



Government of Goa  
**OFFICE OF THE COMMISSIONER, LABOUR AND EMPLOYMENT**  
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No. CLE/PA/MWA-VDA/(10)2016/ 8083

Dated: 27 /12/2016

**ORDER**

In exercise of the powers conferred by the Government **vide different Notifications dated 23<sup>rd</sup> May, 2016**, revising the minimum rates of wages in various Scheduled Employments, the undersigned, hereby, revises the rates of Variable Dearness Allowance on the basis of the average consumer price Index number for the preceding period of six months ending on 30.06.2016 reaching 171 from 269 (Base 2001=100) and thereby resulting in an increase of 02 points for Industrial Workers. The rate of Variable Dearness Allowance so calculated is **Rs.1.90 per day** for various categories of employees employed in Scheduled Employments as shown below and becomes **effective from 01.10.2016**.

(1) **“Employment in Saw Mills”**. (Notification No. 24/21/2009/-LAB-II (1) dated 23.05.2016

| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|-----------------------|---|
| Unskilled             | 307+1.90=308.90                                     |
| Semi-Skilled          | 368+1.90=369.90                                     |
| Skilled               | 423+1.90=424.90                                     |
| General Staff A.      | 465+1.90=466.90                                     |
| B.                    | 450+1.90=451.90                                     |
| C.                    | 423+1.90=424.90                                     |

(2) **“Employment in Breweries and Distilleries”** (Notification No. 24/21/2009/-LAB-II (2) dated 23.05.2016

| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|-----------------------|---|
| Category - I          | 465+1.90=466.90                                     |
| Category - II         | 423+1.90=424.90                                     |
| Category - III        | 368+1.90=369.90                                     |
| Category - IV         | 307+1.90=308.90                                     |

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(3) **“Employment in Pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products”**  
(Notification No.24/21/2009-LAB-II (3) dated 23.05.2016)

| Details of categories                | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|--------------------------------------|---|
| (I) Unskilled                        | 307+1.90=308.90                                     |
| (II) Semi-Skilled                    | 368+1.90=369.90                                     |
| (III) Skilled                        | 423+1.90=424.90                                     |
| (IV) Highly skilled /<br>Supervisory | 465+1.90=466.90                                     |
| (V) Clerical                         | 423+1.90=424.90                                     |

(4) **“Employment in Units engaged in the manufacture, assembling of Electronic Goods and components and distribution and sale of Electronic Products.”**  
(Notification No.24/21/2009-LAB-II (4) dated 23.05.2016)

| Details of categories  | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|--|---|
| (I) Unskilled  | 307+1.90=308.90                                     |
| (II) Semi-Skilled  | 368+1.90=369.90                                     |
| (III) Skilled  | 423+1.90=424.90                                     |
| (IV) Highly Skilled  | 465+1.90=466.90                                     |
| (V) Clerical<br>(i) Clerk typist<br>(ii) Clerk with graduation | 423+1.90=424.90<br>465+1.90=466.90                  |

(5) **“Employment in Cinema Exhibition Industry”**. (Notification No.24/21/2009-LAB-II (5) dated 23.05.2016)

| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|-----------------------|---|
| Category - I          | 465+1.90=466.90                                     |
| Category - II         | 423+1.90=424.90                                     |
| Category - III        | 368+1.90=369.90                                     |
| Category - IV         | 307+1.90=308.90                                     |

(6) **“Employment in Readymade Garments Manufactory”**. (Notification No. 24/21/2009-LAB-II (6) dated 23.05.2016)

| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|-----------------------|---|
| Unskilled             | 307+1.90=308.90                                     |
| Semi-Skilled          | 368+1.90=369.90                                     |
| Skilled               | 423+1.90=424.90                                     |
| Clerical              | 423+1.90=424.90                                     |

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(7) "Employment in Private Hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients". (Notification No.24/21/2009-LAB-II (7) dated 23.05.2016)

| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|-----------------------|---|
| Highly skilled        | 465+1.90=466.90                                     |
| Skilled (A)           | 423+1.90=424.90                                     |
| Skilled (B)           | 402+1.90=403.90                                     |
| Semi-skilled          | 368+1.90=369.90                                     |
| Unskilled             | 307+1.90=308.90                                     |
| Clerical              | 423+1.90=424.90                                     |

(8) "Employment in Watch and Ward". (Notification No.24/21/2009-LAB-II (8) dated 23.05.2016)

| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|-----------------------|---|
| (I) Unskilled         | 307+1.90=308.90                                     |
| (II) Semi-Skilled     | 368+1.90=369.90                                     |
| (III) Skilled         | 423+1.90=424.90                                     |

(9) "Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on" (Notification No.24/21/2009-LAB-II (9) dated 23.05.2016)

| Details of categories      | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|----------------------------|---|
| (I) Unskilled              | 307+1.90=308.90                                     |
| (II) Semi-Skilled          | 368+1.90=369.90                                     |
| (III) Skilled              | 423+1.90=424.90                                     |
| (IV) General<br>(A)<br>(B) | 423+1.90=424.90<br>402+1.90=403.90                  |

(10) "Employment in Processing and Canning of Food Stuff including Fish and Beverages." (Notification No.24/21/2009-LAB-II (10) dated 23.05.2016)

| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|-----------------------|---|
| Category - I (A)      | 465+1.90=466.90                                     |
| Category - I (B)      | 423+1.90=424.90                                     |
| Category - II         | 368+1.90=369.90                                     |
| Category - III        | 307+1.90=308.90                                     |



**(11) "Employment in Cashew Factories and Establishments".** (Notification No.24/21/2009-LAB-II (11) dated 23.05.2016)

| Details of categories      | Rates of minimum wages + V.D.A. (in Rs.) per day |
|----------------------------|--|
| Category I (1) to (12)     | 307+1.90=308.90                                  |
| (13) Supervisory (Grading) | 423+1.90=424.90                                  |
| (14) to (18)               | 423+1.90=424.90                                  |
| (19) Peeler                | 307+1.90=308.90                                  |
| (20) Sheller               | 307+1.90=308.90                                  |

**(12) "Employment in Bricks and Tiles Manufacture".** (Notification No.24/21/2009-LAB-II (12) dated 23.05.2016)

| Details of categories | Rates of minimum wages + V.D.A. (in Rs.) per day |
|-----------------------|--|
| Category - I          | 465+1.90=466.90                                  |
| Category - II         | 423+1.90=424.90                                  |
| Category - III        | 368+1.90=369.90                                  |
| Category - IV         | 307+1.90=308.90                                  |
| Administration - V    | 465+1.90=466.90                                  |
| Clerical - VI         | 423+1.90=424.90                                  |

**(13) "Employment in any Commercial or Industrial Establishment engaged in commercial, manufacturing and service activities other than that covered under any of the other entries contained in the Schedule"** (Notification No.24/21/2009-LAB-II (13) dated 23.05.2016)

| Details of categories | Rates of minimum wages + V.D.A. (in Rs.) per day |
|-----------------------|--|
| (I) Unskilled         | 307+1.90=308.90                                  |
| (II) Semi-Skilled     | 368+1.90=369.90                                  |
| (III) Skilled         | 423+1.90=424.90                                  |
| (IV) Highly skilled   | 465+1.90=466.90                                  |
| (V) Clerical          | 423+1.90=424.90                                  |

**(14) "(i) Employment in construction or maintenance of roads or in building operations, (ii) Stone breaking and stone crushing; and (iii) Maintenance of building".** (Notification No.24/21/2009-LAB-II (14) dated 23.05.2016)

| Details of categories                   | Rates of minimum wages + V.D.A. (in Rs.) per day |
|---|--|
| (I) Unskilled                           | 307+1.90=308.90                                  |
| (II) Semi-Skilled/Unskilled Supervisory | 368+1.90=369.90                                  |

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|---------------------|-----------------|
| (III) Skilled       | 423+1.90=424.90 |
| (IV) Highly skilled | 465+1.90=466.90 |
| (V) Clerical        | 423+1.90=424.90 |
| (VI) Supervisory    | 465+1.90=466.90 |
| (VII) Special       | 354+1.90=355.90 |

(15) "Employment in Automobile Repairing Workshops and Garages". (Notification No.24/21/2009-LAB-II (15) dated 23.05.2016)

| Details of categories                    | Rates of minimum wages + V.D.A. (in Rs.) per day |
|--|--|
| (I) Supervisory and Highly skilled Staff | 465+1.90=466.90                                  |
| (II) Mechanic Grade                      | 423+1.90=424.90                                  |
| (III) General Staff                      | 423+1.90=424.90                                  |
| (IV) Semi-skilled (Grade -I)             | 368+1.90=369.90                                  |
| (V) Semi Skilled (Grade -II)             | 358+1.90=359.90                                  |
| (V) Unskilled                            | 307+1.90=308.90                                  |

(16) "Employment in Agriculture". (Notification No.24/21/2009-LAB-II (16) dated 23.05.2016)

| Details of categories                      | Rates of minimum wages + V.D.A. (in Rs.) per day |
|--|--|
| I. Farm Servant or Attached worker         |  |
| (1) Adult Farm servant                     | 391+1.90=392.90                                  |
| (2) Adult Cleaner/Sweeper                  | 319+1.90=320.90                                  |
| II. Agriculture Operation                  |  |
| (1) Ploughing                              | 386+1.90=387.90                                  |
|  | 416=1.90=417.90 (with bullocks)                  |
| (2) Threshing                              | 386+1.90=387.90                                  |
| (3) Sowing                                 | 385+1.90=386.90                                  |
| (4) Winnowing                              | 386+1.90=387.90                                  |
| (5) Transplanting                          | 385+1.90=386.90                                  |
| (6) Harvesting                             | 385+1.90=386.90                                  |
| (7) to (10)                                | 317+1.90=318.90                                  |
| III. Allied Operation Skilled Labour       |  |
| (1) Carpenter                              | 395+1.90=396.90                                  |
| (2) Blacksmith                             | 398+1.90=399.90                                  |
| (3) Cobbler                                | 391+1.90=392.90                                  |
| IV. Unskilled Operator                     |  |
| (1) Mazdoor/ Mania                         | 317+1.90=318.90                                  |
| V. Dairy Farming and raising on Live stock |  |
| (1) to (4)                                 | 317+1.90=318.90                                  |
| VI. Poultry and Bee Farming                |  |
| (1) Attendant                              | 317+1.90=318.90                                  |
| VII. Horticulture                          |  |

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| (1) Gardener<br>(2) Horticulture Assistant   | 318+1.90=319.90<br>321+1.90=322.90                                       |
| VIII. Forestry and Timbering<br>(1) Tree Feller<br>(2) Mazdoor                                   | 321+1.90=322.90<br>317+1.90=318.90                                       |
| IX. General<br>(1) Digging<br>(2) Stacking<br>(3) Pump Operator<br>(4) Coconut/Areca nut Plucker | 317+1.90=318.90<br>317+1.90=318.90<br>318+1.90=319.90<br>418+1.90=419.90 |

(17) "Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house." (Notification No.24/21/2009-LAB-II (17) dated 23.05.2016)

| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |                 |
|-----------------------|---|-----------------|
|                       | Zone A  | Zone B          |
| (I) Skilled           | 423+1.90=424.90                                     | 417+1.90=418.90 |
| (II) Semi skilled     | 368+1.90=369.90                                     | 363+1.90=364.90 |
| (III) Clerical        | 423+1.90=424.90                                     | 417+1.90=418.90 |
| (IV) Unskilled        | 310+1.90=311.90                                     | 307+1.90=308.90 |

(18) "Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking". (Notification No.24/21/2009-LAB-II (18) dated 23.05.2016)

| Details of categories             | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |                 |
|-----------------------------------|---|-----------------|
|                                   | (I) Unskilled                                       | 307+1.90=308.90 |
| (II) Semi-Skilled                 | 368+1.90=369.90                                     |                 |
| (III) Skilled                     | 423+1.90=424.90                                     |                 |
| (IV) Highly skilled<br>(A)<br>(B) | 465+1.90=466.90<br>423+1.90=424.90                  |                 |
| (V) General Staff<br>(A)<br>(B)   | 423+1.90=424.90<br>465+1.90=466.90                  |                 |

19) "Employment in any residential hotel, restaurant or eating house." (Notification No.24/21/2009-LAB-II (19) dated 23.05.2016)


| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |                 |                 |
|-----------------------|---|-----------------|-----------------|
|                       | Zone A  | Zone B          | Zone C          |
| (I) Skilled           | 433+1.90=434.90                                     | 428+1.90=429.90 | 423+1.90=424.90 |
| (II) Semi-Skilled     | 378+1.90=379.90                                     | 373+1.90=374.90 | 368+1.90=369.90 |
| (III) Un-Skilled      | 318+1.90=319.90                                     | 313+1.90=314.90 | 307+1.90=308.90 |

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(20) "Employment in cotton Textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving." (Notification No.24/21/2009-LAB-II (20) dated 23.05.2016)

| Details of categories | Rates of minimum wages + V.D.A.<br>(in Rs.) per day |
|-----------------------|---|
| (I) Unskilled         | 307+1.90=308.90                                     |
| (II) Semi-Skilled     | 368+1.90=369.90                                     |
| (III) Skilled         | 423+1.90=424.90                                     |
| (IV) Highly skilled   | 465+1.90=466.90                                     |
| (V) Clerical          | 423+1.90=424.90                                     |

To,  
All Concerned.  
As per list attached.

  
(GOPAL A. PARSEKAR)  
Commissioner,  
Labour & Employment