार्यालय, मध्यप्रदेश शासन इन्दौर की अधिसूचना 1/11/अन्वे./पांच/2015. **29748-**  
**996** दिनांक **01-10-2021** के अनुसार जनवरी, 2021 से जून, 2021 तक की अवधि में अखिल भारतीय उपभोक्ता मूल्य सूचकांक का औसत 345 रहा है। गत छः माही का औसत 341 रहा था अखिल भारतीय उपभोक्ता मूल्य सूचकांक 345 के ऊपर  $(345-341)=04$  औसत बिन्दुओं की वृद्धि हुई है। जिसके परिणाम स्वरूप 67 अनुसूचित नियोजनों में अर्धकुशल, कुशल, एवं उच्च कुशल श्रमिकों के लिए परिवर्तनशील मंहगाई भत्ता रूपये 25 प्रतिबिन्दु प्रतिमाह के मान से रूपये  $(25 \times 04) = 100-00$  की वृद्धि हुई है तदनुसार अर्धकुशल, कुशल, एवं उच्च कुशल श्रमिकों के लिए अखिल भारतीय उपभोक्ता मूल्य सूचकांक 241(2001=100) के उपर कुल उपभोक्ता मूल्य सूचकांक में  $(345-241)=104$  औसत बिन्दुओं की वृद्धि हुई है एवं इस तरह परिवर्तनशील मंहगाई भत्ते की कुल राशि रूपये  $(25 \times 104) = 2600.00$  प्रतिमाह या  $(2600 \div 26)$  रूपये 100.00 प्रतिदिन एवं अकुशल श्रमिकों के लिए अखिल भारतीय उपभोक्ता मूल्य सूचकांक 253 (2001=100) के उपर कुल उपभोक्ता मूल्य सूचकांक में  $(345-253)=92$  औसत बिन्दुओं की वृद्धि हुई है एवं इस तरह परिवर्तनशील मंहगाई भत्ते की कुल राशि  $(92 \times 25) = 2300.00$  प्रतिमाह या प्रतिदिन  $(2300 \div 26) = 88.46$  रूपये दिनांक 1.10.2021 से 31.03.2022. देय है। (अनुसूचि अ.ब.स के लिए)।

मध्यप्रदेश शासन, वित्त विभाग, भोपाल के पत्र क्रमांक 303/आर/577/ 92/नि-5/4, दिनांक 30 जून, 1992 तथा मध्यप्रदेश राज्य में प्रभावशील न्यूनतम वेतन अधिनियम 1948 की धारा 2 (घ) में निहित प्रावधान सहपठित मध्यप्रदेश श्रम विभाग की अधिसूचना क्रमांक 3761/613/16-ए/82, दिनांक 25.05.82 के अनुसरण में, नै एतद् द्वारा शासकीय दैनिक वेतन भोगी श्रमिकों एवं कर्मचारियों के लिये दैनिक वेतन की दरें संपूर्ण मध्यप्रदेश के लिये अनुसूची 'क' के अनुसार निर्धारित करता हूँ, जो दिनांक 1.10.2021 से 31.03.2022 तक देय है।

## अनुसूची -अ

जिसमें परिवर्तनशील मंहगाई भत्ता भी सम्मिलित है (आंकड़े रूपयों में)


67 अनुसूचित नियोजन में मासिक एवं दैनिक वेतन दरें जिसमें परिवर्तनशील मंहगाई भत्ता सम्मिलित है (आंकड़े रूपयों में)

न्यूनतम मूल वेतन	परिवर्तनशील मंहगाई भत्ता	कुल वेतन	रूपयों में सचण्ड अप कर दैनिक दर	श्रमिकों का वर्ग	न्यूनतम वेतन की पुनरीक्षित दरें	परिवर्तनशील मंहगाई भत्ता	कुल वेतन	रूपयों में सचण्डअप कर दैनिक दरें						
प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिदिन						
दिनांक 01.04.2021 से 30.09.2021 तक				दिनांक 01.10.2021 से 31.03.2022 तक										
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.
6500.00	250.00	2200.00	84.61	8700.00	334.64	335.00	अकुशल	6500.00	250.00	2300.00	88.46	8800.00	338.00	338.00
7057.00	271.42	2500.00	96.15	9557.00	367.58	368.00	अर्धकुशल	7057.00	271.42	2600.00	100.00	9657.00	371.00	371.00
8435.00	324.42	2500.00	96.15	10935.00	420.58	421.00	कुशल	8435.00	324.42	2600.00	100.00	11035.00	424.00	424.00
9735.00	374.42	2500.00	96.15	12235.00	470.58	471.00	उच्चकुशल	9735.00	374.42	2600.00	100.00	12335.00	474.00	474.00

### स्वप्तीकरण-

- (1) मजदूरी नियंत्रण में पैसे तथा रूपयों के मुकाबले को सचण्ड अप करके ही दैनिक एवं मासिक मजदूरी निर्धारित की जायेगी। किंतु किताब के परिचय क्रमांक एक 9-7/2008/विद्यम/वार, दिनांक 20 सितम्बर, 2008 में 50 पैसे अथवा उससे अधिक पैसे हो तो उन्हें अगले उच्चतर रूपयों में पूर्णांकित किया जायेगा और 50 पैसे से कम राशि को छोड़ दिया जायेगा विशेष रूप - उपर्युक्त अनुसूची -क में निर्धारित दैनिक वेतन की दरें 30 दिन से विभाजित कर निर्धारित की गई हैं। इसलिए सभी कर्मचारियों एवं श्रमिकों को वेतन सहित साप्ताहिक अवकाश देय होगा, अर्थात् मासिक वेतन में से साप्ताहिक अवकाश के लिए कोई कटौती नहीं की जा सकती।
- (2) अकुशल श्रमिकों के लिए दर्शाई गई वेतन दरों पर जेबर भूत शिमला द्वारा निर्मित औद्योगिक श्रमिकों के लिए अखिल भारतीय उपमहाका मूल्य सूचकांक 253 (2001=100) जुलाई 2014 से दिसम्बर 2014 के अन्तर्गत आंकड़ों के जोरत पर अस्थापित है। 253 सूचकांक के ऊपर प्रति 6 माह में जो जोरत वृद्धि होगी उसी अनुपात में उपमहाका मूल्य सूचकांक में वृद्धि दिनांक 1 अगस्त एवं 1 अक्टूबर जैसी भी स्थिति हो प्रतिदिन प्रतिमाह 25 रूपयों के हिसाब से परिवर्तनशील मंहगाई भत्ता घोषित किया जायेगा।
- (3) इस प्रकार अधिसूचित न्यूनतम वेतन की दरों का फलान किन्ती भी कर्मचारों पर प्रतिफल प्रभाव नहीं करेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनरीक्षित दरों से अधिक हैं, तो वह किन्ती भी दशा में कम नहीं की जायेगी, जब तक की न्यूनतम वेतन की दर उससे समकक्ष नहीं हो जाती है। (न्यूनतम वेतन अधिनियम, 1948 की धारा 12(1-ए))

टीप- न्यूनतम वेतन अधिनियम 1948, के अन्तर्गत 67 अनुसूचित नियोजनों की सूची परिशिष्ट-अ तथा इस संख्या में स्वप्तीकरण परिशिष्ट-द में देखें।

  
 ( डॉ. विरेन्द्र सिंह रावत )  
 श्रम आयुक्त,  
 मध्यप्रदेश, इंदौर


## परिशिष्ट-अ

न्यूनतम मजदूरी अधिनियम, 1948, के अन्तर्गत अनुसूचित नियोजन जिनमें वेतन निर्धारित है

भाग-एक

क्रमांक	अनुसूचित नियोजन
1	किसी कपास जिनींग एवं प्रोसेसिंग कारखाने में नियोजन
2	किसी वन लगाने तथा वन उपज में नियोजन
3	किसी मार्गों के निर्माण या सम्हाल या भवन निर्माण कार्य में नियोजन
4	किसी लोक मोटर परिवहन में नियोजन
5	किसी इंजीनियरिंग उद्योग में नियोजन
6	किसी सिंचाई कार्यों के निर्माण तथा संधारण में नियोजन
7	किसी केमिकल तथा फार्मास्युटिकल्स में नियोजन
8	किसी आरा मिल में नियोजन
9	किसी तेल मिल में नियोजन
10	किसी चावल मिल या आटा मिल या दाल मिल में नियोजन
11	किसी मुरा पोहा निर्माणी में नियोजन
12	किसी खाद्य पदार्थ में जिसमें केक, बिस्किट्स, कन्फेक्शनरी, आईस्कीम, आईसक्रेडी सम्मिलित है, के निर्माण में नियोजन
13	किसी पत्थर तोड़ने या पत्थर पीसने के कार्य में नियोजन
14	किसी दूकान वाणिज्यिक संस्थान, आवासीय होटल, रेस्टारेंट तथा नाट्यगृह में नियोजन
15	किसी मुद्राणालय में नियोजन
16	किसी सीमेंट पोल अथवा सिमेंट से निर्मित उत्पाद में नियोजन
17	किसी प्लास्टिक उद्योग में नियोजन
18	किसी फ्यूएल कोक में नियोजन
19	किसी चूना भट्टे में नियोजन
20	किसी ईट भट्टे में नियोजन
21	किसी पावर लूम / जिसमें सायजिंग एवं प्रोसेसिंग भी सम्मिलित है/ में नियोजन
22	किसी स्थानीय प्राधिकरण में नियोजन
23	किसी कोसा उद्योग में नियोजन
24	किसी खांडसारी उत्पादन में नियोजन
25	किसी पाटरीज जिसमें रिफेक्टरी सामान, फायरब्रिक्स, सेनिटरी वेअर, इन्सुलेटर्स, टाइल्स, (सिमेंट से निर्मित टाइल्स को छोड़कर) स्टोन वेअर पाईप्स, फरनेस, लाईनिंग ब्रिक्स तथा अन्य सीरेमिक्स सामान सम्मिलित है, में नियोजन
26	किसी कम्बल निर्माण कार्य में नियोजन
27	किसी स्लेट, पेंसिल निर्माण शाला में नियोजन
28	किसी कत्था उद्योग में नियोजन
29	किसी रामरज गेरू के निर्माण में नियोजन
30	किसी हथकरघा उद्योग में नियोजन
31	किसी बोनमिल में नियोजन
32	किसी टाइल्स, जिसमें मंगलोर टाइल्स, अलाहाबाद टाइल्स तथा अन्य स्थानीय नाम में प्रचलित टाइल्स सम्मिलित है, परन्तु सीमेंट से निर्मित टाइल्स सम्मिलित नहीं है, के निर्माण में नियोजन
33	किसी विनिर्माण प्रक्रिया जिसमें विनिर्माण प्रक्रिया जो कि कारखाना अधि. 1948 की धारा दो (क) में परिभाषित की गई है। चलाई जाती है। जो अनुसूची में दी गई किसी अन्य प्रविष्टि के अन्तर्गत नहीं आती है, में नियोजन

34	किसी प्रायवेट अस्पताल जिसमें परामर्श केंद्र तथा विकृति विज्ञान(पैथालोजिकल) प्रयोगशाला सम्मिलित है में नियोजन
35	किसी प्रायवेट शैक्षणिक संस्था , जिनमें कोचिंग केन्द्र भी सम्मिलित हैं, में नियोजन
36	किसी तैयार किये गये (रेडिमेड) वस्त्र विनिर्माणशाला में नियोजन
39	किसी खदान जैसे कंकड़,मुर्रम,लेट्राईट,बोल्डर,ग्रावेल शिंगड़ा, साधारण रेती,बिल्डिंग स्टोन,रोड मेटल,अर्थ फुलर्स अर्थ और लाईम स्टोन तथा अन्य खदान जो खान अधिनियम की धारा 3 के अधीन छूट प्राप्त है,में नियोजन
40	किसी ऑटोमोबाईल्स कर्मशाला एवं मरम्मत हेतु संचालित गैरेजस में नियोजन
41	किसी बेकरी में नियोजन
42	किसी कोल्ड स्टोरेज(शीतागार) में नियोजन
43	किसी दुकान तथा वाणिज्यिक स्थापना में नियोजन
44	किसी होटल रेस्टोरेन्ट तथा भोजनालय में नियोजन
45	किसी सिनेमागृहो या थियेटरो में नियोजन
46	किसी क्लब में नियोजन
47	किसी आसवनी या किसी अल्कोहलयुक्त
48	किसी अधिवक्ता या अटार्नी के कार्यालय में नियोजन
49	किसी हेअर कटिंग सेलून या ब्यूटी पार्लर में नियोजन
50	किसी उर्वरक या पेस्टीसाईड(कीट नाशक दवा) के विनिर्माण में नियोजन
51	किसी ड्रिलिंग प्रचालन या द्यूबवेल के अनुरक्षण में नियोजन
52	किसी इलेक्ट्रानिक्स या सहबद्ध कार्य में नियोजन
53	किसी पेट्रोल या डीजल पम्पो में नियोजन
54	मिट्टी के किसी खुदाई कार्य में नियोजन
55	किसी सोने और चांदी की वस्तुओं के विनिर्माण में नियोजन
57	किसी ऑटो रिक्शा और टेक्सी चलाने के कार्य में नियोजन
58	किसी विपणन सोसायटियों, उपभोक्ता कोआपरेटिव सोसायटी और सहकारी बैंक(को-आपरेटिव बैंक में नियोजन)
59	किसी होजयरी में नियोजन
60	किसी साबुन निर्माण (जिसमें डिटरजेन्ट भी शामिल है) में नियोजन
61	किसी डेयरी और दूध से उत्पादित वस्तुओं में नियोजन
62	किसी खिलौना निर्माण,जिसमें कपड़े से निर्मित खिलौने भी सम्मिलित हैं,में नियोजन
63	किसी सुरक्षा कार्य तथा डिटेक्टिव सेवाओं में नियोजन
64	किसी कुरियर तथा गैर सरकारी डाक सेवाओं में नियोजन
65	किसी डाटा प्रोसेसिंग कार्य में नियोजन
66	किसी अचार,बड़ी,पापड़ तथा ऐसे ही खाद्य पदार्थ प्रसंस्करण में नियोजन
68	दवाईयों एवं अन्य वस्तुओं के विक्रय संवर्धन कार्यों में नियोजन
70	किसी सफाई कार्य में नियोजन
71	किसी पुरातात्विक कार्य में नियोजन
72	किसी सूचना प्रौद्योगिकी कार्य में नियोजन
	भाग दो
1.	कृषि में नियोजन

  
 (डॉ. विरेन्द्र सिंह रावत)  
 श्रम आयुक्त,  
 मध्यप्रदेश, इंदौर



### स्पष्टीकरण

1. इस अधिसूचना के प्रयोजन के लिये (1) इस अधिसूचना के द्वारा जो मासिक वेतन निर्धारित किया गया है, वह कैलेंडर माह की समाप्ति पर देय होगा, यदि किसी कर्मचारी ने अधिनियम एवं उसके अंतर्गत बनाये गये नियम के अनुसार संबंधित कैलेंडर मास के समस्त अवकाश के दिनों का लाभ उठाया हो और यदि किसी संदर्भ में एक दिन का वेतन संगणित करना हो तो उपरोक्तानुसार निर्धारित मासिक वेतन को 26 से भाग देकर संगणित किया जावेगा।

2. कर्मचारियों के प्रकार जो विभिन्न वर्गीकरण में बताए गये हैं (वे उदाहरण स्वरूप हैं न कि विस्तृत तथा वर्ग कर्मचारी जो इस अधिसूचना में सम्मिलित नहीं हैं, के लिए न्यूनतम वेतन की दर वही होगी जो समान प्रकृति का काम करने वाले कर्मचारी को देय है।


3. उच्च कुशल, कुशल, अर्धकुशल तथा अकुशल कर्मचारियों की परिभाषा :-

- (क) "कुशल कर्मचारी" से अभिप्रेत है जो दक्षतापूर्वक कार्य कर सकें, काफी स्वतंत्रता से निर्णय, बुद्धि का प्रयोग कर सकें तथा जिम्मेदारी से अपने कर्तव्य का पालन कर सकें, उसे उस व्यवसाय शिल्प या उद्योग का जिसमें वह नियोजित किया गया हो, पूर्ण एवं विस्तृत ज्ञान होना चाहिए।
- (ख) "अर्धकुशल कर्मचारी" से अभिप्रेत है जो सामान्यतः रोजमर्रा का एक निश्चित स्वरूप का काम करता हो जिसमें कि उसमें उतनी निर्णय, बुद्धि, कुशलता तथा निपुणता की अपेक्षा न की जाती हो किंतु उसमें सापेक्षित रूप से ऐसे छोटे काम जो उसे सौंपे जाए, उचित रूप से करने की अपेक्षा की जाती हों और उसमें महत्वपूर्ण निर्णय दूसरे व्यक्तियों द्वारा लिये जाते हों, इस प्रकार उसका कार्य बंधे बंधाये रोजमर्रा के कार्य के करने तक ही सीमित है।
- (ग) "अकुशल कर्मचारी" से अभिप्रेत है जो, ऐसे सरल कार्य करना है जिसमें स्वतंत्र निर्णय या पूर्ण अनुभव की बहुत कम या बिल्कुल आवश्यकता नहीं पड़ती, यद्यपि व्यवसायिक परिस्थितियों से परिचित होना आवश्यक होता है। इस प्रकार शारीरिक श्रम के अलावा उसे विभिन्न वस्तुओं तथा माल तथा सेवाओं से परिचित होना चाहिए।
- (घ) "उच्च कुशल कर्मचारी" वह है जो तकनीकी एवं विशिष्ट स्वरूप का कार्य करने में पूर्ण रूप से दक्ष हो, काफी स्वतंत्रता से निर्णय, बुद्धि का प्रयोग कर जिम्मेदारी से अपने कर्तव्य का पालन कर सके एवं तकनीकी डिग्री एवं डिप्लोमाधारी हो, उसे व्यवसाय, तकनीकी शिल्प या उद्योग का जिसमें वह नियोजित किया गया हो, पूर्ण एवं विशिष्ट ज्ञान होना अपेक्षित है।

अति कुशल कार्य से ऐसा कार्य अभिप्रेत है जिसे करने के लिए सघन तकनीकी या व्यवसायिक प्रशिक्षण या कतिपय उचित अवधि के व्यावहारिक कार्य अनुभव से अर्जित संपूर्णता और पूर्ण सक्षमता की आवश्यकत होती है और कर्मकार से यह अपेक्षा की जाती है कि वह इन कार्यों के निष्पादन के बाबद किये जाने वाले निर्णयों या विनिश्चयों के लिए पूरा जिम्मेदार है।

उच्च कुशल या अतिकुशल कर्मचारी वह है जिसने किसी स्तरीय तकनीकी या व्यवसायिक प्रशिक्षण प्राप्त करने के पश्चात उचित अवधि का व्यवहारिक कार्य अनुभव प्राप्त किया हो। जिसके आधार पर उसे सौंपे गये कार्य को दक्षतापूर्वक एवं काफी हद तक स्वतंत्रता पूर्वक अपनी बुद्धि का प्रयोग करते हुए संपादित कर सकता हो तथा कार्य संपादन में तात्कालिक रूप से आवश्यक सातान्य निर्णय ले सकता हो। ऐसा कर्मचारी तकनीकी डिग्री या शिप्लोमाधारी हो जिन्हे उस व्यवसाय, तकनीकी, शिक्षा या उद्योग का समुचित ज्ञान हो, जिसमें वह नियोजित किये जा रहे है।

- (4) इस प्रकार अधिसूचित न्यूनतम वेतन की दरों का प्रवर्तन किसी भी कर्मचारी पर प्रतिकूल प्रभाव नहीं डालेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनरीक्षित दरों से अधिक है, तो वह किसी भी दशा में कम नहीं की जावेगी, जब तक की न्यूनतम वेतन की दर उसके समकक्ष नहीं हो जाती है।  
(न्यूनतम वेतन अधिनियम, 1948 की धारा 12(1-ए))
- (5) किसी भी स्थापना अथवा उपक्रम में प्रचलित वेतन दरें अधिसूचित मूल न्यूनतम वेतन दरों तथा देय परिवर्तनशील महगाई भत्ते के योग से अधिक होने पर यह समझा जावेगा कि स्थापना या उपक्रम द्वारा अधिसूचित मूल न्यूनतम वेतन दर तथा परिवर्तनशील महगाई भत्ते दिये जाने का पालन किया जा रहा है। यदि स्थापना या उपक्रम द्वारा देय न्यूनतम वेतन एवं परिवर्तनशील महगाई भत्ते का योग अधिसूचित न्यूनतम वेतन एवं परिवर्तनशील महगाई भत्ते के योग से कम है, तो श्रमिक अंतर की राशि के लिए पात्र होंगे।
- (6) न्यूनतम वेतन की दरों में न्यूनतम मजदूरी अधिनियम, 1948 (क्रमांक 11 सन् 1948) की धारा 13 की उपधारा (1) के खण्ड (ख) के अधीन परिकल्पित किए अनुसार विश्राम दिवस के संबंध में पारिश्रमिक सम्मिलित है।
- (7) जहां कर्मचारी खण्डदर पर नियोजित हो, और इस अधिसूचना में उसके लिए खण्डदर इस प्रकार निर्मित की जावे, जो आठ घंटे, दैनिक, छः दिन कार्य करते हैं, एवं एक दिन सैवतनिक अवकाश देने पर समय-समय पर निर्धारित न्यूनतम वेतन से कम न हो।
- (8) यदि एक से अधिक नियोजनों में एक ही स्वरूप का कार्य होता है, तो कार्यरत कर्मचारियों को बेहतर दरें देय होंगी।
- (9) कर्मचारियों के प्रकार जो विभिन्न वर्गीकरण में बताये गये है, वे उदाहरण स्वरूप है, न कि विस्तृत तथा ऐसे वर्ग के कर्मचारी जो इस अधिसूचना में सम्मिलित नहीं है, के लिए न्यूनतम वेतन की दर वही होगी जो समान प्रकृति का काम करने वाले कर्मचारी को देय है। श्रमिकों एवं कर्मचारियों के वर्गीकरण की सूची संलग्न है।

  
 (डॉ. विरेन्द्र सिंह रावत)  
 श्रम आयुक्त,  
 मध्यप्रदेश, इंदौर

अकुशल, अर्द्धकुशल, कुशल एवं उच्च कुशल श्रमिकों एवं कर्मचारियों के वर्गीकरण की उदाहरणार्थ सूची:-

अकुशल:-

मजदूर (पुरुष एवं महिला), मिश्री, स्वीपर, क्लीनर/हेल्पर, अप्रशिक्षित माली, चपरासी/प्यून/भृत्य, चौकीदार, आईल डालनेवाला, वॉटर मेन (खल्लासी), व्हीकल अटेंडेंट, पहरेदार, कुली, डाक रनर, वॉचमैन, बॉटल क्लीनर, वेंटर, सर्विस-मैन, गेट कीपर, ट्रॉली बॉय, पोस्टरमैन, वेन्डर, प्रेसमैन, छेड़वाला, सिलाई ओपनिंग, डंपिंग कार्य करने वाला, चरवाहा, कांजी हाउस मेन, लायसेंसड वेंडर, बालवाड़ी आया, ग्राम लक्ष्मी, जमादार, मजदूर, प्याऊ पर पानी पिलाने वाला रोल कटर, जिन मुकादम, जिन मुकादमी, कपास कैरियर (डाले वाला), गनी बेग फिलर, लिटकैरियर, कॉटनशीट्स कैरियर, कपास पिकर, जिन फीडर, झाड़ूवाला, बोंडेवाली, वाशर, वाहन की सफाई करने वाला, सफाई कर्मचारी, कोसा फलों की गिनती करने वाला, कोसा फलों को छांटने वाला, कोसा फलों को भांप देने वाला, कोसा फलों को सुखाने वाला, कोसा फलों की नस्ती काटने वाला, कोसा फलों को बोरी में भरने वाला, बोरों की सिलाई करने वाला, गन्ना डालने वाला, खोई सुखाने के काम में लगे श्रमिक, रसोईये के सहायक, हवलदार, कार्डिंग लेफा पैकर, बोरी भराई, छनाई, दुलाई, वेगन लदाई या खाली कराई के काम में लगे श्रमिक, आया, वार्ड बॉय, सेक्यूरिटी गार्ड/सुरक्षा कर्मी, अटेंडर, अटेंडेन्ट, वार्ड सप्लायर, पेंटर, सजावट करने वाला (महिला एवं पुरुष), फायरमैन, श्रमिक (किलन्स), सेटर्स (किलन्स), चादर में गोटा लगाने वाला, हम्माल, रेजा, हड्डी बोनो तथा साफ करने वाला, मिट्टी ढोने एवं भरने वाला, प्रेस का काम करने वाला, लॉन्ड्रीमेन, वॉशरमेन, लोडिंग-अनलोडिंग, माला गूंथना, पापड़ बेलने का कार्य, बेल बॉय, वेंटर, रूम अटेंडेन्ट, धागाकटिंग चेकिंग, बाटल एव डिब्बे की सफाई धुलाई वाला, लिफ्टर, सफाई कामगार तथा अन्य अकुशल श्रमिक आदि।

अर्द्धकुशल:-

टार स्प्रेअर, टार हेण्डलर, कारपेट ड्रेसर, व्हाइट वाशिंग/सफेदी वाला, टाईल टर्नर, प्रेशर, टाईपिस्ट, क्लर्क, मोहररि, सहायक मिस्त्री, लाईनमेन, सहायक बिजली मिस्त्री, सहायक आपरेटर-वाटर वर्क्स, कोबलर, हाफ प्रेस मेन, बिल मेन, सहायक मैकेनिक, सहायक फिटर, सहायक टर्नर, सहायक ड्रिलर, सहायक ग्राइन्डर, सहायक कारपेन्टर, सहायक पेन्टर, सहायक टिकर, सहायक ब्लेकस्मिथ, सहायक मोल्डर, सहायक वेल्डर, सहायक वल्कनाईजर, सहायक इलेक्ट्रिशियन, सहायक शेपरमेन, सहायक पैटर्न मेकर, सहायक ग्रीसर, सहायक ऑईलर, सहायक टायर फिटर, चालक (हल्के वाहन), परिचालक, जांच करने वाला निरीक्षक, वालमेन, फायरमेन, लिपिक, पम्प अटेंडेन्ट, व्हीलबरो कैरियर, क्वेरीमेन, ज्हायटनिंग, क्लीनिंग, प्रेसरी ड्रायवर, टेबलेट मशीन ऑपरेटर, बोटल फिलर, केप्सूल फिलर, पैकिंग, लेबलिंग के कार्य में लगे श्रमिक, मुकादम, आईलमेन, मेट, हेड मजदूर, वायरमैन, एक्सपेलर मैन, मशीन अटेंडेन्ट, बिल कलेक्टर, बिल क्लर्क, रिवाइन्डर, बुकिंग सहायक, सहायक रसोईया, पेटीमेन, सहायक सेल्समैन, मसालाची, सहायक मेसन, गारेवाला, मिट्टी गूंथने वाला, या मिट्टी का घोल बनाने वाला तथा निकालने वाला, भट्टे या चिमनी पर ईट जमाने वाला, मशीन फोलर, स्टीपर फोलर, हेडफोलर, काटा फोलर, गांठवाला, सहायक जॉबर, सहा. सचिव, जनपद पंचायत/ग्राम पंचायत, साईजर, मशीन पर कोसा फल से धागा निकालना तथा धागे को मशीन से ट्विस्ट करने के कार्य में लगे श्रमिक, सहायक सुपरवाईजर, फोरमेन के सहायक, शक्कर बनाने वाला कारीगर, फिनिशिंग कार्य में सहायक कताई कर्मचारी, उन कताई कार्य के कतिनें, कटर होजियरी, चीफर, सहायक पैन ऑपरेटर, सहायक सॉर्टर, मुंशी, फार्मसी असिस्टेंट, एक्सरे असिस्टेंट, ई.सी.जी असिस्टेंट, असिस्टेंट कम्पाउन्डर, असिस्टेंट नर्स, लिफ्ट मेन, सहायक सिक्यूरिटी सुपरवाईजर, कॉपिस्ट, असिस्टेंट हेमरमैन, सहायक मशीन ऑपरेटर, मशीन

अटेन्डेंट, पम्प खलासी, डम्पिंगवाला, सिलाईवाला, हेल्पर, किल्स शॉप श्रमिक, पंच ऑपरेटर एवं मैक्समूलर, किल्स श्रमिक, ब्लेजर पैन मिल, फिक्शन, किलन्स अनलोडर्स, होजियरी मशीन हेल्पर, सहायक बेन्डसा आपरेटर, चिपर, मैकेनिक कम हेल्पर, बेन्डसा मैकेनिक कम हेल्पर, सहायक शॉल्टर, सहायक मशीनमेन, बिक्री सहायक, सूत स्टॉक इंचार्ज, मशीन, आपरेटर, सहायक मिक्सरमेन, सहायक टेक्निशियन, डार्क रूम सहायक, सहायक जिमट्रेनर, सहायक गेम्स ट्रेनर, सहायक कोच, सहायक माली, सहायक कुक, बुकिंग क्लर्क, थ्रेसर, आया, पैकिंग वाले, लेअर मेन, शर्ट के पल्ले बिछाने वाला, लूपसटकिंग, सहायक आभूषण कारीगर, सहायक पालिश वाला, असिस्टेन्ट सुपरवाइजर, सहायक केमिस्ट, सहायक प्लान्ट ऑपरेटर, सहायक गाईड, केयर टेकर, मॉड्यूलर सह आर्टिस्ट, वर्क सहायक, सहायक सर्वअर, जेनीटर, वेक्यूम क्लीनर तथा अन्य अर्द्धकुशल कर्मचारी आदि।

कुशल:-

गोताखोर, शोवेल एण्ड क्रैन लाईन मोबाईल क्रैन ऑपरेटर, केमिस्ट, ड्रिलिंग मशीन ऑपरेटर, मैसन, प्लम्बर, पॉलिश पेंटर, वायरमेन, इलेक्ट्रिशियन (आई.टी.आई. पास या मध्यप्रदेश अनुज्ञापन मण्डल से लायसेंस धारी), केबिनेट मेकर, चार्जमेन, एक्सपेलर मास्टर, एकाउण्टेन्ट, केशियर, गोडाऊनकीपर, फिटर, बायलर अटेण्डेंट, टर्नर, मोल्डर, जेसीबी ऑपरेटर, इंजिन ड्रायवर, ट्रेक्टर ड्रायवर, ट्रक ड्रायवर, डम्पर ड्रायवर, रोड रोलर ड्रायवर, चालक (भारी वाहन), ऑटो चालक, टेक्सी चालक, ड्रिलर, ग्राइण्डर, मैकेनिक, वेल्डर, टाईमकीपर, प्रेशर मेन, राईस मिस्त्री, सेलर मिस्त्री, सुपरवाइजर, खानसामा, कुक, तंदूरची, टी मास्टर, ऑर्डर मास्टर, कारीगर, मिठाई बनानेवाला कर्मचारी, पोहा बनाने वाला, कम्पोजिटर, टाईपकास्टर, हेडक्लर्क, सचिव जनपद पंचायत/ग्राम पंचायत, पर्यवेक्षक, आयुर्वेदिक वैद्य, शिक्षक बालवाडी या अशासकीय, आपरेटर वाटर वर्क्स, उपयंत्री बिजली, वाचनालय संयोजक, सीनियर गाईड, फायरमेन, फिल्टर इंचार्ज आपरेटर, मुनीम, वूड पॉलिसर, बोरर, टिनस्मिथ, मुख्य लिपिक, स्टोर कीपर, ब्लेक स्मिथ, शोपर, वल्कनाईजर, टिकर, फ्रेममेकर, अपहोल्स्टर, कारपेंटर, टेलीफोन ऑपरेटर, वायरलेस ऑपरेटर, पैटर्न मेकर, हैमरमेन, ग्रीसर, प्रयोगशाला तकनीशियन/लेबोरेटरी टेक्नीशियन, शॉवल, बेलसिंकर, प्रयोग शाला सहायक, वैथमिक्सर, प्लांट अटेडेण्ट मोटरमेन, भट्टी वाला, पेंटर, फोटोकॉपी आपरेटर, लोडर्स, अनलोडर्स, लाईन पेकर्स, बिजली मिस्त्री, सिरामिस्ट, टूल्स इंचार्ज, लेथ मशीनिस्ट, कताई इंचार्ज, कंप्रेसर ऑपरेटर, लान्डी अटेन्डर, कम्प्यूटर टाईपिस्ट, सिक्युरिटी सुपरवाइजर, सीनियर कम्पाउन्डर, सीनियर नर्स, रेकॉर्ड कीपर, ओ.टी. मैकेनिक, व्यवस्थापक, छात्रावास प्रभारी (वार्डन), दर्जी रोलर मिस्त्री, तकनीकी कार्य करने वाला व्यक्ति, वाईपर मास्टर, सूत वितरित करने वाला व्यक्ति, बोन क्रशर, चर्खा चालक, मास्टर (कारीगर), जेकार्ड बुनकर, बुनकर, फ्रेमलूम मास्टर, थ्रेसरमेन, पेंटर, वरिष्ठ लेखापाल, स्टोर कीपर, मशीन ऑपरेटर, वूड पॉलिशर, ड्रायक्लीनडोजर, स्क्रैपर, डीजल पम्प ऑपरेटर, सीनियर मैकेनिक, केमिस्ट/लेबोरेटरी के सहायक, टेकनीशियन के सहायक, लायब्रेरीयन (ग्रंथपाल), पाईपमेलर ऑपरेटर, पॉलिसर, टूल्स इंचार्ज (मेट, फिलिन), मेट, आर्ट सुपरवांयजर, वेड पेन ऑपरेटर, मैकेनिक कम ऑपरेटर, वेंडर्स, मैकेनिक कम ऑपरेटर, पेटस मैकेनिक कम ऑपरेटर, सवैतनिक सचिव, सेल्समेन, आर्न्ड सिक्युरिटी गाईड, बाउन्सर, प्लब मास्टर, जिम ट्रेनर, गेम्स ट्रेनर, कोच, डायटीशियन, मसाजर, कंप्टन, बारमेन, स्ट्यूवर्ड, बेकरी कारीगर, ओवन/भट्टी कारीगर, मशीन से मिट्टी खोदने वाले, आभूषण कारीगर, पॉलिश करने वाला, धातु गलाई-पीटना, तार खींचना, आभूषण जड़ाई करने वाला, सोपमेकर, प्लान्ट ऑपरेटर, टॉय मेकर, स्टिचर, रिशेप्सनिस्ट, माली, डाटा एनलाईजर, डाटा एन्ट्री ऑपरेटर, मसाला मिश्रण करने वाला, आटा गूंधने वाला, चेकर, प्रोजेक्ट ऑपरेटर, प्रोजेक्शनिस्ट, रिवाइन्डर, हेडकुक, सर्वअर, गाईड सुपरवाइजर, सॉर्टर, वाइण्डर, मेकेनाइज्ड हाउस कीपिंग, सेल्स रिप्रेजेन्टेटिव तथा अन्य कुशल कर्मचारी।

उच्च कुशल:-

मेडिकल एवं इंजिनियर स्नातक, एम टेक/एम.एस.सी.डिग्री प्राप्त हाईड्रो इंजीनियरिंग, कम्प्यूटर आपरेटर, जियालॉजिस्ट, स्टेनोग्राफर, कम्प्यूटर आपरेटर-सह स्टेनोग्राफिस्ट, इंजीनियरिंग डिप्लोमाधारी, टेक्नीकल डिप्लोमाधारी एवं इसके समकक्ष पद, सॉफ्टवेयर इंजीनियर, सीनियर सॉफ्टवेयर इंजीनियर, कंसलटेंट, सीनियर कंसलटेंट, टीम मेम्बर, टीम लीडर, सॉफ्टवेयर डेवलपर, मेडीकल रिप्रेजेन्टेटिव, सेल्स ऑफिसर, सेल्स प्रमोशन ऑफिसर, एरिया मैनेजर, टैरीटरी मैनेजर, सेल्स एक्जीक्यूटिव, सांईटिफिक ऑफिसर एवं अन्य उच्च कुशल कर्मचारी आदि।

(ऐसा कर्मचारी तकनीकी डिग्री या डिप्लोमाधारी हो जिन्हे उस व्यवसाय, तकनीकी, शिक्षा या उद्योग का समुचित ज्ञान हो, जिसमें वह नियोजित किये जा रहे हैं)

किसी मुद्रणालय (प्रिंटिंग प्रेस) में नियोजित श्रमिकों के वर्गीकरण की सूची :-

उच्च कुशल:-

कम्प्यूटर ऑपरेटर, स्टेनोग्राफर, कम्प्यूटर ऑपरेटर-सह स्टेनोग्राफिस्ट, इंजीनियरिंग डिप्लोमाधारी, टेक्नीकल डिप्लोमाधारी एवं इसके समकक्ष पद आदि

लिपिकीय श्रेणी "एक" जैसे:-

अकाउण्टेंट, कॅशियर आदि ।

लिपिकीय श्रेणी "दो" :-

बिलमेन, टायपिस्ट, क्लर्क ।

कुशल श्रेणी "एक" जैसे :-

फोटोलिथोग्राफर, लिथोऑर्टिस्ट, नेगेटिव स्ट्रीचर, लिथोऑफसेट, प्लेटमेकर, लिथोप्रेसमेन, लिथोऑफसेट प्लेटमेकर, लिथोऑफसेट कापी पेस्टर, लिथोऑफसेट प्रिंटर तथा लेथब्लेड प्रिंटर, लिथोऑफसेट ट्रांसफर प्रिंटर आदि ।

कुशल श्रेणी "दो" जैसे :-

केमरा ऑपरेटर, कमर्शियल आर्टिस्ट, ड्राफ्टमैन, हेड कम्प्यूटर, इलेक्ट्रीशियन, आफ्टिनएचर, ड्रायकलरेचर, लाईनो ऑपरेटर, लाईनो मेकेनिक, मेकेनिक मोनोटाईप की-बोर्ड ऑपरेटर, मोनोटाईप मेकेनिक ऑपरेटर, रोटरी प्रेसमेन, सेक्शन होल्डर, सीनियर रीडर आदि ।

कुशल श्रेणी "तीन" जैसे :-

कम्पोजिटर, टाईपकास्टर, ट्रांसफर प्रिंटर, सिलेण्डर प्रेसमेन, गिल्डर कारपेंटर, ट्रेडल प्रेसमेनएचर, गिलेटिन ऑपरेटर, रिवांडर स्ट्रीचर मशीनमेन, कटर, बाईन्डर, सिविंग मशीनमेन, रूलिंग मशीन मेन, वायर स्ट्रीचर आदि ।

अर्द्धकुशल श्रेणी "एक" जैसे :-


लिथोऑफसेट, फिटरमेन, असिस्टेंट प्रेसमेन, वार्निशमेन, बेक्सीनर, बॉक्सीन मशीनमेन असिस्टेंट प्लेटमेकर, असिस्टेंट ट्रांसफर प्रिंटर, असिस्टेंट लिथोऑर्टिस्ट, टचरप्लेट, ग्रेनर स्टोन, पॉलिशर, असिस्टेंट कापी पेस्टर, असिस्टेंट कटर, असिस्टेंट रोटा प्रिंटिंग आदि ।

अर्द्धकुशल श्रेणी "दो" जैसे :-

स्ट्रेडिंग फार्म कीपर, ट्रेसर, फोल्डिंग मशीनमेन, जूनियर रीडर, बाक्स पंचर, हेण्डबॉक्स या इन्वहलप मेकर, डिस्ट्रीब्यूटर, असिस्टेंट केमरा ऑपरेटर, असिस्टेंट एघर, लेटर प्रेस फिटर, काऊण्टर चेकर, नम्बर या पेजिंगमेन, चेकर पुफ कलर, या गेली प्रेसमेन, टाईपप्रेसर, रोलर मेकर या कास्टर, इंक ग्राइन्डर, परफोरेटर, लेबर पंचर, रूलिंग फिडर, विमिंगमेन, ड्रायवर, डार्करूम असिस्टेंट फाउण्ड्री, असिस्टेंट ग्राइडिंग ऑपरेटर, जूनियर कम्पोजिटर, जूनियर बाईडर, जूनियर मशीन मेन, लाईनोबारमेन, रीटेल सप्लायर फीडर स्टीरियो, टाईपर, टाईप स्टोर कीपर आदि ।

अकुशल श्रेणी जैसे :-

रोटरी बिलर, हेण्डफोल्डर, बालर, हेल्पर बाइडिंग बायलर विलनर, मजदूर आविजलरी, गेलीप्रूफ प्रेसमेन, बायलर, अटेंडेन्ट, इश्यूचेकर, इंकर, मेटर कास्टर, पेपर सप्लायर, कास्टिंगबाय रोलर कास्टर, चौकीदार, प्यून, माली, लिथो साधारण ऑफसेट तथा रोटा प्रिंटिंग प्रेस में कार्य करने वाला कर्मचारी आदि ।

  
(डॉ. विरेन्द्र सिंह रावत)  
श्रम आयुक्त,  
मध्यप्रदेश, इंदौर


## अनुसूची -ब

किसी स्लैट पेंसिल निर्माण शाला में नियोजन  
मासिक एवं दैनिक वेतन की दरें जिसमें परिवर्तनशील महंगाई भत्ता भी सम्मिलित है (आंकड़े रुपये में)

न्यूनतम मूल वेतन	परिवर्तनशील महंगाई भत्ता	कुल वेतन	रुपये में राउण्ड अप कर दैनिक दर	श्रमिकों का वर्ग	न्यूनतम वेतन की पुनरीक्षित दरें	परिवर्तनशील महंगाई भत्ता	कुल वेतन	रुपये में राउण्डअप कर दैनिक दरें						
प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिदिन	प्रतिमाह	प्रतिदिन						
दिनांक 01.04.2021 से 30.09.2021 तक							दिनांक 1.10.2021 से 31.03.2022 तक							
1.	2.	3.	4.	5.	6.	7.	8.	9.	10.	11.	12.	13.	14.	15.
6500.00	250.00	2200.00	84.61	8700.00	334.64	336.00	मजदूर	6500.00	250.00	2300.00	88.46	8800.00	338.46	338.00
6705.00	257.85	2500.00	96.15	9205.00	354.03	354.00	पेकर,पट्टी पेकर सीपर	6705.00	257.85	2600.00	100.00	9305.00	357.88	358.00
8435.00	324.42	2500.00	96.15	10935.00	420.57	421.00	मुनीम,लेखाकार, क्लर्क,आदि	8435.00	324.42	2600.00	100.00	11035.00	424.42	424.00
9522.00	366.23	2500.00	96.15	12022.00	462.38	462.00	रोलर्स,मिन्नी, घाईन्टर्स	9522.00	366.23	2600.00	100.00	12122.00	466.23	466.00
9735.00	374.42	2500.00	96.15	12235.00	470.57	471.00	उच्च कुशल कटर्स	9735.00	374.42	2600.00	100.00	12335.00	474.42	474.00
10155.00	390.57	2500.00	96.15	12655.00	486.73	487.00		10155.00	390.57	2600.00	100.00	12755.00	490.57	491.00

### स्पष्टीकरण-

- (1) मजदूरी निर्धारण में पैसे तथा रुपये के गुणांक को राउण्ड अप करने ही दैनिक एवं मासिक मजदूरी निर्धारित की जायेगी। वित्त विभाग के परिपत्र क्रमांक एफ 9-7/2006/नियम/चार, दिनांक 20 सितम्बर, 2006 में 50 पैसे अथवा उससे अधिक पैसे ही ली, उन्हें अगले उच्चतर रुपये में पूर्णकित किया जायेगा और 50 पैसे से कम राशि को छोड़ दिया जायेगा।
- (2) अकुशल श्रमिकों के लिए दर्शाई गई वेतन दरों पर लेबर स्यूरो शिमला द्वारा निर्मित औद्योगिक श्रमिकों के लिए अखिल भारतीय उपनोक्ता मूल्य सूचकांक 253 (2001=100) जुलाई 2014 से दिसम्बर 2014 के आधार आंकड़ों के आसत पर आधारित है। 253 सूचकांक के ऊपर प्रति 6 माह में जो औसत वृद्धि होगी उसी अनुपात में उपनोक्ता मूल्य सूचकांक में वृद्धि दिनांक 1 अप्रैल एवं 1 अक्टूबर जैसी की स्थिति हो प्रतिबिन्दु प्रतिमाह 25 रुपये के हिसाब से परिवर्तनशील महंगाई भत्ता घेषित किया जायेगा।
- (3) इस प्रकार उपरिसूचित न्यूनतम वेतन की दरें का प्रवर्तन किसी भी कर्मचारी पर प्रतिबन्ध प्रभाव नहीं डालेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनरीक्षित दरों से अधिक हैं, तो वह किसी भी दशा में कम नहीं की जायेगी, जब तक की न्यूनतम वेतन की दर उससे समकक्ष नहीं हो जाती है। (न्यूनतम वेतन अधिनियम,1948 की धारा 12(1-ए))

  
 ( डॉ. धिरेन्द्र सिंह रावत )  
 श्रम आयुक्त,  
 मध्यप्रदेश, इंदौर

अनुसूची -स  
किसी मुद्रणालय में नियोजन

मासिक एवं दैनिक वेतन की दरें जिसमें परिवर्तनशील महगाई मत्ता भी सम्मिलित है (आंकड़े रुपये में)

न्यूनतम वेतन की पुनरीक्षित दरें	परिवर्तनशील महगाई मत्ता	कुल वेतन	रुपये में राउण्ड अप कर दैनिक दर	कर्मचारियों का वर्ग	न्यूनतम वेतन की पुनरीक्षित दरें	परिवर्तनशील महगाई मत्ता	कुल वेतन	रुपये में राउण्डअप कर दैनिक दरें						
प्रतिमाह प्रतिदिन	प्रतिमाह प्रतिदिन	प्रतिमाह प्रतिदिन	प्रतिदिन		प्रतिमाह प्रतिदिन	प्रतिमाह प्रतिदिन	प्रतिमाह प्रतिदिन	प्रतिदिन						
दिनांक 01.04.2021 से 30.09. 2021 तक							दिनांक 01.10.2021 से 31.03.2022 तक							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
							लिपिकिय वर्ग							
6500.00	324.42	2200.00	84.61	8700.00	334.64	335.00	अकुशल	6500.00	324.42	2300.00	88.46	8800.00	338.46	338.00
8435.00	324.42	2500.00	96.15	10935.00	420.57	421.00	श्रेणी एक	8435.00	324.42	2600.00	100.00	11035.00	424.42	424.00
7057.00	271.42	2500.00	96.15	9557.00	367.57	368.00	श्रेणी दो	7057.00	271.42	2600.00	100.00	9657.00	371.42	371.00
9735.00	374.42	2500.00	96.15	12235.00	470.58	471.00	उच्च कुशल	9735.00	374.42	2600.00	100.00	12335.00	474.42	474.00
							कुशल श्रेणी							
9685.00	372.50	2500.00	96.15	12185.00	468.65	469.00	श्रेणी एक	9685.00	372.50	2600.00	100.00	12285.00	472.50	473.00
9378.00	360.69	2500.00	96.15	11878.00	456.84	457.00	श्रेणी दो	9378.00	360.69	2600.00	100.00	11978.00	460.69	461.00
8435.00	324.42	2500.00	96.15	10935.00	420.57	421.00	श्रेणी तीन	8435.00	324.42	2600.00	100.00	11035.00	424.42	424.00
							अर्द्ध कुशल							
							अधिका							
8435.00	324.42	2500.00	96.15	10935.00	420.57	421.00	श्रेणी एक	8435.00	324.42	2600.00	100.00	11035.00	424.42	424.00
7057.00	271.42	2500.00	96.15	9557.00	367.58	357.00	श्रेणी दो	7057.00	271.42	2600.00	100.00	9657.00	371.42	371.00

स्पष्टीकरण-

- मजदूरी निर्धारण में जैसे तथा रुपये के गुणकों को राउण्ड अप करके ही दैनिक एवं मासिक मजदूरी निर्धारित की जाएगी। वित्त विभाग के परिपत्र क्रमांक एफ 9-7/2006/निष्प/जर, दिनांक 20 सितम्बर, 2006 में 60 पैसे अथवा उससे अधिक पैसे हो तो, उन्हें अगले उच्चतर रुपये में पूर्णकृत किया जाएगा और 50 पैसे से कम राशि को छोड़ दिया जाएगा।
- अकुशल श्रमिकों के लिए दर्शाई गई वेतन दरों पर लेबर ब्यूरो शिमला द्वारा निर्मित औद्योगिक श्रमिकों के लिए अखिल भारतीय उद्योगका मूल्य सूचकांक 253 (2001=100) जुलाई 2014 से दिसम्बर 2014 के अद्यतन आंकड़ों को अक्षर पर आधारित है। 253 सूचकांक के ऊपर प्रति 6 माह में जो औचित्य वृद्धि होगी उसी अनुषंग में उद्योगका मूल्य सूचकांक में वृद्धि दिनांक 1 अप्रैल एवं 1 अक्टूबर जैसी ही स्थिति हो प्रतिदिन प्रतिमाह 25 रुपये के हिसाब से परिवर्तनशील महगाई मत्ता घोषित किया जाएगा।
- इस प्रकार अधिसूचित न्यूनतम वेतन की दरों का प्रवर्तन किसी भी कर्मचारी पर प्रतिकूल प्रभाव नहीं डालेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनरीक्षित दरों से अधिक हैं, तो वह किसी भी दशा में कम नहीं की जाएगी, जब तक की न्यूनतम वेतन की दर उसके समकक्ष नहीं हो जाती है। (न्यूनतम वेतन अधिनियम 1948 की धारा 12(1)-ए)

( डॉ. विरेन्द्र सिंह रावत )  
श्रम आयुक्त,  
मध्यप्रदेश, इंदौर



### अनुसूची - क

मध्यप्रदेश के विभिन्न शासकीय विभागों में कार्यरत दैनिक वेतनभोगी श्रमिकों एवं कर्मचारियों के मासिक एवं दैनिक वेतन की दरें जिसमें परिवर्तनशील मंहगाई भत्ता सम्मिलित है। (आंकड़े रुपये में)

न्यूनतम वेतन की दरें		परिवर्तनशील मंहगाई भत्ता		कुल वेतन		रुपये में राउण्ड अप मर दैनिक दरें	श्रमिकों का वर्ग	न्यूनतम मूल वेतन		परिवर्तनशील मंहगाई भत्ता		कुल वेतन		रुपये में राउण्ड अप कर दैनिक दरें
प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिदिन		प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	
दिनांक 1.04.2021 से 30.09.2021 तक								दिनांक 1.10.2021 से 31.03.2022 तक						
14	2	3	4	5	6	7	8	9	10	11	12	13	14	15
6500.00	216.66	2200.00	73.33	8700.00	290.00	290.00	अकुशल	6500.00	216.66	2300.00	76.66	8800.00	293.33	293.00
7057.00	235.33	2500.00	83.33	9557.00	318.56	319.00	अर्धकुशल	7057.00	235.23	2600.00	86.66	9657.00	321.90	322.00
8435.00	281.16	2500.00	83.33	10935.00	364.50	365.00	कुशल	8435.00	281.16	2600.00	86.66	11035.00	367.83	368.00
9735.00	324.50	2500.00	83.33	12235.00	407.83	408.00	उच्चकुशल	9735.00	324.50	2600.00	86.66	12335.00	411.16	411.00

स्पष्टीकरण-10935

- मजदूरी निर्धारण में पैसे तथा रुपये के गुणांक को राउण्ड अप करके ही दैनिक एवं मासिक मजदूरी निर्धारित की जाएगी। वित्त विभाग के परिचय क्रमांक एक 9-7/2006/नियम/वार, दिनांक 20 सितम्बर, 2006 में 50 पैसे अथवा उससे अधिक पैसे हो तो, उन्हें अगले उच्चतर रुपये में पूर्णांकित किया जाएगा और 50 पैसे से कम राशि को छोड़ दिया जाएगा।  
विशेष टीप - उपर्युक्त अनुसूची -क में निर्धारित दैनिक वेतन की दरें 30 दिन से विभाजित कर निर्धारित की गई हैं। इसलिए सभी कर्मचारियों एवं श्रमिकों को वेतन सहित साप्ताहिक अवकाश देय होगा अर्थात् मासिक वेतन में से साप्ताहिक अवकाश के लिए कोई कटौती नहीं की जा सकेगी।
- अकुशल श्रमिकों के लिए दर्शाई गई वेतन दरों पर लेबर ब्यूरो सिंगला द्वारा निर्मित औद्योगिक श्रमिकों के लिए अखिल भारतीय उपमहाका मूल्य सूचकांक 253 (2001=100) जुलाई 2014 से दिसम्बर 2014 के अन्त आंकड़ों के औसत पर आधारित है। 253 सूचकांक के ऊपर प्रति 6 माह में जो औसत वृद्धि होगी उसी अनुपात में उपमहाका मूल्य सूचकांक में वृद्धि दिनांक 1 अप्रैल एवं 1 अक्टूबर जैसी ही स्थिति हो प्रतिबन्धु प्रतिमाह 25 रुपये के हिसाब से परिवर्तनशील मंहगाई भत्ता घोषित किया जाएगा।
- इस प्रकार अधिवृद्धित न्यूनतम वेतन की दरों का प्रवर्तन किसी भी कर्मचारी पर प्रतिकूल प्रभाव नहीं डालेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनर्वर्द्धित दरों से अधिक हैं, तो वह किसी भी दशा में कम नहीं की जाएगी, जब तक की न्यूनतम वेतन की दर उसके समकक्ष नहीं हो जाती है। (न्यूनतम वेतन अधिनियम, 1948 की धारा 12(1)-ए)

( डॉ. विरेन्द्र सिंह रावत )  
श्रम आयुक्त,  
मध्यप्रदेश, इंदौर

श्रमायुक्त कार्यालय, मध्यप्रदेश शासन, इंदौर

क्रमांक: 2/1/अन्वे./पांच/2016/29997-30246,

इन्दौर, दिनांक 01-10-2021

अधिसूचना

मध्यप्रदेश राज्य में प्रभावशील न्यूनतम वेतन अधिनियम 1948 की धारा 2 (घ) में निहित प्रावधान सह पठित मध्यप्रदेश श्रम विभाग की अधिसूचना क्रमांक 3761/613/16-ए/82 दिनांक 25.5.1982 के अनुसरण में, मैं डॉ. विरेन्द्र सिंह रावत, श्रमायुक्त म.प्र. ऐतद् द्वारा अखिल भारतीय कृषि श्रमिक उपभोक्ता मूल्य सूचकांक जो कि भारत सरकार के लेबर ब्यूरो, शिमला से ज्ञात किया गया। जनवरी, 2021 से जून, 2021 तक के माहों के लिये निम्नानुसार घोषित करता हूँ:-

माह/वर्ष 2021	अखिल भारतीय कृषि श्रमिक उपभोक्ता मूल्य सूचकांक (आधार वर्ष 1986-87=100)
जनवरी,	1038
फरवरी,	1037
मार्च,	1035
अप्रैल,	1041
मई,	1049
जून,	1057
<b>औसत सूचकांक</b>	<b>6257÷6= 1042.83 (1043)</b>

तथा इनका औसत 1043 घोषित करता हूँ। जो कि परिशिष्टित नियोजन के श्रमिकों के लिये निर्वाह व्यय सूचकांक (कास्ट आफ लिविंग इंडेक्स नंबर) रहेगा। जिसमें कि श्रम विभागीय अधिसूचना क्रमांक एफ 4 (बी)-1-2014-ए-सोलह दिनांक 4.3.2014 ( मध्यप्रदेश राजपत्र क्रमांक 41 दिनांक 10.10.2014 ) द्वारा 1.10.2021 से 31.03.2022 तक परिवर्तनशील मंहगाई भत्ता देय है।

  
(डॉ. विरेन्द्र सिंह रावत)

श्रम आयुक्त,  
मध्यप्रदेश, इंदौर  
तथा न्यूनतम वेतन अधिनियम 1948  
के अंतर्गत सक्षम प्राधिकारी

श्रम आयुक्त कार्यालय, मध्यप्रदेश शासन, इंदौर

कृषि नियोजन में नियोजित कर्मचारियों एवं श्रमिकों के लिये 01/10/2021 से 31/03/2022 तक की अवधि हेतु परिवर्तनशील मंहगाई भत्ते की संगणना एवं पुनरीक्षित दरों के संबंध में विवरणात्मक टीप

श्रम विभाग, भोपाल की अधिसूचना क्रमांक एफ-4(बी)/1-2014-ए सोलह दिनांक 4.3.2014 (मध्यप्रदेश राजपत्र असाधारण भाग 4(ग) दिनांक 10.10.2014) के अंतर्गत कृषि नियोजन में नियोजित कर्मचारियों एवं श्रमिकों के लिये पुनरीक्षित दरों को अखिल भारतीय कृषि श्रमिक उपभोक्ता मूल्य सूचकांक से संबद्ध किया गया है।

श्रमायुक्त कार्यालय, मध्यप्रदेश शासन, इंदौर की अधिसूचना क्रमांक 2/11/अन्य./पांच/2015/29997 — 30246 दिनांक 01-10-2021 के अनुसार कृषि नियोजन में जनवरी, 2021 से जून, 2021 तक की अवधि में अखिल भारतीय कृषि श्रमिक उपभोक्ता मूल्य सूचकांक का औसत 1043 रहा है। गत छ माही का औसत 1041 रहा था, अखिल भारतीय कृषि श्रमिक उपभोक्ता मूल्य सूचकांक 1041 के ऊपर (1043-1041)=02 बिन्दुओं की वृद्धि हुई है। जिसके परिणाम स्वरूप कृषि नियोजन में परिवर्तनशील मंहगाई भत्ता रु. 6 प्रति बिन्दु प्रतिमाह के मान से (02x6) =12.00 रुपये प्रति माह की वृद्धि हुई है। तदनुसार अखिल भारतीय कृषि श्रमिक उपभोक्ता मूल्य सूचकांक 768 (1986-87=100)के ऊपर कुल उपभोक्ता मूल्य सूचकांक में वृद्धि (1043-768)=275 औसत बिन्दुओं की वृद्धि हुई है एवं इस तरह परिवर्तनशील मंहगाई भत्ते की कुल राशि रुपये (275x6)=1650.00 प्रतिमाह या प्रतिदिन (1650÷30)= रु.55.00 यानी प्रतिमाह मंहगाई भत्ते सहित देय वेतन 5350+1650=7000.00 तथा 7000+30 रुपये 233.33 प्रतिदिन ( 30 दिन के मान से) दिनांक 1.10.2021 से 31.03.2022 तक देय है।(अनुसूचि द)


**अनुसूची - द**  
**कृषि में नियोजन**

**मासिक एवं दैनिक वेतन की दरें जिसमें परिवर्तनशील मंहगाई भत्ता सम्मिलित है। (आंकड़े रूपयों में)**

न्यूनतम वेतन की दरें	परिवर्तनशील मंहगाई भत्ता	कुल वेतन	रूपये में राउण्ड अप मर दैनिक दरें	श्रमिकों का दर्ग	न्यूनतम मूल वेतन	परिवर्तनशील मंहगाई भत्ता	कुल वेतन	रूपये में राउण्ड अप कर दैनिक दरें						
प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिदिन						
1.04.2021 से 30.09.2021 तक				1.10.2021 से 31.03.2022 तक										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
5350.00	178.33	1638.00	54.60	6968.00	232.93	233.00	अकुशल कृषि श्रमिक	5350.00	178.33	1650.00	55.00	7000.00	233.33	233.00

**स्पष्टीकरण- परिवर्तनशील मंहगाई भत्ता :-**

- (1) न्यूनतम वेतन की दरें तथा परिवर्तनशील मंहगाई भत्ता, जो लेबर ब्यूरो, शिमला द्वारा निर्मित अखिल भारतीय कृषि श्रमिक उपभोक्ता मुल्य सूचकांक 768 (1986-87=100) जनवरी से जून, 2014 के आधार आंकड़ों के औसत के उपर प्रति 8 माह में हुई औसत वृद्धि के अनुपात में 01 अप्रैल तथा 01 अक्टूबर से प्रतिबिन्दु प्रतिमाह 06 रूपये (छः रूपये) के मान से देय होगा। 01 अप्रैल से देय परिवर्तनशील मंहगाई भत्ते की गणना गत जुलाई से दिसम्बर तक छः माह के औसत सूचकांक के आधार पर की जावेगी। इसी प्रकार 01 अक्टूबर से देय परिवर्तनशील मंहगाई भत्ते की गणना गत जनवरी से जून तक छः माह के औसत सूचकांक के आधार पर की जावेगी, जिसकी घोषणा अधिनियम के अंतर्गत नियुक्त सक्षम प्राधिकारी द्वारा प्रकाशित की जावेगी।
- (2) मजदूरी निर्धारण में ऐसे तथा रूपये के गुणांक को राउण्ड अप करके ही दैनिक एवं मासिक मजदूरी निर्धारित की जावेगी। वित्त विभाग के परिपत्र क्रमांक एफ 9-7/2006/नियम/चार, दिनांक 20 सितम्बर, 2006 में 50 पैसे अथवा उससे अधिक पैसे हो तो, उन्हें अगले उच्चतर रूपये में पूर्णांकित किया जावेगा और 50 पैसे से कम राशि को छोड़ दिया जावेगा।
- (3) मासिक वेतन पर नियुक्त किसी कर्मचारी का दैनिक वेतन 30 से भाग देकर संगणित किया जावेगा।
- (4) अपिसूचित न्यूनतम वेतन की दरों का प्रवर्तन किसी भी कर्मचारी पर प्रतिकूल प्रभाव नहीं डालेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनरीक्षित दर से अधिक हैं तो वह किसी भी दशा में कम नहीं की जावेगी। (न्यूनतम वेतन अधिनियम, 1948 की धारा 1948 की धारा (1-ए))
- (5) इस अधिसूचना के अंतर्गत वेतन दरें महिला एवं पुरुषों के लिए एक समान नियत हैं।
- (6) कृषिनियोजन के अतिरिक्त सभी नियोजनों के लिए निर्धारित न्यूनतम वेतन दरों में न्यूनतम मजदूरी अधिनियम, 1948 (1948 का 11) की धारा 13 की उपधारा (1) के खण्ड (ख)के अधीन परिकल्पित किये अनुसार विग्राम दिवस के सबंध में पारिश्रमिक सम्मिलित है।

  
**(डॉ. विरेन्द्र सिंह रावत)**  
 श्रम आयुक्त,  
 मध्यप्रदेश, इंदौर

**श्रमायुक्त कार्यालय, मध्यप्रदेश शासन, इंदौर**

क्रमांक: 3/11/अन्वे./पांच/2015/30247-496,

इंदौर, दिनांक 01-10-2021

**अधिसूचना**

न्यूनतम वेतन अधिनियम, 1948 की धारा 4 (2) के अधीन सक्षम प्राधिकारी के अधिकार श्रमायुक्त, मध्यप्रदेश इंदौर को मध्यप्रदेश शासन, श्रम विभाग भोपाल की अधिसूचना क्रमांक 3761/613/16-ए/82 दिनांक 25.5.1982 के द्वारा प्रत्यायोजित किये जाने से, उक्त प्रदत्त अधिकारों का प्रयोग करते हुए एतद् द्वारा अखिल भारतीय उपभोक्ता मूल्य सूचकांक जो कि भारत शासन के लेबर ब्यूरो, शिमला से ज्ञात कर, मैं डॉ. विरेन्द्र सिंह रावत, श्रमायुक्त, मध्यप्रदेश इंदौर विगत जनवरी 2020 से दिसम्बर 2020 तक के माहों के लिये सूचकांकों में निम्नानुसार आंशिक संशोधन प्रकाशित करता हूँ -

माह/ वर्ष 2020	अखिल भारतीय बीडी उपभोक्ता मूल्य सूचकांक (आधार वर्ष 1960=100)
1. जनवरी	7532.55
2. फरवरी	7486.90
3. मार्च	7441.24
4. अप्रैल	7509.72
5. मई	7532.55
6. जून	7578.20
7. जुलाई	7669.50
8. अगस्त	7715.15
9. सितम्बर	7757.10
10. अक्टूबर	7855.76
11. नवम्बर	7882.03
12. दिसम्बर	7809.74
<b>औसत</b>	<b>91770.44÷12=7647.53 औसत (7648)</b>

तथा उक्तानुसार इनका औसत 7648 घोषित करता हूँ। जो कि किसी तम्बाकू (जिसमें बीडी बनाना भी सम्मिलित है) के विनिर्माण में नियोजित श्रमिकों के लिये वार्षिक औसत निर्वाह व्यय सूचकांक (एनुअल एवरेज कॉस्ट ऑफ लिविंग इंडेक्स नंबर) रहेगा। इस आधार पर श्रम विभागीय एवं श्रम विभाग भोपाल की अधिसूचना क्रमांक एफ 4(सी) 1-2013-ए-सोलह दिनांक दिनांक 08.12.2014 (म.प्र. राजपत्र में भाग 4(ग) दिनांक 12 दिसम्बर 2014 में प्रकाशित) के द्वारा निर्दिष्ट परिवर्तनशील मंहगाई भत्ता बीडी श्रमिकों को दिनांक 01/04/2021 से 31/03/2022 तक देय रहेगा।

  
(डॉ. विरेन्द्र सिंह रावत)

श्रम आयुक्त,  
मध्यप्रदेश, इंदौर  
तथा न्यूनतम वेतन अधिनियम 1948  
के अंतर्गत सक्षम प्राधिकारी

परिवर्तनशील मंहगाई भत्ते की संगणना एवं पुनरीक्षित दरों के संबंध में विवरणात्मक टीप

श्रम विभाग भोपाल की अधिसूचना क्रमांक एफ 4 (सी)-ए-94-16-ए दिनांक 5.8.97 (म.प्र. राजपत्र दिनांक 7.8.97) एवं श्रम विभाग, भोपाल की अधिसूचना क्रमांक एफ 4(सी) 1-2013 दिनांक 8.12.2014 (म.प्र. राजपत्र भाग (ग) दिनांक 12 दिसंबर 2014) के अंतर्गत किसी तंबाकू (जिसमें बीडी बनाना भी सम्मिलित है) के विनिर्माण में नियोजन में दरों को अखिल भारतीय उपभोक्ता मूल्य सूचकांक से संबद्ध किया गया है। जो दिनांक 1.04.2021 से 31.03.2022 तक देय है।

श्रमायुक्त कार्यालय, मध्यप्रदेश शासन, इंदौर की अधिसूचना क्रमांक 3/11/अ/पाच/15/ **30247-496** दिनांक **01-10-2021** के अनुसार जनवरी 2020 से दिसम्बर 2020 तक की अवधि में अखिल भारतीय उपभोक्ता मूल्य सूचकांक का औसत 7648 रहा है, इस तरह अखिल भारतीय उपभोक्ता मूल्य सूचकांक 5299 (1960=100) के आधार आकड़ों के औसत के ऊपर (7648-5299=2349 पाइंट) 2349 औसत बिंदुओं की वृद्धि हुई है। जिसके परिणामस्वरूप किसी तंबाकू (जिसमें बीडी बनाना भी सम्मिलित है) के विनिर्माण में नियोजन के लिये परिवर्तनशील मंहगाई भत्ता 1 पैसे प्रति बिंदु प्रति हजार बीडी के मान से रुपये 23.49 परिवर्तनशील मंहगाई भत्ता दिनांक 1.04.2021 से 31.03.2022 तक देय होगा।

(अनुसूची - ई)

किसी तंबाकू (जिसमें बीडी बनाना भी सम्मिलित है) के विनिर्माण में नियोजन

कर्मचारियों का वर्ग	न्यूनतम वेतन की पुनरीक्षित दरें परिवर्तनशील	मंहगाई भत्ते की दर	कुल वेतन
1	2	3	4
1. बीडी रोलर (1000 बीडी बनाने के लिए)	74.00	23.49	रु 97.49 किसी सप्ताह में प्राप्त होने वाल वेतन का योग रुपये 515.00 से कम हो तो उसे इस अधिसूचना के परिशिष्ट में बताई गई शर्तों के अनुसार कम से कम रु. 515.00 का भुगतान उस सप्ताह में किया जावेगा

नोट- एक हजार बीडी बेलने पर न्यूनतम वेतन परिवर्तनशील मंहगाई भत्ता 97 रुपये 49 पैसे के अतिरिक्त बीडी श्रमिकों को बोनस पेटे 8 रुपये 54 पैसे (प्रतिशत 8.33), अर्जित अवकाश के एवज में नगद भुगतान 4 रुपये 87 पैसे (प्रतिशत 5) एवं भविष्य निधि बाबद नियोजक का अंशदान 10 रुपये 24 पैसे (प्रतिशत 10) इस प्रकार कुल 121 रुपये 14 पैसे देय होगी। इस सकल देय राशि में से श्रमिकों का एवं नियोजक का भविष्य निधि अंशदान की कटौती रुपये 20.48 की होगी। इस प्रकार 1000 बीडी बेलने पर दिनांक 1.04.2021 से 31.03.2022 की अवधि में श्रमिकों से 10 रुपये 24 पैसे एवं भविष्य निधि कटौती की राशि 10 रुपये 24 पैसे उपरान्त शुद्ध राशि 100 रुपये 66 पैसे प्रति हजार बीडी देय होगी।

2.

## रिलाई श्रमिक

## अ. बीड़ी के कट्टों पर झिल्ली लगाना

1. लेबल चिपकाने तथा पुडों को बनाने या चिपकाने संबंधी कार्य	रुपये 52.39 प्रति 1000 कट्टों पर	रु. 23.49 (02 पैसे प्रति दो हजार)	रुपये 75.88
2. यदि कट्टे पर दोनों ओर लेबल लगाया जाता है	रुपये 56.28 प्रति 1000 कट्टों पर	रु. 23.49 (02 पैसे प्रति दो हजार)	रुपये 79.75

## ब. झिल्ली पर लेबल लगाने संबंधी कार्य

1. झिल्ली पर लेबल लगाना	रुपये 45.95 प्रति एक हजार कट्टों पर	रु. 23.49 (02 पैसे प्रति दो हजार)	रुपये 69.44
2. झिल्ली लगाना	रुपये 33.54 प्रति एक हजार कट्टों पर	रु. 17.61 (03 पैसे प्रति चार हजार)	रुपये 51.15
3. लेबल लगाना	रुपये 12.84 प्रति एक हजार कट्टों पर	रु. 5.87 (02 पैसे प्रति आठ हजार)	रुपये 18.71
4. पुड्डा बनाना या चिपकाना	रुपये 13.25 प्रति एक हजार कट्टों पर	रु. 5.87 (02 पैसे प्रति आठ हजार)	रुपये 19.12

## स. एक हजार कट्टों पर जबकि 25 बीड़ियों का कट्टा हो

1. आडी तथा खडी पट्टी लगाने का कार्य हो	रुपये 192.64 प्रति एक लाख बीड़ी पर	रु. 93.96 (04 पैसे प्रति लाख बीड़ी पर)	रुपये 286.60
2. झिल्ली आडी तथा खडी लगाने का कार्य हो	रुपये 213.59 प्रति एक लाख बीड़ी पर	रु. 93.96 (04 पैसे प्रति लाख बीड़ी पर)	रुपये 307.55
3. झिल्ली तथा नक्शी झिल्ली लगाने का कार्य हो	रुपये 213.59 प्रति एक लाख बीड़ी पर	रु. 93.96 (04 पैसे प्रति लाख बीड़ी पर)	रुपये 307.55

नोट:- बीड़ी निर्माण के संबंध में दैनिक या मासिक दर से वेतन पाने वाले कर्मचारियों जैसे, बीड़ी छोटने तथा जांच करने वाले, तम्बाकू मिश्रण तथा छानने का कार्य करने वाला, भट्टी वाला रसोईया, ड्रायवर (भारी वाहन), हल्का वाहन, एकाउन्टेन्ट, मुनीम, कैशियर, गोडाउनकीपर, स्टोरकीपर टाईपिस्ट, बिलमेन, बल्क, भृत्य, बीकीदार के वेतन न्यूनतम वेतन अधिनियम के अंतर्गत समय समय पर निर्धारित कुशल, अर्द्धकुशल और अकुशल श्रेणी के श्रमिकों के वेतन के अनुसार नियमित होंगे।

इस प्रयोजन के लिये उपर्युक्त कर्मकारों का वर्गीकरण निम्नानुसार किया जावेगा।

- 1- कुशल:- ड्रायवर (चालक) (भारी वाहन), एकाउटेन्ट, मुनीम, केशियर, स्टोरकीपर, हेडक्लर्क, गोडाउन कीपर
- 2- अर्धकुशल:- बीड़ी छांटने तथा जांच करने वाला, मट्टीवाला, रसोइया, ड्राईवर (हल्का वाहन) टाईपिस्ट, बिलमैन, क्लर्क



(डॉ. विरेन्द्र सिंह रावत)

श्रम आयुक्त,

मध्यप्रदेश, इंदौर

तथा न्यूनतम वेतन अधिनियम 1948  
के अंतर्गत सक्षम प्राधिकारी

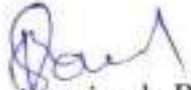


**Effectiv Wages of Beedi Rollers (for rolling of 1000 Beedies)**

**Effective from 1/04/2021 to 31/3/2022**

**V.D.A. revisable annually with effect from 01/04/2021**

1.	Basic Wage	74.00
2.	Variabie Dearness Allowance	23.49
3.	Leave with Salary ( @5% of total wages)	4.87
4.	Total Wages	102.36
5.	Bonus ( @ 8.33% of Total Wages)	8.54
6.	P.F. contribution of employer ( @ 10% of total wages)	10.24
7.	Total wages +Bonus+PF Contribution)= Less Contibution of employer (-)	121.14
8.	Total Wages+Bonus	110.90
9.	Less PF Contribution of employee (@10% of Total Wages (-)	10.24
10.	Net Payable to Beedi Roller	100.66

  
 (Dr. Virendra singh Rawat)  
 Labour Commissioner  
 Madhya Pradesh, Indore

श्रमायुक्त कार्यालय, मध्यप्रदेश शासन, इन्दौर

क्रमांक 3/11/अन्वै./पांच/2015/30497-746,

इन्दौर, दिनांक 01-10-2021

अधिसूचना

न्यूनतम वेतन अधिनियम 1948 की धारा 4 (2) अधीन सक्षम प्राधिकारी के अधिकार श्रमायुक्त, मध्यप्रदेश शासन, श्रम विभाग की अधिसूचना क्रमांक 3761/613/16-ए/82, दिनांक 25.5.1982 के द्वारा प्रत्यायोजित किये जाने से उक्त प्रदत्त अधिकारों का प्रयोग करते हुए एतद् द्वारा अखिल भारतीय उपभोक्ता मूल्य सूचकांक जो कि भारत शासन के लेबर ब्यूरो, शिमला से ज्ञात कर मैं, डॉ. विरेन्द्र सिंह रावत, श्रमायुक्त, मध्यप्रदेश इन्दौर विगत जनवरी, 2021 से जून, 2021 तक के माहों के लिए सूचकांकों में निम्नानुसार आंशिक संशोधन प्रकाशित करता हूँ :-

माह/वर्ष 2021	अखिल भारतीय बीडी उपभोक्ता मूल्य सूचकांक
जनवरी,	340.00
फरवरी,	343.00
मार्च,	344.00
अप्रैल,	346.00
मई,	347.00
जून,	351.00
(औसत)	2071.00÷6=345.16(345)

तथा उक्तानुसार इनका औसत 345 घोषित करता हूँ। जो कि किसी तम्बाकू (जिसमें बीडी बनाना भी सम्मिलित है) के विनिर्माण में नियोजित दैनिक या मासिक दर से वेतन पाने वाले कर्मचारियों के लिए मासिक औसत निर्वाह व्यय सूचकांक (मेन्युअल एवरेज कास्ट आफ लीविंग इंडेक्स नम्बर) रहेगा। इस आधार पर श्रम विभागीय एवं श्रम विभाग भोपाल की अधिसूचना क्रमांक एफ 4(सी)1-2013-ए-सोलह दिनांक 08.12.2014 (म.प्र. राजपत्र में भाग4(ग) दिनांक 12 दिसम्बर 2014 में प्रकाशित) के द्वारा निर्दिष्ट परिवर्तनशील महंगाई भत्ता नियोजित दैनिक या मासिक दर से वेतन पाने वाले कर्मचारियों को दिनांक 1.10.2021 से 31.03.2022 तक देय रहेगा।



(डॉ. विरेन्द्र सिंह रावत)

श्रम आयुक्त,

मध्यप्रदेश, इन्दौर

तथा न्यूनतम वेतन अधिनियम 1948

के अंतर्गत सक्षम प्राधिकारी

### परिवर्तनशील मंहगाई भत्ते की संगणना एवं पुनरीक्षित दरों के संबंध में विवरणात्मक टीप

श्रम विभाग भोपाल की अधिसूचना क्रमांक एफ 4 (सी)-ए-94-16-ए दिनांक 5.6.97 (म.प्र. राजपत्र दिनांक 7.6.97) एवं श्रम विभाग, भोपाल की अधिसूचना क्रमांक एफ 4(सी) 1-2013 दिनांक 8.12.2014 (म.प्र. राजपत्र भाग (ग) दिनांक 12 दिसंबर 2014) के अंतर्गत किसी तबाकू (जिसमें बीडी बनाना भी सम्मिलित है) के विनिर्माण में नियोजन में दरों को अखिल भारतीय उपभोक्ता मूल्य सूचकांक से संबद्ध किया गया है।

श्रमायुक्त कार्यालय, मध्यप्रदेश शासन, इन्दौर की अधिसूचना क्रमांक 3/11/अ/पांच/2015-30497-746 दिनांक 01-10-2021 के अनुसार जनवरी, 2021 से जून, 2021 तक की अवधि में अखिल भारतीय उपभोक्ता मूल्य सूचकांक का औसत 345 रहा है। गत छः माही का औसत 341 रहा था अतः इसके कारण गत छः माही में मान्य किये गये अखिल भारतीय उपभोक्ता मूल्य सूचकांक के औसत के ऊपर  $(345-341)=04$  औसत बिन्दुओं की वृद्धि हुई है जिसके परिणाम स्वरूप बीडी नियोजन में दैनिक एवं मासिक वेतन दरों पर काम करने वाले कर्मचारियों के लिए परिवर्तनशील मंहगाई भत्ता रुपये 25/- प्रति बिन्दु प्रतिमाह के मान से रुपये  $25 \times 4 = 100.00$  प्रतिमाह की वृद्धि हुई है। तदनुसार अखिल भारतीय उपभोक्ता मूल्य सूचकांक में 239 (2001 = 100) के ऊपर कुल उपभोक्ता मूल्य सूचकांक में  $345-239=106$  औसत बिन्दुओं की वृद्धि हुई है इस तरह परिवर्तनशील मंहगाई भत्ते की कुल राशि रुपये  $25 \times 106 = 2650.00$  प्रतिमाह या  $2650 \div 26 = 101$  रुपये 92 पैसे प्रतिदिन। प्रतिमाह 7725.00 रुपये या  $7725 \div 26 = 297$  रुपये 11 पैसे प्रतिदिन दिनांक 1.10.2021 से 31.03.2022 तक देय है।

बीड़ी निर्माण के संबंध में दैनिक या मासिक दर से वेतन पाने वाले कर्मचारियों की दर परिवर्तनशील मंहगाई भत्ते सहित दिनांक 01.10.2021 से 31.03.2022 तक निम्नानुसार देय है:-

क.	कर्मचारियों का वर्ग	मूल वेतन		परिवर्तनशील मंहगाई भत्ता		कुल वेतन		रूपये राउण्डअप में
		प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	
1.	तम्बाकू तथा तेन्दूपत्ता देने या बीड़िया प्राप्त करने एवं उसकी छटनी करने संबंधी कार्य करने वाला व्यक्ति, तम्बाकू मिश्रण तथा छानने का कार्य करने के लिए भट्टी वाला रसोईया, वाहन, ड्रायव्हर (चालक) हल्के वाहन, टायपिस्ट, क्लर्क, बिलमेन	5075.00	195.00	2650.00	101.92	7725.00	297.11	297.00
2.	ट्रक में माल चढ़ाने या उतारने या बीड़ियों के पूड़ों को भरने के कार्य में लगे व्यक्ति, मूल्य, चौकीदार	4945.00	190.00	2650.00	101.92	7595.00	292.11	292.00
3.	ड्रायव्हर (चालक) भारीवाहन, एकाउन्टेन्ट, मुनीम, केशियर, स्टोरकीपर, गोडाउन कीपर, हेडक्लर्क	5225.00	200.96	2650.00	101.92	7875.00	302.88	303.00

### स्पष्टीकरण


1. मजदूरी निर्धारण में पैसे तथा रूपये के गुणाकों को राउण्ड-अप करके ही दैनिक एवं मासिक मजदूरी निर्धारित की जायेगी। वित्त विभाग के परिपत्र क्रमांक एफ 9-7/2006/नियम/चार, दिनांक 20 सितम्बर, 2008 में 50 पैसे अथवा उससे अधिक पैसे हो तो, उन्हें अगले उच्चतर रूपये में पूर्णांकित किया जायेगा और 50 पैसे से कम राशि को छोड़ दिया जायेगा।

इस प्रकार अधिसूचित न्यूनतम वेतन की दरों का प्रवर्तन किसी भी कर्मचारी पर प्रतिकूल प्रभाव नहीं डालेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनरीक्षित दरों से अधिक हैं, तो वह किसी भी दशा में कम नहीं की जायेगी, जब तक की न्यूनतम वेतन की दर उसके समकक्ष नहीं हो जाती है। (न्यूनतम वेतन अधिनियम, 1948 की धारा 12(1-ए))

2. अधिसूचित न्यूनतम वेतन दरों का प्रवर्तन किसी भी कर्मचारी पर प्रतिकूल प्रभाव नहीं डालेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनरीक्षित दरों से अधिक हैं तो वह किसी भी दशा में कम नहीं की जायेगी, न्यूनतम वेतन अधिनियम 1948 की धारा 13 की उपधारा (1) के खंड (ख) के अधीन परिकल्पित किये अनुसार विश्राम दिवस के संबंध में पारिश्रमिक इन वेतन दरों में सम्मिलित है।
3. परिवर्तनशील मंहगाई भत्ता उपरोक्त अनुसूची (ई) के स्तंभ तीन में लेबर ब्यूरो, शिमला द्वारा निर्मित औद्योगिक श्रमिकों के लिये अखिल भारतीय उपभोक्ता मूल्य सूचकांक, 5635 (2001=100) पर आधारित है। 5635 सूचकांक के उपर प्रति एक वर्ष में जो औसत वृद्धि होगी, उसी अनुपात में अनुसूची के स्तंभ क्रमांक 4 में वृद्धि दिनांक 1 जनवरी से की जायेगी, और स्तंभ तीन में परिवर्तनशील मंहगाई भत्ते में

हुई यह वृद्धि परिवर्तनशील मंहगाई भत्ता मानी जावेगी। एक जनवरी से देय परिवर्तनशील मंहगाई भत्ते की वृद्धि की गणना गत जनवरी से दिसम्बर तक के एक वर्ष के औसत सूचकांक के आधार पर की जावेगी। जिसकी घोषणा अधिनियम के अंतर्गत सक्षम प्राधिकारी द्वारा राजपत्र में समय समय पर प्रकाशित की जावेगी।

4. निर्धारित मासिक वेतन कैलेंडर माह की समाप्ति पर देय होगा, एक दिन का वेतन संगणित करना हो तो मासिक वेतन को 28 से भाग देकर संगणित किया जायेगा।
5. जहां नियोजक प्रति सप्ताह 5600 बीडी बनाने के लिये लगने वाला कच्चा माल तम्बाखु तेंदूपत्ता, धागा पर्याप्त मात्रा में नहीं दे पाता, तब कर्मचारी कम से कम 5600 बीडी के लिये देय वेतन तथा विशेष मंहगाई भत्ता प्रति सप्ताह जिसे आगे गारंटेड वेज कहा जायेगा प्राप्त करने का अधिकारी होगा।
6. गारंटी वेज में कर्मचारी द्वारा किसी भी दिन उसके नियोजक द्वारा दिये गये कच्चे माल की मात्रा में वास्तव में बनाई गई बीडी का जो वेतन अर्जित करेगा वह भी सम्मिलित होगा।
7. यदि कर्मचारी किसी अन्य कारण या इच्छा से किसी भी दिन गारंटेड वेज की राशि से कम वेतन अर्जित करता है, तो कर्मचारी गारंटेड वेज प्राप्त करने का अधिकारी नहीं होगा।
8. जो कर्मचारी दिये गये कच्चे माल की मात्रा यद्यपि वह 5600 बीडिया सप्ताह में बनाने के लिये पर्याप्त हो, का पूर्ण रूप से उपभोग नहीं कर पाता है तो वह गारंटी वेज प्राप्त करने का अधिकारी नहीं होगा।
9. आग, विपत्ति, महामारी, अस्ैनिक क्षौभ या इसके समान अन्य स्थिति में जो नियोजक के नियंत्रण के बाहर है यदि नियोजक कर्मचारी को कच्चा माल नहीं दे पाता है, तो कर्मचारी गारंटी वेज प्राप्त करने का अधिकारी नहीं होगा।

  
 (डॉ. विरेन्द्र सिंह रावत)  
 श्रम आयुक्त,  
 मध्यप्रदेश, इंदौर

श्रमायुक्त कार्यालय, मध्यप्रदेश शासन, इंदौर

क्रमांक: 4/11/अन्वे./पांच/2015/30747-996,

इंदौर, दिनांक 01-10-2021

अधिसूचना

**अगरबत्ती उद्योग**

न्यूनतम वेतन अधिनियम, 1948 की धारा 4(2) के अधीन सक्षम प्राधिकारी के अधिकार श्रमायुक्त, मध्यप्रदेश, इंदौर को मध्यप्रदेश शासन, श्रम विभाग भोपाल की अधिसूचना क्रमांक 3761/613/16-ए/82 दिनांक 25.5.1982 के द्वारा प्रत्यायोजित किये जाने से, उक्त प्रदत्त अधिकारों का प्रयोग करते हुये एतद द्वारा अखिल भारतीय अगरबत्ती उपभोक्ता मूल्य सूचकांक जो कि भारत शासन के लेबर ब्यूरो, शिमला से ज्ञात कर, मैं डॉ. विरेन्द्र सिंह रावत, श्रमायुक्त, मध्यप्रदेश, इंदौर विगत जनवरी, 2021 से जून, 2021 तक के उपभोक्ता मूल्य सूचकांक का औसत निम्नानुसार घोषित करता हूँ -

माह/ वर्ष 2021	अखिल भारतीय अगरबत्ती उपभोक्ता मूल्य सूचकांक (आधार वर्ष 2001=100)
जनवरी,	340.00
फरवरी,	343.00
मार्च,	344.00
अप्रैल,	346.00
मई,	347.00
जून,	351.00
(औसत)	2071.00÷6=345.16 (345)

अतः विगत छः माही का औसत 345 घोषित करता हूँ जो कि अगरबत्ती उद्योग में नियोजित श्रमिकों के लिये निर्वाह व्यय सूचकांक (कास्ट ऑफ लिविंग इंडेक्स नम्बर) रहेगा। इस आधार पर श्रम विभागीय अधिसूचना क्रमांक एफ 4 ( सी ) 1-2013-ए-सोलह दिनांक 29/09/2014 एवं श्रम विभाग भोपाल की अधिसूचना क्रमांक भाग 4(ग) दिनांक 10.10.2014 के द्वारा निर्देशित परिवर्तनशील महगाई मत्ता अगरबत्ती उद्योग में नियोजित श्रमिकों को दिनांक 1.10.2021 से 31.03.2022 तक देय है।



(डॉ. विरेन्द्र सिंह रावत)

श्रम आयुक्त,  
मध्यप्रदेश, इंदौर  
तथा न्यूनतम वेतन अधिनियम 1948  
के अंतर्गत सक्षम प्राधिकारी

परिवर्तनशील मंहगाई भत्ते की संगणना एवं पुनरीक्षित दरों के संबंध में विवरणात्मक टीप  
अगरबत्ती उद्योग

श्रम विभाग भोपाल की अधिसूचना क्रमांक एफ 4(सी) 1-2013-ए-सोलह दिनांक 29/09/2014 एवं श्रम विभाग भोपाल की अधिसूचना क्रमांक भाग 4 (ग) दिनांक 10/10/2014 (मध्यप्रदेश राजपत्र दिनांक 10/10/2014 में प्रकाशित) के अंतर्गत अगरबत्ती उद्योग में नियोजित श्रमिकों की न्यूनतम वेतन दरों को अखिल भारतीय उपभोक्ता मूल्य सूचकांक से संबंध किया गया है।

श्रमायुक्त कार्यालय मध्यप्रदेश शासन, इंदौर की अधिसूचना क्रमांक 4/11/अन्ये./पांच/2015/ 30747-336 दिनांक 01-10-2021 के अनुसार, जनवरी, 2021 से जून, 2021 तक की अवधि में अखिल भारतीय उपभोक्ता मूल्य सूचकांक का औसत 345 रहा है। गत छ' माही का औसत 341 रहा था अतः इसके कारण गत छ: माही में मान्य किये गये अखिल भारतीय उपभोक्ता के औसत के ऊपर  $(345-341)=04$  औसत बिन्दुओं की वृद्धि हुई है। जिसके परिणामस्वरूप अगरबत्ती नियोजन में परिवर्तनशील मंहगाई भत्ता रूपये 25 प्रतिबिन्दु प्रतिमाह के मान से  $(25 \times 04)=100.00$  प्रतिमाह की वृद्धि हुई है। तदनुसार अखिल भारतीय उपभोक्ता मूल्य सूचकांक 241 (2001=100) के ऊपर कुल उपभोक्ता में वृद्धि  $(345-241)=104$  औसत बिन्दुओं की वृद्धि हुई है एवं इस तरह परिवर्तनशील मंहगाई भत्ते की कुल राशि  $(25 \times 104)=2600.00$  प्रतिमाह या  $(2600 \div 26)=100$  रूपये 00 पैसे प्रतिदिन दिनांक 1.10.2021 से 31.03.2022 तक देय है इसी तरह प्रति एक हजार अगरबत्ती रोल करने पर (100 पैसे प्रति 4000) के मान से अर्थात् 25 पैसे प्रति हजार बिन्दु के मान से कुल बिन्दु 100 पर  $(104 \div 4)=26.00$  26.00 रूपये परिवर्तनशील मंहगाई भत्ता दिनांक 1.10.2021 से 31.3.2022 तक देय है।

**अनुसूची एफ**

**अगरबत्ती उद्योग में नियोजित श्रमिकों के लिए न्यूनतम मजदूरी की दरें**

कर्मचारियों का वर्ग	न्यूनतम मजदूरी	न्यूनतम मजदूरी की पुनरीक्षित मंहगाई भत्ते की दरें	न्यूनतम वेतन
अ. अगरबत्ती रोलर्स (1000 अगरबत्ती रोल करने पर) साधारण	21.40	(रु. 26.00) 100 पैसा प्रति 4 हजार (25 पैसा प्रति बिन्दु)	रूपये 47.40
ब. सुगंधित(सेंटेड)	22.00	(रु. 26.00) 100 पैसा प्रति 4 हजार (25 पैसा प्रति बिन्दु)	रूपये 48.00

इस प्रकार अधिसूचित न्यूनतम वेतन की दरों का प्रवर्तन किसी भी कर्मचारी पर प्रतिकूल प्रभाव नहीं डालेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनरीक्षित दरों से अधिक हैं, तो वह किसी भी दशा में कम नहीं की जावेगी, जब तक की न्यूनतम वेतन की दर उसके समकक्ष नहीं हो जाती है। (न्यूनतम वेतन अधिनियम, 1948 की धारा 12 (1-ए))

(आ) निम्न वजन के अनुसार अगरबत्ती गिनना, बटर पेपर की झिल्ली लपेटना, खाली पैकेट में भरकर पैकेट के दोनों ओर चिट लगाकर पैकेट बंद करना।

बिना सिलोफेन या जिलेटन के

1. 10 ग्राम वजन के	प्रति सैकडा	20.48	(रु.20.80) 100 पैसा प्रति 500 (20 पैसा प्रति बिन्दु)	रु.41.28
2. 20 ग्राम वजन के	प्रति सैकडा	21.34	(रु.20.80) 100 पैसा प्रति 500 (20 पैसा प्रति बिन्दु)	42.14
3. 30 ग्राम वजन के	प्रति सैकडा	21.34	(रु.20.80) 100 पैसा प्रति 500 (20 पैसा प्रति बिन्दु)	42.14
4. 40 ग्राम वजन के	प्रति सैकडा	27.23	(रु.28.00) 100 पैसा प्रति 400 (25 पैसा प्रति बिन्दु)	53.23
5. 70 ग्राम वजन के	प्रति सैकडा	36.58	(रु.34.32) 100 पैसा प्रति 300 (33 पैसा प्रति बिन्दु)	70.90
6. 80 ग्राम वजन के	प्रति सैकडा	41.54	(रु.41.60) 100 पैसा प्रति 250 (20 पैसा प्रति बिन्दु)	83.14
7. 100 ग्राम वजन के	प्रति सैकडा	43.12	(रु.41.60) 100 पैसा प्रति 250 (40 पैसा प्रति बिन्दु)	84.72
8. 200ग्राम वजन के	प्रति सैकडा	52.76	(रु. 52.00) 100 पैसा प्रति 200 (50 पैसा प्रति बिन्दु)	104.76

सिलोफेन या जिलेटन के

1. 10 ग्राम वजन के	प्रति सैकडा	21.34	(रु.20.80) 100 पैसा प्रति 500 (20 पैसा प्रति बिन्दु)	42.14
2. 20 ग्राम वजन के	प्रति सैकडा	28.60	(रु.26.00) 100 पैसा प्रति 400 (25 पैसा प्रति बिन्दु)	52.60
3. 30 ग्राम वजन के	प्रति सैकडा	33.00	(रु.34.32) 100 पैसा प्रति 300 (33 पैसा प्रति बिन्दु)	67.32



4. 40 ग्राम वजन के	प्रति सैकडा	34.48	(रु.34.32) 100 पैसा प्रति 300 (33 पैसा प्रति बिन्दु)	68.80
5. 70 ग्राम वजन के	प्रति सैकडा	37.03	(रु.34.32) 100 पैसा प्रति 300 (33 पैसा प्रति बिन्दु)	71.35
6. 80 ग्राम वजन के	प्रति सैकडा	43.12	(रु.41.60) 100 पैसा प्रति 250 (40 पैसा प्रति बिन्दु)	84.72
7. 100 ग्राम वजन के	प्रति सैकडा	51.00	(रु.52.00) 100 पैसा प्रति 200 (50 पैसा प्रति बिन्दु)	103.00
8. 200 ग्राम वजन के	प्रति सैकडा	54.47	(रु.52.00) 100 पैसा प्रति 200 (50 पैसा प्रति बिन्दु)	106.47

(इ) निम्नानुसार पुंगली बनाकर पक करना निम्न संख्या में अगरबत्तियों को गिनकर झिल्ली लपेटना, पुंगलियों में भरना, लेबल या सिलोफेन या जिलेटिन का ब्राउन पेपर लगाकर बंदकर चीट लगाना.

बिना सिलोफेन या जिलेटिन के

1. 10 अगरबत्ती के लिए	प्रति सैकडा	16.98	(रु.17.68) 100 पैसा प्रति 600 (17 पैसा प्रति बिन्दु)	34.66
2. 12 अगरबत्ती के लिए	प्रति सैकडा	17.80	(रु.17.68) 100 पैसा प्रति 600 (17 पैसा प्रति बिन्दु)	35.48
3. 23 अगरबत्ती के लिए	प्रति सैकडा	21.30	(रु.20.80) 100 पैसा प्रति 500 (20 पैसा प्रति बिन्दु)	42.10
4. 50 अगरबत्ती के लिए	प्रति सैकडा	22.19	(रु.20.80) 100 पैसा प्रति 500 (20 पैसा प्रति बिन्दु)	42.99

5	100 अगखत्ती के लिए	प्रति सैकडा	26.60	(रु.26.00.00) 100 पैसा प्रति 400 (25 पैसा प्रति बिन्दु)	52.60
6	200 अगखत्ती के लिए	प्रति सैकडा	28.70	(रु.26.00) 100 पैसा प्रति 400 (25 पैसा प्रति बिन्दु)	54.70

(ई) सादे लिफाफे में अगखत्ती रखकर बन्द करना

1.	5 अगखत्ती के लिए	प्रति सैकडा	3.85	(रु.4.16) 100 पैसा प्रति 2500 (04 पैसा प्रति बिन्दु)	8.01
2.	10 अगखत्ती के लिए	प्रति सैकडा	4.44	(रु.5.20) 100 पैसा प्रति 2200 (05 पैसा प्रति बिन्दु)	9.64
3.	पुगली बनाने के कागज(रोलिंग पेपर्स)	प्रति 1000	36.34	(रु.7.28) 100 पैसा प्रति 1500 (07 पैसा प्रति बिन्दु)	43.62

**कर्मचारियों का वर्ग (मासिक दर) न्यूनतम मजदूरी**  
1.10.2021 से 31.03.2022 तक

क	कर्मचारियों का वर्ग	मूल वेतन		परिवर्तनशील मंहगाई भत्ता		कुल वेतन		राजपंड अप में दैनिक दरें प्रतिदिन
		प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	प्रतिमाह	प्रतिदिन	
1.	पुडा बनाने वाला, मसाला भरने वाला भृत्य, चौकीदार	5939.00	228.42	2600.00	100.00	8539.00	328.42	328.00
2.	टाईपिस्ट, क्लर्क, पेटी भरनेवाला मसाला तौलने वाला	7057.00	271.42	2600.00	100.00	9657.00	371.42	371.00
3.	एकाउंटेंट, केशियर, गोडाउनकीपर, मिस्त्री, ड्राईवर, पेटीबनाने वाला	8435.00	324.42	2600.00	100.00	11035.00	424.42	424.00

**नोट:-** अगरबत्ती उद्योग से संबद्ध कर्मचारी जैसे पेटी बनाने वाला, मिस्त्री, ड्राईवर, पेटी भरने वाला, मसाला तोलनेवाला, अकाउंटेंट, केशियर, गोडाउन कीपर, टाईपिस्ट, क्लर्क, भृत्य आदि की दैनिक या मासिक मजदूरी न्यूनतम वेतन अधिनियम के अधीन, कुशल अर्धकुशल एवं अकुशल प्रवर्ग की मजदूरी के अनुसार विनियमित की जावेगी।

**स्पष्टीकरण**

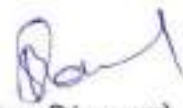
1. मजदूरी निर्धारण में पैसे तथा रुपये के गुणांकों को राजपंड-अप करके ही दैनिक एवं मासिक मजदूरी निर्धारित की जावेगी। वित्त विभाग के परिपत्र क्रमांक एफ 9-7/2006/नियन/चार, दिनांक 20 सितम्बर, 2006 में 50 पैसे अथवा उससे अधिक पैसे हो तो, उन्हें अगले उच्चतर रुपये में पूर्णांकित किया जावेगा और 50 पैसे से कम राशि को छोड़ दिया जावेगा।

इस प्रकार अधिसूचित न्यूनतम वेतन की दरों का प्रवर्तन किसी भी कर्मचारी पर प्रतिकूल प्रभाव नहीं डालेगा, यदि विद्यमान वेतन की दरें न्यूनतम वेतन की पुनरीक्षित दरों से अधिक हैं, तो वह किसी भी दशा में कम नहीं की जावेगी, जब तक की न्यूनतम वेतन की दर उसके समकक्ष नहीं हो जाती है। (न्यूनतम वेतन अधिनियम, 1948 की धारा 12(1-ए))

2. अनुसूची के कॉलम 2 में उपदर्शित न्यूनतम मजदूरी के अतिरिक्त परिवर्तनशील मंहगाई भत्ता (सी.डी. ए) जनवरी, 2014 से जून 2014 में औसत अखिल भारतीय उपभोक्ता मूल्य सूचकांक (जिसे इसमें इसके पश्चात सूचकांक कहा जावेगा) 241 (2001=100) से अधिक पर इस अधिसूचना के कॉलम 3 में उपदर्शित प्रत्येक काम के लिये प्रतिबिंदु सम्मुख अंकित किये गये अनुसार दर से तथा मासिक दर पर

कार्यरत कर्मचारियों के लिये रुपये 25.00 प्रति विद्यु प्रति माह की दर से संदेय होगा। जिसकी गणना प्रत्येक छः माह जुलाई से दिसंबर तथा जनवरी से जून जैसी भी स्थिति हो, के औसत सूचकांक के आधार पर की जावेगी और कमशः 1 अप्रैल तथा 1 अक्टूबर से देय होगी। इस प्रकार संगणित परिवर्तनशील मंहगाई भत्ता न्यूनतम वेतन का भाग होगा। उक्त औसत सूचकांक न्यूनतम वेतन अधिनियम, 1948 के अधीन सक्षम प्राधिकारी द्वारा मध्यप्रदेश राजपत्र में घोषित किया जावेगा।

3. अधिसूचित न्यूनतम मजदूरी की दरों का प्रवर्तन किसी भी कर्मचारी पर प्रतिकूल प्रभाव नहीं डालेगा, यदि विद्यमान मजदूरी की दरें न्यूनतम मजदूरी की पुनरीक्षित दरों से अधिक हैं, तो वह किसी भी परिस्थिति में कम नहीं की जावेगी। न्यूनतम मजदूरी अधिनियम, 1948 की धारा 13 की उपधारा(1) के खंड (ख) के अधीन परिकल्पित किये गये अनुसार विश्राम दिवस के संबंध में पुनरीक्षित दरों में पारिश्रमिक सम्मिलित है।
4. निर्धारित मासिक मजदूरी कैलेंडर माह की समाप्ति पर देय होगी, जहां मजदूरी की मासिक दर नियत की गई है। वहां यदि एक दिन की मजदूरी संगणित की जानी हो, तो मासिक मजदूरी को 28 से भाग देकर अभिप्राप्त की जावेगी, जिसमें न्यूनतम मजदूरी अधिनियम की धारा 13 में बताये गये अनुसार विश्राम दिवस का पारिश्रमिक भी सम्मिलित होगा।

  
 (डॉ. विरेन्द्र सिंह रावत)  
 श्रम आयुक्त,  
 मध्यप्रदेश, इंदौर

## श्रमायुक्त कार्यालय, मध्यप्रदेश शासन, इंदौर

क्रमांक: 5/11/अन्वै./पांच/2015/30997-31038

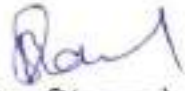
इंदौर, दिनांक 01-10-2021

प्रतिलिपि:-

1. उपनियंत्रक शासकीय प्रादेशिक मुद्रणालय, ग्वालियर, मध्यप्रदेश की ओर अधिसूचना की प्रति भेजते हुए कि इस अधिसूचना को मध्यप्रदेश राजपत्र के आगामी अंक के भाग 3 (1) में प्रकाशित करने का कष्ट करें।
2. राहत आयुक्त, वल्लभ भवन, भोपाल.
3. आयुक्त, जनसंपर्क विभाग, मध्यप्रदेश भोपाल की ओर मध्यप्रदेश के समस्त दैनिक समाचार पत्रों में निशुल्क प्रकाशनार्थ अग्रोषित.
4. केंद्र निदेशक, आकाशवाणी केंद्र, इंदौर की ओर प्रसारण हेतु अग्रोषित.
5. उपसंचालक, जनसंपर्क विभाग इंदौर की ओर आवश्यक कार्यवाही हेतु प्रेषित.
6. सचिव, मध्यप्रदेश शासन, श्रम विभाग भोपाल की ओर सूचनार्थ प्रेषित.
7. सचिव, मध्यप्रदेश शासन, वित्त विभाग भोपाल की ओर उनके पत्र क्रमांक 303/आर/577/92/नि-514 दिनांक 30.6.1992 के संदर्भ में सूचनार्थ प्रेषित।
8. सचिव, मध्यप्रदेश शासन, सामान्य प्रशासन विभाग, स्थापना, अधीक्षण, भोपाल.
9. सचिव, मध्यप्रदेश शासन, लोक निर्माण विभाग, भोपाल.
10. सचिव, मध्यप्रदेश शासन, जल संसाधन विभाग भोपाल.
11. सचिव, मध्यप्रदेश शासन, लोक स्वास्थ्य यांत्रिकीय विभाग, भोपाल.
12. सचिव, मध्यप्रदेश शासन, कृषक कल्याण विकास, भोपाल.
13. सचिव, मध्यप्रदेश शासन, राजस्व विभाग, भोपाल (राहत शाखा)
14. सचिव, मध्यप्रदेश शासन, पंचायत एवं ग्रामीण विभाग, भोपाल.
15. सचिव, मध्यप्रदेश शासन, पुनर्वास विभाग, भोपाल.
16. सचिव, मध्यप्रदेश शासन, वन विभाग, भोपाल.
17. सचिव, मध्यप्रदेश शासन, नगरीय प्रशासन एवं विकास विभाग, भोपाल.
18. सचिव, मध्यप्रदेश शासन, नर्मदा घाटी विकास विभाग, भोपाल.
19. सचिव, मध्यप्रदेश शासन, आदिम जाति कल्याण विभाग, भोपाल.
20. सचिव, लोक सेवा आयोग, म.प्र. इंदौर.
21. सचिव, मध्य प्रदेश शासन, सामाजिक न्याय विभाग, भोपाल
22. महालेखाकार, प्रथम एवं द्वितीय, मध्यप्रदेश, ग्वालियर की ओर सूचनार्थ.
23. समस्त संभाग आयुक्त, मध्यप्रदेश.
24. समस्त कलेक्टर, मध्यप्रदेश
25. समस्त मुख्य कार्यपालन अधिकारी, जिला पंचायत, मध्यप्रदेश
26. संचालक, कृषि विभाग, मध्यप्रदेश शासन, भोपाल.
27. प्रमुख अभियंता, जल संसाधन विभाग, भोपाल.
28. प्रमुख अभियंता, लोक निर्माण विभाग, भोपाल.
29. प्रमुख अभियंता, लोक स्वास्थ्य एवं यांत्रिकी विभाग, भोपाल .
30. प्रमुख वन संरक्षक, मध्यप्रदेश शासन, भोपाल.
31. उप श्रमायुक्त, इन्दौर/भोपाल.

32. संचालक/समस्त संयुक्त/उप/सहायक संचालक, औद्योगिक स्वास्थ्य एवं सुरक्षा, मध्यप्रदेश, इंदौर
33. समस्त सहायक श्रमायुक्त, म.प्र.
34. समस्त श्रम पदाधिकारी, म.प्र.
35. प्रभारी अधिकारी, समस्त शाखायें, मुख्यालय, इंदौर .
36. सचिव, म.प्र. भवन एवं अन्य संनिर्माण कर्मकार कल्याण मंडल, 82, हर्षबर्धन नगर, भोपाल,
37. कल्याण आयुक्त, म.प्र. श्रम कल्याण मण्डल, 83, मालवीय नगर, भोपाल
38. सचिव, म.प्र. स्टेट पेन्सिल कर्मकार कल्याण मंडल, मन्दसौर
39. सचिव, म.प्र. शहरी एवं ग्रामीण असंगठित कर्मकार कल्याण मंडल, भोपाल
40. लेबर ब्यूरो, शिमला, (हिमाचल प्रदेश) की ओर आवश्यक कार्यवाही हेतु प्रेषित।

न्यूनतम वेतन अधिनियम 1948 के अंतर्गत कृषि नियोजन में न्यूनतम वेतन परिवर्तन शील मंहगाई भत्ते सहित प्रभावशील कराने के लिये विकासखंड स्तर पर पदस्थ श्रम निरीक्षकों को संबंधित प्रभारी अधिकारी, आवश्यक निर्देश एवं मार्गदर्शन प्रदान करें।

  
 (डॉ. विरेन्द्र सिंह रावत)  
 श्रम आयुक्त,  
 मध्यप्रदेश, इंदौर



कर्मचारी भविष्य निधि संगठन  
(श्रम एवं रोजगार मंत्रालय, भारत सरकार)

**EMPLOYEES' PROVIDENT FUND ORGANISATION**

(Ministry of Labour & Employment, Govt. of India)

मुख्य कार्यालय / Head Office

भविष्य निधि भवन, 14-बीकानों कामप्लेस, नई दिल्ली-110 066.

Bhavishya Nidhi Bhawan, 14, Bikaneri Cama Place, New Delhi - 110 066.

No. BKG-27/5/2021-BKG/

Date: 11.09.2021

To,

The Addl. CPFCs of the Zones,  
RPFCs in charge of Regional Offices  
Officer in charge of the District Offices

**Subject: Aadhaar seeding of Universal Account Number (UAN) of EPF members for receipt of contributions through Electronic Challan cum Return (ECR) to facilitate withdrawals / benefits.**

**Reference:** 1. EPFO Head Office Circular no. BKG-27/7/2020-G/PLV/ on 01.06.2021  
2. EPFO Head Office Circular No.WSU/15(1)2019/ATR/529 dated 15.06.2021

Sir,

Please refer to SO 1730 (E) dated 30.04.2021 vide which the 3<sup>rd</sup> day of May, 2021 was appointed as the date on which the provisions of Section 142 of the Code on Social Security shall come into force. The said Section 142 mandates that the identity of an employee for the purpose of registration as a member or beneficiary for withdrawal of fund or for receiving any benefit under any Scheme must be established through Aadhaar number.

You are aware that the employees joining EPFO registered establishments on or after 1<sup>st</sup> October 2017 have Aadhaar seeded UANs as per Notification S.O. 26 (E) dated 04.01.2017 issued under Section 7 of The Aadhaar (Targeted Delivery of Financial and Other Subsidies, Benefits and Services) Act, 2016. Further, online e-KYC service for Aadhaar seeding of UANs allotted prior to 01.10.2017 is available to both employers and employees on EPFO's Portal & through UMANG APP & any withdrawals from member's a/c is allowed only if UAN is Aadhaar seeded. Therefore, after allowing sufficient time of almost four years for Aadhaar seeding, EPFO issued instructions dated 01.06.2021 cited 1 above mandating that UANs is to be Aadhaar seeded for receipt of contributions through ECR.

However, considering the challenges faced by the employers & employees in expeditious seeding of Aadhaar in UANs particularly in view of corrections required in Aadhaar data of employees in aftermath of second wave of Pandemic, the EPFO with prior approval of the Central Government extended the time for mandatory seeding of Aadhaar in UAN for filing ECR up to 01.09.2021 which was communicated vide reference cited 2 above.

The representations for extension of time beyond 01.09.2021 have been considered and it is noted that overall about 94% of contributory EPF members' UAN have Aadhaar seeding but there is less percentage of Aadhaar seeding in UANs of contributory members in EPFO's administrative Zone of North Eastern Region and in certain class of establishments / industries such as Beedi making, Building & Construction and Plantation. Since Aadhaar seeding is mandatory for any withdrawals, receipt of contributions in Aadhaar seeded UANs helps members to file online claims to avail withdrawals & file e-nominations without employer's intervention & avoids delay in withdrawals due to non-seeding of Aadhaar in UAN.


Now therefore, considering the foregoing, it is hereby decided as under:

- (a) Considering the low Aadhaar penetration in the EPFO's administrative Zone of North East Region comprising of States of Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland & Tripura, time for mandatory seeding of Aadhaar in UAN for filing ECR is extended till 31.12.2021
- (b) Considering the concentration of establishments in remote localities & in areas affected by insurgency, frequent change in work sites of the workers and other attendant constraints in the Classes of establishments- Beedi making, Building and Construction and Plantation industries (Tea, Coffee, Cardamom, Pepper, Jute, Rubber, Cinchona, Cashewnuts etc.) time for mandatory seeding of Aadhaar in UAN for filing ECR is extended till 31.12.2021.
- (c) For areas and industries / class of establishments other than above, delay in filing of ECRs for wage months of August, 2021 & September, 2021 only in respect of EPF members due to non-seeding of Aadhaar in the UANs should not be presumed as employer's default for levy of penal damages u/s 14B of the EPF & MP Act, 1952.

It is further directed that the Zonal Offices shall ensure that Regional Offices & District Offices facilitate and coordinate with UIDAI to organize camps for Aadhaar enrollment and corrections in Aadhaar data of EPF members to facilitate Aadhaar seeding in UANs and monitor the progress on weekly basis.

(This issues with the approval of the Competent Authority)

Yours faithfully,



(RAJIV BISHT)  
Addl. CPFC (F&A)



I/150657/2021

Government of West Bengal  
Labour Department  
I.R. Branch  
N.S.Buildings, 12<sup>th</sup> Floor,  
1, K.S.Roy Road, Kolkata-1

No. Labr./1690/(LC-IR)/22013/56/2019

Date : 15.09.2021

The Governor of West Bengal makes an appeal to all employers and employees of the state covered under payment of Bonus Act,1965 as amended by the payment of Bonus (Amendment) Act, 2015 to stick to the following guidelines while setting the legitimate dues of workers in respect of payment of bonus, **in view of ensuing Durga Puja**, for the year **2021** in terms of the said Act in the interest of maintenance of industrial peace and harmony.

1. Keeping in view the need for maintenance of industrial peace and harmony, it is expected that the employers, while taking note of the statutory provisions under payment of Bonus Act,1965 as amended by the payment of Bonus (Amendment) Act,2015 would adopt a flexible attitude on the issue of payment of bonus.
2. All establishments where bonus was paid in the previous year are requested to see that the rate of bonus payable this year is not lower than that of the last year. In case, however, where there is a dispute, the same may be settled amicably through negotiations. Employers are also requested to consider payment of an amount of ex-gratia in lieu of bonus as is admissible at the maximum stage, to those workmen and employees who have crossed the eligibility limit as per payment of Bonus Act,1965.
3. All employees, whether in casual employment or re-employed after retirement or employed through contractors and have worked for not less than 30 days during the year should be paid bonus.
4. The employers who are in default towards payment of bonus for the previous years are also being requested to make such payments this year along with the payment of bonus for the current year.
5. The Government also appeals to all trade unions and employers' organizations to extend their co-operation in maintenance of a climate of industrial peace and exercise their good offices for peaceful and effective settlement of industrial disputes concerning bonus without any disruption of work.
6. Government has noted with concern that in many cases, in previous years, employees of IT sector, Hotels and Restaurants, Shops & Establishments, Security Workers and some workers in jute mills did not get any bonus amidst COVID pandemic situation. It is desired that the situation will not be similar this year.
7. All payments of bonus should be made before commencement of **Durga Puja, 2021.**

I/150657/2021

8. The Government expects that all employers including the public sector undertakings will act according to this appeal.
9. The Government also expects that all employers' organizations will advise their constituents to act according to this appeal.

Most of the persons employed in the unorganized sectors are not covered under the Payment of Bonus Act 1965 as amended by the payment of Bonus (Amendment) Act,2015 and do not get any bonus. Government expects that the employers in such cases shall also pay bonus/ex-gratia to their workers before commencement of Durga Puja, 2021.

This is issued in continuation of T.O. earlier No Labr/973/(LC-IR)/22013/56/2019, dated 07/05/2021.

*Abay* 15/9/21  
Principal Secretary to the  
Govt. of West Bengal

No.Labr.11690/1(54)/(LC-IR)

Date : 15.09.2021

Copy forwarded for information and necessary action to:-

1. -----(All employers organization)

2. -----(All trade Unions)

3. District Magistrate -----(All)

4. O.S.D. &amp; E.O. Labour Commissioner, West Bengal.

5. PS to MOS(IC), Labour Deptt

6. PS/PA to Principal Secretary, Labour Deptt.

✓ 7. The Deputy Secretary, IT Cell, Labour Department, with the request to upload in the Department's website.

*D. S. S.*  
15.09.21  
Deputy Secretary  
to the Govt. of West Bengal

Department of IT,  
RECEIPT NO. 5099  
DATE 22/9/21

**GOVERNMENT OF MANIPUR**  
**SECRETARIAT: LABOUR & EMPLOYMENT DEPARTMENT**

**NOTIFICATION**  
Imphal, the 20<sup>th</sup> September, 2021.

**No. LAB-1/3/2020-LAB and EM-LAB&EMPL:-** Whereas by a notification of the Government of Manipur vide even number dated 29<sup>th</sup> December, 2020, the State Government in consultation with the Employees' State Insurance Corporation and with the approval of the Central Government gave notice to its intention to extend the provisions of the Employees' State Insurance Act, 1948 (34 of 1948) to **Municipal Corporation, Municipal Board, Municipal Council and other Local bodies controlled by the State Government.**

2. Whereas vide Gazette notifications No. 5/80/2005-Lab dated 4<sup>th</sup> December, 2018 and No.5/80/2005-Lab dated 22<sup>nd</sup> June, 2019, the provisions of the said Act have been extended to all classes of establishments specified in Column (1) and situated within the areas in Column (2) of the schedule in the State of Manipur.

3. And whereas the copies of the said notification were made available to the public on 29<sup>th</sup> December, 2020 through the Website Manager, IT, Manipur Secretariat and on 5<sup>th</sup> January, 2021 through Extraordinary Gazette copy No. LAB-1/3/2020-LAB and EM-LAB&EMPL dated 29<sup>th</sup> December, 2020.

4. And whereas, no objections and suggestions have been received within the said period of 1 (one) month of the said notification.

5. Now, therefore, in exercise of the power conferred by sub-section (5) of Section-I of the Employees' State Insurance Act, 1948 (34 of 1948), and in supersession of all previous notification issued in this regard, the State Government of Manipur, and in consultation with the Employees State Insurance Corporation and with the approval of the Central Government, hereby extends the provisions of the said Act to the classes of establishments specified in Column (1) and situated within the areas specified in Column (2) of the Schedule in the State of Manipur as detailed below with immediate effect.

**SCHEDULE**

Description of establishments	Area in which the establishments are situated
The following establishments whereon ten or more persons are employed, or were employed on any day of the preceding twelve months, namely:- i) Shops; ii) Hotels; iii) Restaurants; iv) Road Motor Transport establishments; v) Cinemas including preview theatres; vi) Newspaper establishments as defined in Section 2(d) of the Working Journalists and other Newspaper Employees (Conditions of Service) and Miscellaneous Provisions Act, 1955 (45 of 1955);	<b>All areas where the provisions of the ESI Act 1948 have already been brought into force under section 1(3) of the Act.</b>

M. Shifari  
20/09/2021

<p>vi) Educational Institutions (including public, private, aided or partially aided) run by individuals, trustees, societies or other organizations;</p> <p>viii) Medical institutions (including corporate, joint sector, trust, Charitable and private ownership hospitals), nursing homes, diagnostic centres, pathological labs;</p> <p>ix) Municipal Corporation, Municipal Board, Municipal Council and other Local bodies controlled by the State Government.</p>	
---	--

*M. Chingel* 20/09/2024  
(Maisnam Chinglembi Luwang)  
Under Secretary (Lab. & Emp.),  
Government of Manipur

Copy to:-

1. Secretary to Chief Minister, Manipur.
2. PS to Minister (Lab. & Emp.), Manipur.
3. Staff Officer to Chief Secretary, Government of Manipur.
4. All Administrative Secretaries, Government of Manipur.
5. PS to Secretary (Lab. & Emp.), Government of Manipur.
6. Regional Director, ESIC Regional Office, North East Region, Bamunimaidam, Guwahati-781021.
7. All Deputy Commissioners, Government of Manipur.
8. All Heads of Department, Government of Manipur.
9. Director, Printing & Stationery, Manipur with 2 (two) extra copies for publication in the official Gazette.
10. Website Manager, IT, Manipur Secretariat for kind publication in the Official Website of Government of Manipur.
11. Guard file.



# भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-23092021-229906  
CG-DL-E-23092021-229906

असाधारण  
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (ii)  
PART II—Section 3—Sub-section (ii)

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं. 3618]

नई दिल्ली, बृहस्पतिवार, सितम्बर 23, 2021/आश्विन 1, 1943

No. 3618]

NEW DELHI, THURSDAY, SEPTEMBER 23, 2021/ASVINA 1, 1943

अम और रोजगार मंत्रालय

अधिसूचना

नई दिल्ली, 23 सितम्बर, 2021

**का.आ. 3952(अ).**—केन्द्रीय सरकार, कर्मचारी राज्य बीमा अधिनियम 1948 (1948 का 34) की धारा 1 की उपधारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, 1 अक्टूबर, 2021 को उस तारीख के रूप में नियत करती है जिसको उक्त अधिनियम के उपबंध त्रिपुरा राज्य के धलाई, गोमती, उत्तर त्रिपुरा और सिपाहीजाला जिलों के सभी क्षेत्रों में प्रवृत्त होंगे अर्थात्,—

- (i) अध्याय 4 की धारा 38, धारा 39, धारा 40, धारा 41, धारा 42, धारा 43 और धारा 45अ से धारा 45ज तक;
- (ii) अध्याय 5 की धारा 46 से धारा 73 तक; और
- (iii) अध्याय 6 की धारा 74, धारा 75, धारा 76 की उपधारा (2) से उपधारा (4) तक, धारा 80, धारा 82 और धारा 83।

[फा. सं. एस-38013/07/2021-एस.एस.1]

विभा भल्ला, संयुक्त सचिव

**MINISTRY OF LABOUR AND EMPLOYMENT****NOTIFICATION**

New Delhi, the 23rd September, 2021

**S.O. 3952(E).**—In exercise of the powers conferred by sub-section (3) of section 1 of the Employees' State Insurance Act, 1948 (34 of 1948), the Central Government hereby appoints the **1<sup>st</sup> day of October, 2021**, as the date on which the provisions of the said Act, namely,-

- (i) sections 38, 39, 40, 41, 42, 43 and sections 45A to 45H of Chapter IV;
- (ii) sections 46 to 73 of Chapter V; and
- (iii) sections 74, 75, sub-sections (2) to (4) of section 76, 80, 82 and 83 of Chapter VI,

shall come into force in all the areas of Dhalai, Gomati, North Tripura and Sepahijala district, in the State of Tripura.

[F. No. S-38013/07/2021-SS.I]

VIBHA BHALLA, Jt. Secy.

I/150239/2021

Government of West Bengal  
Labour Department, I.R. Branch  
New Secretariat Buildings, 12<sup>th</sup> Floor  
1, Kiran Sankar Roy Road, Kolkata - 700001

No: Labr./1676/(20)/(LC-IR)/IR/7S-06/17

Date: 13.09.2021

From: The Principal Secretary to the Government of West Bengal

To: \_\_\_\_\_

(All Chambers of Commerce &amp; Employer's Organizations)

**Sub: Elections to W.B. Legislative Assembly from 56-Samserganj, 58-Jangipur Assembly Constituencies and Bye-election to W.B. Legislative Assembly from 159-Bhabanipur Assembly Constituency to be held on 30<sup>th</sup> September, 2021 (Thursday).**

Sir,

I am to state that the 30<sup>th</sup> September, 2021 (Thursday) has been fixed for polling in connection with the Elections to W.B. Legislative Assembly from 56-Samserganj, 58-Jangipur Assembly Constituencies and Bye-election to W.B. Legislative Assembly from 159-Bhabanipur Assembly Constituency in this state.

It has been made obligatory on the part of the employers of any business, trade, industrial undertaking or any other establishments of the areas under the said Assembly Constituency to grant paid holiday on the day of Poll to their workmen who are entitled to cast vote in the election under the Representation of Peoples Act, 1951.

Section 135B of the Representation of Peoples Act, 1951 reads as follows:-

"Section 135B Grant of paid holiday to employees on the day of poll

1)i) Every person employed in any business, trade, industrial undertaking or any other establishment and entitled to vote an election to the House of people or the Legislative Assembly of a State, shall, on the day of Poll, be granted a holiday.

ii) No deduction or abatement of the wages of any such person shall be made on account of a holiday having been granted in accordance with Sub-section (1) and if such person is employed on the basis of that he would not ordinarily receive wages for such day, he shall none-the-less be paid for such day the wages he would have drawn had not a holiday been granted to him on that day.

iii) If an employer contravenes the provisions of sub- Section (1) or Sub-Section (2), then such employer shall be punishable with fine, which may extend to five hundred rupees.

iv) This section shall not apply to any elector whose absence may cause danger or substantial loss in respect of the employment in which he is engaged".

2) The above provisions require that all establishments and shops including those which work on shift basis shall be closed on the day of poll in the Constituency where a General/Bye-election is to be held. However, there may be cases where a person is ordinarily resident of the Constituency and registered as an elector, may be serving/employed in an industrial undertaking or an establishment located outside the Constituencies having an Election. It is clarified that in such a Constituency concerned he would also be entitled to the benefit of a paid holiday extended under the Section 135B(1) of the Representation of the People Act, 1951.

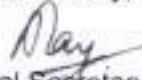
3) The daily wage/casual workers are also entitled for a holiday and wages on poll day as

I/150239/2021

provided in Section 135B of the Representation of Peoples Act, 1951.

I am, therefore, to request you to advise your constituent members in whose units Thursday is working day, to abide by section 135B of the Representation of Peoples Act, 1951 and grant a paid holiday on 30.09.2021 (Thursday) to all categories of workers and employees in the respective Assembly Constituency who are registered as electors in respect of the Elections to W.B. Legislative Assembly from 56-Samserganj, 58-Jangipur Assembly Constituencies and Bye-election to W.B. Legislative Assembly from 159-Bhabanipur Assembly Constituency to enable them to exercise their right of franchise in the aforesaid election.

Yours faithfully,

  
Principal Secretary  
to the Govt. of West Bengal

NO. Labr./1670/1(14) - (LC-IR)

Date : 13.09.2021

Copy forwarded for information to :

01. The OSD & EO Labour Commissioner, West Bengal, New Secretariat Buildings (11<sup>th</sup>Floor),1, K.S. Roy Road,Kol-1.
02. The Chief Inspector of Shops & Establishment, W. Bengal, 6, Church Lane, Kolkata - 700001.
03. The Home(C&E) Department, Govt. of W. Bengal., 21, N. S. Road, Kolkata-700001.
04. The Home(Poll) Deptt. , Govt. of West Bengal., 4, Camac Street, Kolkata - 700017.
05. The Industries Commerce & Enterprises Department, Govt. of W.B., 4, Camac Street,Kol-17.
06. The Micro & Small Scales Enterprises and Textiles Deptt., Govt. of W. Bengal, Hemanta Bhaban, 12, B.B.D. Bag East, Kolkata- 700001.
07. The Public Enterprise & Industrial Reconstruction Deptt., Govt. of W. Bengal, 5, Council House Street, Kolkata - 700016.
08. The Home (Police) Department, Government of West Bengal. Nabanna, Howrah-711102.
09. Chief of the News Bureau, West Bengal, Nabanna, Howrah-711102.
- 10.The Deputy Director of Publicity, Information & Cultural Affairs Deptt, Govt. of W.Bengal, Nabanna, Howrah-711102. with a request to give immediate publicity of the matter through A.I.R, Doordarshan and leading daily Newspapers.
11. The Chief Electoral Officer, West Bengal, 21, N. S. Road, Kolkata - 700001.
12. The State Election Commission, 18, Sarojini Naidu Sarani (Rawdon Street), Kolkata - 700017.
13. The Deputy Secretary, IT Cell, Labour Department, with the request to cast the Notification in the Department's website.
14. Guard File.

  
Deputy Secretary  
to the Govt. of West Bengal





# भारत का राजपत्र The Gazette of India

सी.जी.-डी.एल.-अ.-31082021-229312  
CG-DL-E-31082021-229312

असाधारण  
EXTRAORDINARY

भाग II—खण्ड 3—उप-खण्ड (i)  
PART II—Section 3—Sub-section (i)

प्राधिकार से प्रकाशित  
PUBLISHED BY AUTHORITY

सं. 490]  
No. 490]

नई दिल्ली, मंगलवार, अगस्त 31, 2021/भाद्र 9, 1943  
NEW DELHI, TUESDAY, AUGUST 31, 2021/BHADRA 9, 1943

वित्त मंत्रालय

(राजस्व विभाग)

(केन्द्रीय प्रत्यक्ष कर बोर्ड)

अधिसूचना

नई दिल्ली, 31 अगस्त, 2021

आय-कर

सा.का.नि. 604(अ).—केन्द्रीय प्रत्यक्ष कर बोर्ड, आयकर अधिनियम, 1961 (1961 का 43) की धारा 295 के साथ पठित धारा 10 के खंड (11) के पहले परन्तुक और धारा 10 के खंड (12) के पहले परन्तुक द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, आयकर नियम, 1962 का और संशोधन करने के लिए निम्नलिखित नियम बनाता है, अर्थात्:-

- संक्षिप्त नाम और प्रारंभ.— (1) इन नियमों का संक्षिप्त नाम आयकर (पचीसवाँ संशोधन) नियम, 2021 है।  
(2) ये 1 अप्रैल, 2022 से प्रवृत्त होंगे।
- आयकर नियम, 1962 में नियम 9ग के पश्चात् निम्नलिखित नियम अंतःस्थापित किए जाएंगे, अर्थात्:-

“9घ-- भविष्य निधि या मान्यताप्राप्त उपबंधित निधि में अंशदान से संबंधित कराधेय ब्याज की गणना विनिर्दिष्ट सीमा से अधिक होना – (1) धारा 10 के खंड (11) और (12) के पहले और दूसरे परन्तुक के प्रयोजन के लिए पूर्ववर्ती वर्ष (जिसे इसके पश्चात् इस नियम में चालू पूर्ववर्ती वर्ष कहा गया है) के दौरान प्रोद्भूत ब्याज के द्वारा

आय की, जिसमें उक्त खंड के अधीन किसी व्यक्ति की कुल आय में सम्मिलित होने से छूट प्राप्त नहीं है, कराधेय अंशदान खाते में पूर्ववर्ती वर्ष के दौरान प्रौद्भूत ब्याज के रूप में संगणना की जाएगी।

(2) उपनियम (1) के अधीन कराधेय की ब्याज की गणना के प्रयोजन के लिए भविष्य निधि खाते में पृथक् खाते पूर्ववर्ती वर्ष 2021-2022 और व्यक्ति द्वारा किए गए कराधेय अंशदान और गैर-कराधेय अंशदान के लिए सभी पश्चात्वर्ती पिछले वर्षों के दौरान रखे जाएंगे।

**स्पष्टीकरण :-** इस नियम के प्रयोजन के लिए,-

(क) गैर-कराधेय अंशदान खाता निम्नलिखित का संकलित होगा, अर्थात्:-

(i) 31 मार्च, 2021 को खाते में अंतिम अतिशेष;

(ii) पूर्व वर्ष 2021-2022 और पश्चात्वर्ती वर्ष के दौरान खाते में किसी व्यक्ति द्वारा किया गया कोई अंशदान जिसमें कराधेय अंशदान खाता शामिल नहीं है; और

(iii) उप-खंड (i) और उप-खंड (ii) पर प्रौद्भूत ब्याज;

जो ऐसे खाते से निकासी द्वारा घटा दिया गया, यदि कोई हो

(ख) कराधेय अंशदान खाता निम्नलिखित का संकलित होगा, अर्थात्:-

(i) पूर्ववर्ती वर्ष 2021-22 और पश्चात्वर्ती वर्ष के दौरान खाते में किसी व्यक्ति द्वारा किया गया कोई अंशदान जिसमें अवसीमा का अधिक्य है; और

(ii) उप-खंड (i) पर प्रौद्भूत ब्याज;

जो ऐसे खाते से निकासी द्वारा घटा दिया गया, यदि कोई हो; और

(ग) अवसीमा से अभिप्रेत है:

(i) पांच लाख रूपए, यदि धारा 10 का खंड (10) या (12) का दूसरा परन्तुक लागू होता है; और

(ii) अन्य मामले में दो लाख पचास हजार रूपए।”

[अधिसूचना सं. 95./2021/फा. सं. 370142/36/2021-टीपीएल]

नेहा सहाय, अवर सचिव (कर नीति और विधान प्रभाग)

**टिप्पण :** मूल नियम, संख्या का.आ. 969(अ) तारीख, 26 मार्च, 1962 द्वारा भारत के राजपत्र, असाधारण, भाग II, खंड 3, उपखंड (ii) में प्रकाशित किए गए थे और अधिसूचना संख्या सा.का.नि 578(अ) तारीख 18 अगस्त, 2021 द्वारा अंतिमवार संशोधित किए गए थे।

## MINISTRY OF FINANCE

(Department of Revenue)

(CENTRAL BOARD OF DIRECT TAXES)

### NOTIFICATION

New Delhi, the 31st August, 2021

### INCOME-TAX

**G.S.R. 604(E).**—In exercise of the powers conferred by the first proviso to clause (11) of section 10 and the first proviso to clause (12) of section 10 read with section 295 of the Income-tax Act, 1961 (43 of 1961), the Central Board of Direct Taxes hereby makes the following rules further to amend the Income-tax Rules, 1962, namely:-

1. **Short title and commencement.**—(1) These rules may be called the Income-tax (25<sup>th</sup> Amendment) Rules, 2021.

(2) They shall come into force on 1<sup>st</sup> day of April, 2022.

2. In the Income-tax Rules, 1962, after the rule 9C, the following rule shall be inserted, namely: –

**“9D. Calculation of taxable interest relating to contribution in a provident fund or recognised provided fund, exceeding specified limit.-** (1) For the purposes of the first and second provisos to clauses (11) and (12) of section 10, income by way of interest accrued during the previous year which is not exempt from inclusion in the total income of a person under the said clauses (hereinafter in this rule referred to as the taxable interest), shall be computed as the interest accrued during the previous year in the taxable contribution account.

(2) For the purpose of calculation of taxable interest under sub-rule (1), separate accounts within the provident fund account shall be maintained during the previous year 2021-2022 and all subsequent previous years for taxable contribution and non-taxable contribution made by a person.

**Explanation:** For the purposes of this rule,-

(a) Non-taxable contribution account shall be the aggregate of the following, namely:-

- (i) closing balance in the account as on 31<sup>st</sup> day of March 2021;
- (ii) any contribution made by the person in the account during the previous year 2021-2022 and subsequent previous years, which is not included in the taxable contribution account; and
- (iii) interest accrued on sub- clause (i) and sub- clause (ii),

as reduced by the withdrawal, if any, from such account;

(b) Taxable contribution account shall be the aggregate of the following, namely:-

- (i) contribution made by the person in a previous year in the account during the previous year 2021-2022 and subsequent previous years, which is in excess of the threshold limit; and
- (ii) interest accrued on sub- clause (i),

as reduced by the withdrawal, if any, from such account; and

(c) The threshold limit shall mean:

- (i) five lakh rupees, if the second proviso to clause (11) or clause (12) of section 10 is applicable; and
- (ii) two lakh and fifty thousand rupees in other cases.”

[Notification No. 95/2021/ F. No. 370142/36/2021-TPL]

NEHA SAHAY, Under Secy. (Tax Policy and Legislation Division)

**Note :** The principal rules were published in the Gazette of India, Extraordinary, Part-II, Section-3, Sub-section (ii) *vide* number S.O. 969(E) dated 26<sup>th</sup> March, 1962 and were last amended *vide* notification number G.S.R. 578(E) dated 18<sup>th</sup> August, 2021.