



Government of Goa

**OFFICE OF THE COMMISSIONER, LABOUR AND EMPLOYMENT**

Shram Shakti Bhavan, 2<sup>nd</sup> Floor, Patta Plaza, Panaji, Goa - 403 001

Ph: (0832) 2437081/82/83 Fax: (0832) 2437085

Email: [com-labo.goa@nic.in](mailto:com-labo.goa@nic.in)

No. CLE/PA/MWA-VDA/ (10)/2016/1486

Dated: 16/03/2018

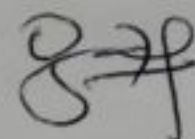
**ORDER**

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 i.e. July, 2017 to December, 2017 reaching 286 from 269 (Base 2001=100) and thereby resulting in an increase of 17 points for Industrial Workers. The rate of Variable Dearness Allowance so calculated is **Rs.16/-per day** for various categories of employees employed in Scheduled Employments as shown below and becomes **effective from 01.04.2018**. (E.g. the minimum rates of wages for unskilled category is **Rs.307+16=323/- per day** and so forth)

- (1) **Employment in Saw Mills.** Notification No. 24/21/2009/-LAB-II (1) dated 23.05.2016
- (2) **Employment in Breweries and Distilleries.** Notification No. 24/21/2009-LAB-II (2) dated 23.5.2016
- (3) **Employment in Pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products** No.24/21/2009-LAB-II(3) dated 23.5.2016
- (4) **Employment in Units engaged in the manufacture, assembling of Electronic Goods and components and distribution and sale of Electronic products.** No. 24/21/2009-LAB-II (4) dated 23.5.2016
- (5) **Employment in Cinema Exhibition Industry** No. 24/21/2009-LAB-II (5) dated 23.5.2016.
- (6) **Employment in Readymade Garments Manufactory** No. 24/21/2009-LAB-II (6) dated 23.5.2016.
- (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** No. 24/21/2009-LAB-II (7) dated 23.5.2016.
- (8) **Employment in Watch and Ward.** Notification No. 24/21/2009-LAB-II (8) dated 23.5.2016.
- (9) **Employment in any industry in which any process of printing by letterpress, 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.



- (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.
- (11) **Employment in Cashew Factories and Establishments** Notification No. 24/21/2009/-LAB-II (11) dated 23.05.2016.
- (12) **Employment in Bricks and Tiles Manufacture** Notification No. 24/21/2009/-LAB-II (12) dated 23.05.2016.
- (13) **Employment in any Commercial or Industrial Establishment engaged in commercial, manufacturing and service activities other than that covered under any other entries contained in the Schedule.** Notification No. 24/21/2009/-LAB-II (13) dated 23.05.2016
- (14) (i) **Employment in construction or maintenance of roads or in building operations,** (ii) **stone breaking and stone crushing; and** (iii) **Maintenance of building** No. 24/21/2009/-LAB-II (14) dated 23.05.2016.
- (15) **Employment in Automobile Repairing Workshops and Garages** Notification No. 24/21/2009/-LAB-II (15) dated 23.05.2016.
- (16) **Employment in Agriculture.** Notification No. 24/21/2009/-LAB-II (16) dated 23.05.2016.
- (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.
- (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.
- (19) **Employment in any residential hotel, restaurant or eating house.** Notification No. 24/21/2009/-LAB-II (19) dated 23.05.2016.
- (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.



**(GOPAL A. PARSEKAR)**  
Commissioner,  
Labour & Employment

To,  
All Concerned.  
As per list attached.

# OFFICIAL GAZETTE



# GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

## EXTRAORDINARY

### No. 3

#### GOVERNMENT OF GOA

Department of Labour

#### Notification

24/21/2009-LAB-II(1)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(1) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of

publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Saw Mills**", as specified in the Schedule below:—

#### SCHEDULE

Sr. No.	Details of categories	Minimum rates of wages
(1)	(2)	(3)
	UNSKILLED	
(1)	Helper	Rs. 307/- per day
(2)	Mazdoor Coolie/Labourer	
(3)	Office Boy	

(1)	(2)	(3)
(4)	Peon	Rs. 307/- per day
(5)	Cleaner	
(6)	Gardener	
(7)	Chowkidar/Watchman	
(8)	Manai/Hamal	
(9)	Sweeper	
(10)	Weigh man	
(11)	Bullock Cart Driver	
(12)	Water Carrier	
(13)	Attendant	
(14)	Messenger	
(15)	Porter	
	Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
	<b>SEMI-SKILLED</b>	
(1)	Assistant Cutter	Rs. 368/- per day
(2)	Assistant Sharpner	
(3)	Assistant Operator	
(4)	Assistant Bensaw Man	
(5)	Assistant Carpenter	
(6)	Assistant Polisher	
(7)	Assistant Mistri	
(8)	Assistant Dharwala	
(9)	Coalman	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
	<b>SKILLED</b>	
(1)	Head Mistri	Rs. 423/- per day
(2)	Cutter	
(3)	Supervisor	
(4)	Sharpner/Dharwala	
(5)	Cutter Machine Operator	
(6)	Polisher	
(7)	Artist	
(8)	Driver	
(9)	Painter	
(10)	Carpenter	
(11)	Bensaw Men	
(12)	Upholsterer	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under foregoing entries	
	<b>GENERAL STAFF</b>	
A.	(1) Supervisor in Charge	Rs. 465/- per day
B.	(1) Accountant. (2) Office in Charge.	Rs. 450/- per day
C.	(1) Accounts Clerk (2) Cashier (3) Clerk (4) Store Keeper	Rs. 423/- per day
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(I) (a) The minimum rates of wages as revised include weekly day of rest.

(b) The minimum daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he/she belongs by 26, the quotient being stepped up to the nearest paise.

(c) The monthly rates of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.

(II) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence on the job and which is capable of being performed under the supervision or guidance.

(c) Skilled work is one, which involves skill or competence required through experience on the job or through training as an apprentice or in a technical or Vocational Institute and the performance of which calls for initiative and Judgment.

(III) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractors or sub-contractors, etc, working in their employment.

(IV) Both male and female workmen shall be paid the same rates of wages revised for the category and for equal work.

(V) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(VI) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(VII) The minimum rates of wages payable to an adolescent shall be the same as payable to an adult and as revised under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.



**Notification**

24/21/2009-LAB-II(2)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(2) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Breweries and Distilleries**", as specified in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of wages
(1)	(2)	(3)
	<b>CATEGORY-I</b>	
(1)	Manager	Rs.465/- per day
(2)	Head Clerk	
(3)	Accountant	
(4)	Chemist	
(5)	Section Head	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Head Air-conditioning Operator	
	Any other category, by whatever name called, doing work of the nature done by the persons falling under the foregoing entries.	
	<b>CATEGORY-II</b>	
(1)	Machine Operator	Rs. 423/- per day
(2)	Air-conditioning Operator	
(3)	Fitter Operator	
(4)	Mechanic	
(5)	Refrigeration Mechanic	
(6)	Cashier	
(7)	Steno Typist	
(8)	Accounts Clerk/Driver	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

(1)	(2)	(3)
CATEGORY—III		
(1) Clerk		Rs. 368/- per day
(2) Electrician		
(3) Operator		
(4) Store Keeper		
(5) Sales Supervisory		
(6) Car/Van Driver		
(7) Laboratory Technician		
(8) Loading Hand		
(9) Store Clerk		
(10) Assistant Operator		
(11) Assistant Air Conditioner		
(12) Operator		
(13) Welder		
Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY—IV		
(1) Laboratory Assistant		Rs. 307/- per day
(2) Trainee Lab. Chemist		
(3) Trainee Operator		
(4) Trainee Charge Hand		
(5) Gardener		
(6) Bottle Washer		
(7) Peon		
(8) Worker		
(9) Watchman		
(10) Labourer/Sweeper		
(11) Boiler Attendant		
(12) Assistant Fitter		
(13) Assistant Operator		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government by Agreement or settlement or contract or contractors' Regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages as revised includes weekly day of rest.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor.

(4) Both men and women workers shall be paid the same rate of wages revised for the category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(6) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.

(7) Where part-time workers are employed, they shall be paid to pro-rata basis in accordance with the number of hours of work done.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(3)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products,**" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(3) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products**", as specified in the Schedule below:—



SCHEDULE

Sr. No.	Details of categories	Minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 307/-
(II)	Semi-skilled	Rs. 368/-
(III)	Skilled	Rs. 423/-
(IV)	Highly skilled/ /Supervisory	Rs. 465/-
(V)	Clerical	Rs. 423/-

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment the rates of wages revised under this Notification are lower than the rates of wages fixed by agreement/settlement or contract or contractors regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages, revised under this Notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rate of wages as revised includes the weekly day of rest.

(4) Both male and female workers have to be paid the same rates of wages revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at rate not less than the minimum rates of wages revised for the class/category to which he/she belongs under this Notification.

(6) (a) Unskilled work is one which involves simple operation requiring no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job or through training as apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(d) Highly skilled means work which calls for degree or perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(4)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and Sale of Electronic Products”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(4) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **“Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and Sale of Electronic Products”**, as specified in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 307/- per day
(II)	Semi-skilled	Rs. 368/- per day
(III)	Skilled	Rs. 423/- per day
(IV)	Highly Skilled	Rs. 465/- per day
(V)	Clerical	
	(i) Clerk/Typist	Rs. 423 /- per day
	(ii) Clerk with graduation	Rs. 465/- per day

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment the rates of wages revised under this Notification are lower than the rates of wages fixed by agreement/settlement or contract or contractors regulation attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages, revised under this Notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised include the weekly day of rest.

(4) Both male and female workers have to be paid the same rates of wages revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at rate not less than the minimum rates of wages revised for the class/category to which he belongs under this Notification.

(6) (a) Unskilled work is done which involves simple operation requiring no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job or through training as apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(d) Highly skilled means work which calls for degree or perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.



**Notification**

24/21/2009-LAB-II(5)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cinema Exhibition Industry**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(5) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Cinema Exhibition Industry**", as specified in the Schedule below:—

**SCHEDULE**

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
	<b>CATEGORY-I</b>	
(1)	Manager	Rs. 465/- per day
(2)	Head Clerk	
(3)	Auditor	
(4)	Head Operator/Chief Operator/First Operator.	
(5)	Head Air-Conditioning Operator.	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
	<b>CATEGORY-II</b>	
(1)	Assistant Manager	Rs. 423/- per day
(2)	Supervisor	
(3)	Stenographer	
(4)	Clerk	
(5)	Telephone Operator	
(6)	Typist	
(7)	Wireman	
(8)	Car/Van Driver	
(9)	Operator	
(10)	Electrician	
(11)	Storekeeper	
(12)	Store Clerk	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	

(1)	(2)	(3)
CATEGORY-III		
(1)	Assistant Operator	Rs. 368/- per day
(2)	Assistant Air-Conditioning Operator	
(3)	Carpenter	
(4)	Tinsmith	
(5)	Painter/Artist	
(6)	Winder/Rewinder/Cabin Boy	
(7)	Booking Clerk	
(8)	Assistant Store-keeper	
CATEGORY-IV		
(1)	Door Keeper	Rs. 307/- per day
(2)	Caretaker	
(3)	Reliever	
(4)	Lift-man	
(5)	Watchman	
(6)	Oilman	
(7)	Hamal	
(8)	Helper	
(9)	Battery Boy	
(10)	Posterman	
(11)	Sweeper	
(12)	Cleaner	
(13)	Mali	
(14)	Gardener	
(15)	Peon	
(16)	Office Boy	
(17)	Cycle Stand Boy	
(18)	Handbill Boy	
(19)	Attendant	
(20)	Messenger	
(21)	Announcer	
(22)	Scavenger	
(23)	Manai/Labourer	
(24)	Polishwala	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or contractors' regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages as revised under this notification are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised includes weekly day of rest.

(4) Both male and female workers shall be paid the same rate of wages revised for the same category or for equal work.

(5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(6) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than minimum rates of wages revised for the class/category to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(6)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(6) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultaion with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Readymade Garments Manufactory**", as specified in the Schedule below:—



## SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
	<b>UNSKILLED</b>	
(1)	Helper	Rs. 307/- per day
(2)	Thread Cutter	
(3)	Sweeper	
(4)	Peon	
(5)	Labourer	
	Employees with any other designation which falls within the ambit of the forgoing entries and which when compared to their skills, are not considered as semi-skilled workers.	
	<b>SEMI - SKILLED</b>	
(1)	Button Stitcher	Rs. 368/- per day
(2)	Button Holders	
(3)	Patter Tracers	
(4)	Kaj Operators	
(5)	Ironing	
(6)	Asstt. Tailor	
(7)	Asstt. Stitcher	
	Employees with any other designation falling within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person and include those designated as assistants or Juniors.	
	<b>SKILLED</b>	
(1)	Master Tailor	Rs. 423/- per day
(2)	Cutter	
(3)	Designer	
(4)	Driver	
(5)	Machine Operator	
(6)	Stitcher	
	Employees with any other designation falling within the ambit of foregoing category and shall include those directly connected with the manufacturing of readymade garments and employed for jobs connected with final finished products.	
	<b>CLERICAL</b>	
(1)	Typist	Rs. 423/- per day
(2)	Telephone Operator	
(3)	Receptionist	
(4)	Accounts Clerk	
(5)	Store Keeper.	
	Employees with any other designation falling within the ambit of foregoing Category.	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notifications are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or contractors' regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised includes weekly day of rest.

(4) Both male and female workers shall be paid the same rates of wages revised for the same category or for equal work.

(5) Where, part-time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(6) In case of employees employed on piece rate basis, the minimum rates of wages, payable to them shall be at the rate not less than minimum rates of wages revised for the class/category to which he/she belongs under this notification.

(7) (a) Unskilled work is one which involves simple operation requiring no skill or experience of the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job or through training as apprentice or in a technical or vocational institute and the performance of which call for initiative and judgment.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

**Notification**

24/21/2009-LAB-II(7)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(7) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients**", as specified in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
	HIGHLY UNSKILLED	
1)	Secretary	Rs. 465/- per day
2)	Lab Technician	
3)	X-Ray Technician	
4)	Senior Physiotherapist	
5)	Senior Occupational Therapist	
6)	Medical and Psychiatrist Social Worker.	
7)	Assistant Manager	
8)	Head Clerk	
9)	Supervisor	
10)	Accountant (Senior)	
11)	Steward	
12)	Head Cook	
13)	Slimming Coach	
14)	Junior Physician	
15)	Ayurvedic Physician (Diploma)	
16)	Homoco Physician (Diploma)	
17)	Office Superintendent	



(1)	(2)	(3)
18)	Auditor (Senior)	Rs. 465/- per day
19)	Malaria Inspector (Senior)	
20)	Senior Surveillance Inspector	
21)	Treatment Organizer	
22)	B.C.G. Team Leader	
	SKILLED	
	(A)	
(1)	Home Sister	Rs. 423/- per day
(2)	Theatre Sister	
(3)	Nursing Sister	
(4)	Public Health Nurse	
(5)	Ward Sister	
(6)	Theatre Master	
(7)	Medico Social Worker	
(8)	Staff Nurse	
(9)	Health Visitor	
(10)	Dietician	
(11)	Sr. Technical Asstt.	
(12)	Sr. Technical Asstt. (Resp.)	
(13)	Sr. Technical Asstt. (Nuclear)	
(14)	Sr. Scientific Asstt. (Endocrine)	
(15)	Scientific Asstt. (Dial)	
(16)	Sr. Scientific Asstt. (Endlos)	
(17)	Sr. Pharmacist	
(18)	Siomicroscopic	
(19)	Tutor Radiology	
(20)	Theatre Supervisor	
(21)	Tech. Supervisor (Lab)	
(22)	Sr. Photographer	
(23)	Physiotherapist	
(24)	Occupation Therapist	
(25)	Chief Hospital Pharmacist	
(26)	Selection Grade Pharmacist	
(27)	Sanitary Inspector	
(28)	Audio Visual Technician	
(29)	Telephone Operator	
(30)	Field Assistant	
(31)	Blacksmith (Class I)	
(32)	Malaria Inspector	
(33)	Surveillance Inspector.	
	(B)	
(1)	Asstt. Home Sister	Rs. 402/- per day.
(2)	Asstt. Theatre Sister	
(3)	Asstt. Public Health Nurse	
(4)	Asstt. Nursing Sister	
(5)	Asstt. Medico Social Worker	
(6)	Asstt. Chief Hospital Pharmacist	
(7)	Technical Asstt. Radiologist	
(8)	Technical Asstt. (CSSD)	
(9)	Technical (Bio-Chemistry)	
(10)	Technical (Dialysis)	

(1)	(2)	(3)
(11)	Technical (Contechnence)	Rs. 402/- per day.
(12)	Technical (B.Bank)	
(13)	Technical (Anaesthesia)	
(14)	Technical (Allergy-Clinic)	
(15)	Technical (Life Saving)	
(16)	Statistical Assistant	
(17)	Asstt. Dietician	
(18)	Electrician	
(19)	Workshop Supervisor	
(20)	Radiographer Senior	
(21)	Theatre Technician	
(22)	E.C.G. Technician	
(23)	Technician	
(24)	Pharmacist	
(25)	Lab. Technician	
(26)	Dental Hygienist	
(27)	Dental Mechanic	
(28)	C.C.U. Assistant	
(29)	Urban Leprosy Assistant	
(30)	Telephone Monitor	
(31)	Artist	
(32)	Cook	
(33)	Tailor	
(34)	Compounder	
	SEMI - SKILLED	
(1)	Dresser	Rs. 368/- per day
(2)	Lab. Attendant	
(3)	C.S.S.D. Attendant	
(4)	Dark Room attendant	
(5)	Sr. Ward Orderlies	
(6)	Animal Attendant	
(7)	Auxiliary Nurse/Midwife	
(8)	Washerman (Dhobi)	
(9)	Barber (Hair Cuter)	
(10)	Optician	
(11)	Lin Operator	
(12)	Blacksmith	
	UNSKILLED	
(1)	Sweeper	Rs. 307/- per day
(2)	Watchman	
(3)	Ward Boy	
(4)	Peon	
(5)	Ray Boy	
(6)	Laboratory Boy	
(7)	Dental Boy	
(8)	Ayas	
(9)	Mali	
(10)	Helper	
(11)	Laundry Boy	
(12)	Cook Mate	
(13)	Kitchen Mate	
(14)	Kitchen Servant	

(1)	(2)	(3)
(15) Barber		Rs. 307/- per day
(16) Attendant		
(17) Table Maid/Ward Supplier		
(18) Scavenger		
(19) Gate Keeper		
(20) Cleaner		
(21) Woman Labourer		
(22) Record Lifter		
(23) Library Attendant		
(24) Office Attendant		
(25) Dark Room Attendant		
(26) Van Cleaner		
(27) Sampling Helper		
(28) Night Watchman		
(29) Helper (In Physiotherapy Section)		
(30) Stretcher Bearer		
(31) Female Attendant		
(32) Utensil Worker		
(33) Dish-in-action Attendant		
(34) Mess Servant		
(35) Caretaker		
(36) Rice Cleaner (Women)		
CLERICAL		
(1) Clerk/Office Attendant		Rs. 423/- per day
(2) Telephone Attendant		
(3) Typist		
(4) Cashier		
(5) Steno Typist		
(6) Reception		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government/Central Wages Board or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(3) The minimum wages revised under this notification are applicable to employees engaged by the principal employer or contractors of sub-contractor, etc.

(4) The minimum rate of wages as revised includes weekly day of rest.

(5) Both male and female workers have to be paid the same rates of wages as revised for the same category and for equal work.

(6) In case of employee employed on piece-rate basis, the minimum rates payable to him shall be at a rate not less than the minimum rates of wages as revised for the class/category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(8)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in watch and ward**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(8) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Watch and Ward**", as specified in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
(I) UNSKILLED		
(1) Chowkidar		Rs. 307/- per day
(2) Watchman		
	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.	
(II) SEMI –SKILLED		
(1) Security Guard (without arms)		Rs. 368/- per day
	Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.	
(III) SKILLED		
(1) Security Guard (with arms)		Rs. 423/- per day
(2) Head Guards (fire fighting)		
(3) Supervisory		
	Any other category, by whatever name called, which are of skilled nature.	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanations:*

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ /settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.

(3) In case of employees employed on part-time basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(4) The minimum rates of wages as revised includes weekly day of rest.



(5) An ex-serviceman employed as security guard (with arms or without arms) shall fall in the respective skilled or semi-skilled category, as the case may be, and a security guard who is a non-ex-serviceman, whether called Chowkidar or Watchman, shall fall in the unskilled category unless he is categorized as skilled or semi-skilled by the concerned employer.

(6) Both male and female workers shall be paid the same rates of wages as revised for the same category and for the equal work.

(7) In case of employees employed on piece rate basis, the minimum rates payable to them shall be at a rate not less than the minimum rates of wages as revised for class/category to which he belongs under this Notification for any of the categories for which time rate is fixed/ /revised, the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(9)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**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**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(9) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**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**", as specified in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Peon	Rs. 307/- per day
(2)	Mazdoor	
(3)	Cleaner	

(1)	(2)	(3)
(4) Helper		Rs. 307/- per day
(5) Delivery Bagman		
(6) Sweeper		
(7) Head Operator		
(8) Carpenter-Helper		
(9) Stone Grinder		
(10) Rotary Baller		
(11) Store Baller		
(12) Labourer (Manai)		
(13) Cylinder Baller		
Any other categories, by whatever names called, which are of unskilled nature.		
<b>(II) SEMI-SKILLED</b>		
(1) Assistant Camera Operator		Rs. 368/- per day
(2) Assistant Transfer Printer		
(3) Assistant Etcher		
(4) Letter Press Feeder		
(5) Checker		
(6) Distributor		
(7) Packer		
(8) Embossing Machineman		
(9) Assistant Toucher		
(10) Assistant Copy Paster		
(11) Flat Bed Feeder		
(12) Varnisher		
(13) Wax Machineman		
(14) Cold Powderer		
(15) Wireman		
(16) Type-cutter		
(17) Nine-Baller		
(18) Proof Puller		
(19) Tally Pressman		
(20) Type Dresser		
(21) Roller Maker		
(22) Roller Cutter		
(23) Plate Grainer		
(24) Knife Sharpner		
(25) Ink Grinder		
(26) Wire Stitcher		
(27) Perforator		
(28) Lable Puncher		
(29) Rulling Machine Feeder		
(30) Reaming Man		
(31) Metal Caster		
Any other categories, by whatever names called, which are of semi-skilled nature.		
<b>(III) SKILLED-WORKERS</b>		
(1) Lino Operator		Rs. 423/- per day
(2) Mono Operator		
(3) Lino Mechanic		
(4) Foreman		
(5) Head Proof Reader		

(1)	(2)	(3)
(6) Sub Editor		Rs. 423/- per day
(7) Reporter		
(8) Offset Foreman		
(9) Camera Operator		
(10) Rotary Foreman		
(11) Flatbed Operator		
(12) Artist		
(13) Ludio Operator		
(14) Proof Reader		
(15) Printer		
(16) Hand Pressman		
(17) Offset Plate Maker		
(18) Copy Paster		
(19) Punch Maker		
(20) Electrician		
(21) Assistant Foreman		
(22) Cylinder Pressman		
(23) Compositor		
(24) Imposer		
(25) Mono Caster		
(26) Binder		
(27) Cutter		
(28) Carpenter		
(29) Box Puncher		
(30) Mounter		
Any other categories, by whatever names called, which are of skilled nature.		
(IV) GENERAL		
(A)		
(1) Head Clerk		Rs. 423/- per day
(2) Accountant		
(3) Supervisor		
(B)		
(1) Clerk		Rs. 402/- per day
(2) Typist		
(3) Cashier		
(4) Telephone Operator		
(5) Time Keeper		
(6) Booking Clerks		
(7) Receptionist		
(8) Accounts Assistant		
(9) Steno Typist		
(10) Store Keeper		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified

above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) The wages for the categories specified in the Schedule are linked with the norms of work at Annexure 'A' hereto and revised accordingly, if any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.

(2) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government/Central Wage Board settlement or contract or contractors' regulations attached to the conditions of contract, than the higher wages would be payable as minimum wages under this Notification.

(3) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill, or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

(c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(4) The minimum rates of wages are applicable to employees engaged by the principal employer/s or contractors or sub-contractors, etc.

(5) The minimum wages revised includes weekly day of rest.

(6) Both male and female employees shall be paid the same rates of wages revised for the same category and for equal work.

(7) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/ /category, to which he belongs under this Notification.

ANNEXURE 'A'

Norms of Work

Sr. No.	Category	Mode of Work	Minimum daily Production
(1)	(2)	(3)	(4)
(1)	Mono-Operator	12 points English 12 points Devanagri	40.000 cms. 25.000 cms.
(2)	Mono-Caster	— do —	42.000 cms. 42.000 cms.
(3)	Page Making	20x26 cent, 20x30 cent 16 pages	2 Forms.

OFFICIAL GAZETTE — GOVT. OF GOA  
(EXTRAORDINARY No. 3)

SERIES I No. 7

24TH MAY, 2016

(1)	(2)	(3)	(4)
(4)	Imposer	20x30 cent 16 pages	5 Forms.
(5)	Lino-Operator	12 points English	30.000 cms.
(6)	Hand Composing (with Distribution)	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	3.000 corrected cms. 2.000 corrected cms. 1.600 corrected cms.
(7)	Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	10.200 cms. 08.000 cms. 06.000 cms.
(8)	Type Casting	12 points Super Cast	12 kg. 30 kg.
(9)	Proof Reader	16 pages 9 cent x 13 cent (Two Languages)	
(10)	Printing on Cylinder with make ready Platten (Power) with ready	44½ x 57 cent. 25½ x 38 cent	06.000 copies 06.000 copies
	Printing on Cylinder without make ready	44½ x 57 cent	7.500 copies
	Platten (Power) without make ready	25½ x 38 cent	8.500 copies
	Printing on Traddle (on foot) with make ready.	25½ x 38 cent	8.500 copies
	Printing on Traddle (on Foot) without make ready	25 ½ x 38 cent	6.000 copies
(11)	Machine Folding	Double Fold other Large size paper	20.000 papers 15.000 papers
(12)	Hand Folding	Form of the three folds	3.000 papers
(13)	Collating	44 ½ x 57 cms	15,000 Forms
(14)	Ruling on hand fed machine	34 cms x 43 cms sheets	11,000 papers
(15)	Stitching by hand	6 quires, 3 stitching Sections	1,600 Forms
(16)	Stitching by machine	- do -	8,000 Forms.
(16)	Wire Stitching (Power Driver Machine)	Wire Stitching (Foot Operated machine)	6,000 (two pins) 10,000 (one pin) 6,000 (one pin)
(17)	Hand Numbering Consecutive	10.000 per	1,20,000 digits per day

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.



**Notification**

24/21/2009-LAB-II(10)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(10) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", as specified in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
	CATEGORY-I	
	(A)	
(1)	Supervisor-in-charge	Rs. 465/- per day
(2)	Accountant	
(3)	Head Operator	
(4)	Head Conditioning Operator	
(5)	Chemist	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Office-in-Charge	
	Any other category, by whatever name called doing the work of the nature done by the persons failing under the foregoing entries.	
	(B)	
(1)	Storekeeper	Rs. 423/- per day
(2)	Clerk	
(3)	Steno Typist	
(4)	Supervisor	
(5)	Driver	
(6)	Salesman Operator	
(7)	Grader	
(8)	Washing Machine Operator	

(1)	(2)	(3)
(9) Cashier		Rs. 423/- per day
(10) Electrician		
(11) Carpenter		
(12) Refrigerator		
(13) Mechanic/Operator		
Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY-II		
(1) Junior Mechanic		Rs. 368/- per day
(2) Assistant Store Keeper		
(3) Dealing Boy		
(4) Mechanic Operator		
(5) Processor		
(6) Peeling Mechanic Operator		
(7) Machine Operator		
Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY-III		
(1) Grinder		Rs. 307/- per day
(2) Mixer		
(3) Cleaner/Washer Helper		
(4) Peeler		
(5) Labourer		
(6) Bottle Loading Operator		
(7) Gardener		
(8) Ice Loader		
(9) Loader		
Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or settlement or contract or contractors regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages as revised includes weekly day of rest.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) Both male and female workers shall be paid the same rates of wages revised for the same category or for equal work.

(5) The minimum rates of wages payable to an adolescent shall be the same as revised under this Notification for an adult.

(6) Where part time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

(7) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/category, to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(11)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(11) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Cashew Factories and Establishments**", as specified in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
I. (1)	Grader	Rs. 307/- per day with a work load of 100 kg per day
(2)	Roaster	
(3)	Packer	
(4)	Soldere	
(5)	Dryer (bhattiwala)	
(6)	Soaker	
(7)	Carpenter	
(8)	Stencillor	
(9)	Bag Carriers	
(10)	General Workers	
(11)	Peon	
(12)	Watchman	
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr. No. (2) to (12) above.	
(13)	Supervisory (Grading)	Rs. 423/- per day
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified at Sr. No. (13) above.	
(14)	Clerk with qualification (S.S.C.E. and above)	Rs. 423/- per day
(15)	Typist	
(16)	Cashier	
(17)	Storekeeper	
	Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos. (16) to (19) above.	
(18)	Driver	Rs. 423/- per day
(19)	Sheller and Peeler	Rs. 20.46 per kgs. with the work load of 15 kgs. of unbroken kernels for 8 hours, subject, however that, only 78% of such wages shall be payable if the said work load is not completed within said eight hours.

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

#### CONDITIONS:

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by the Central Government or by agreement or contract or contractor's regulations attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised includes weekly day of rest.

(4) Both male and female workers have to be paid the same rates of wages revised for the category and for equal work.

(5) Where part time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.

(6) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for class/category, to which he/she belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

#### Notification

24/21/2009-LAB-II(12)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Bricks and Tiles Manufacture**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(12) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely



to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Bricks and Tiles Manufacture**", as specified in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
CATEGORY-I		
(1)	Foreman	Rs. 465/- per day
(2)	Mistri	
(3)	Production Superintendent	
(4)	Technician Grade	
(5)	Production In Charge	
(6)	Chief Operator	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY - II		
(1)	Pressman	Rs. 423/- per day
(2)	Mistry	
(3)	Operator	
(4)	Machine Operator	
(5)	Supervisor	
(6)	Moulder	
(7)	Machine Mechanic	
(8)	Mechanic	
(9)	Tiles Salter	
(10)	Colour Mixerer	
(11)	Draftman	
(12)	Electrician	
(13)	Carpenter	
(14)	Fitter	
(15)	Turner	
(16)	Welder	
(17)	Crusher Operator	
(18)	Technician	
	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

(1)	(2)	(3)
CATEGORY – III		
(1) Asst. Supervisor		Rs. 368/- per day
(2) Asst. Electrician		
(3) Asst. Carpenter		
(4) Asst. Turner		
(5) Asst. Welder		
(6) Asst. Machine Operator		
(7) Asst. Fitter		
(8) Asst. Fireman		
Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY – IV		
(1) Clay Slakers		Rs. 307/- per day
(2) Helpers		
(3) Labourer		
(4) Sweeper		
(5) Peon		
(6) Gardener		
(7) Hamal		
(8) Worker		
(9) Coolie		
(10) Office Boy		
Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
ADMINISTRATION – V		
(1) Manager		Rs. 465/- per day
(2) Head Clerk		
(3) Accountant		
(4) Senior Store Keeper		
(5) Store Superintendent		
(6) Stenographer		
CLERICAL – VI		
(1) Clerk		Rs. 423/- per day
(2) Store Keeper		
(3) Store Clerk		
(4) Accounts Clerk		
(5) Cashier		
(6) Typist		
(7) Telephone Operator		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and

Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractors or sub-contractor, etc.

(3) The minimum rate of wages as revised includes weekly day of rest.

(4) Both male and female workers have to be paid the same rates of wages fixed for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/ category to which he belongs under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(13)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**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**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(13) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the

Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**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**", as specified in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 307/- per day
(II)	Semi-skilled	Rs. 368/- per day
(III)	Skilled	Rs. 423/- per day
(IV)	Highly-Skilled	Rs. 465/- per day
(V)	Clerical	Rs. 423/- per day

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) (a) Unskilled:— Unskilled work is one which involves simple operation requiring no skill and includes workmen such as labourers, helpers, sweepers, hamals/coolies, etc.

(b) Skilled:— Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.

(c) Semi-skilled:— Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory.

(d) Highly skilled:— Highly skilled means work which calls for high degree of perfection and full competence in the performance of certain task acquired through intensive technical or professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgment or decision involved in the execution of these tasks.

(2) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by Agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.

(4) Both male and female workers have to be paid the same rates of wages as revised for the particular category and for equal work.

(5) In case of employee employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rate revised under this Notification.

(6) The minimum rates of wages as revised includes weekly day of rest.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(14)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(14) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 28-05-2015;

And whereas the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building**", as specified in the Schedule below:—



SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Belder	Rs. 307/- per day
(2)	Brick moulder	
(3)	Chainman	
(4)	Chowkidar	
(5)	Cleaner	
(6)	Gardener	
(7)	Driver with hand cart	
(8)	Hedge cutter	
(9)	Mali	
(10)	Slinger	
(11)	Peon	
(12)	Sewer man	
(13)	Title Turner	
(14)	Bhisti	
(15)	Bullock Cart driver	
(16)	Coolie	
(17)	Hamal	
(18)	Khalasi	
(19)	Labourer	
(20)	Manai	
(21)	Mazdoor	
(22)	Sweeper	
(23)	Watchman	
(24)	Water Carrier	
(25)	Bajri Spreader	
(26)	Beatr Woman	
(27)	Bellow Woman	
(28)	Bucker man	
(29)	Carrier (Stone)	
(30)	Cart man	
(31)	Care taker (Bridge)	
(32)	Cleaner	
(33)	Concrete (hand mixer)	
(34)	Draffadar	
(35)	Driver (bullock)	
(36)	Flag Man	
(37)	Gangman	
(38)	Kamin	
(39)	Gate Man	
(40)	Kamp man	
(41)	Searcher	
(42)	Signal Man	
(43)	Striker	
(44)	Trolly man	
(45)	Valve Controller	
(46)	Wodederman	
(47)	Berryman	
(48)	Mucchers, Jamdars	
(49)	Singers	

Any other category by whatever name called which are of unskilled nature.

(1)	(2)	(3)
(II)	SEMI-SKILLED/UNSKILLED SUPERVISORY	
(1)	Brick Layer (Class II)	Rs. 368/- per day
(2)	Cook	
(3)	Carpenter	
(4)	Driller (hole rock)	
(5)	Driller	
(6)	Excavator	
(7)	Fitter (Assistant Semi-skilled)	
(8)	Head Surveyor	
(9)	Blacksmith	
(10)	Mason (brick layer, second class)	
(11)	Quarry man	
(12)	Quarry operator	
(13)	Male (Blacksmith Carpenter)	
(14)	Stone breaker	
(15)	Stone man	
(16)	Stone cutter (Higher Grade)	
(17)	Upholstered (Grade II)	
(18)	Sewer Layer (1 <sup>st</sup> Class and Hatcher)	
(19)	Bearer	
(20)	Bhisti (with mask)	
(21)	Belder	
(22)	Artisan Helper	
(23)	Brick/Tile Moulder	
(24)	Cane Weaver	
(25)	Charpoy/Stringer	
(26)	Cleaner (Truck Roller Concrete Mixer etc.)	
(27)	Colour/White Washer	
(28)	Cane Man	
(29)	Daftri	
(30)	Fireman	
(31)	Glazier	
(32)	Fitter	
(33)	Head Chowkidar	
(34)	Bhandhari	
(35)	Mate	
(36)	Mazdoor	
(37)	Pump Attendant	
(38)	Sprayman (Bitumen, Tar, etc.)	
(39)	Stone Cutter	
(40)	Tinsmith	
(41)	Farrash	
(42)	Mukadam	
(43)	Laboratory Boy	
(44)	Racjam	
(45)	Balshawala	
(46)	Bhisti	
(47)	Cane Weaver	
(48)	Chain Man (Head)	
(49)	Driller	
(50)	Driller (Hole Rock)	
(51)	Fireman	
(52)	Gate Keeper	
(53)	Grinder	
(54)	Garser-cum-Fireman	

(1)	(2)	(3)
(55)	Hammerman	Rs. 368/- per day
(56)	Jamadar	
(57)	Oilman	
(58)	Storeman	
(59)	Boilerman	
	Any other category, by whatever name called, which are of semi-skilled nature.	
(III)	SKILLED	
(1)	Assistant Artist. Painter	Rs. 423/- per day
(2)	Armature Winder (Grade II)	
(3)	Mistry Grade I	
(4)	Oil Painter Class I	
(5)	Plumber Licensed, Class I	
(6)	Mason (Plaster of Paris Wall	
(7)	Brick Layer Mason (Class I)	
(8)	Blacksmith (Class I)	
(9)	Carpenter (Class I)	
(10)	Concrete Mixer Maker	
(11)	Concrete Mixer Operator	
(12)	Driver (Road Roller, Concrete Mixer Truck)	
(13)	Driver (Motor Vehicle)	
(14)	Driver (Truck, Diesel Engine)	
(15)	Distemperer	
(16)	Electrician	
(18)	Head man (Wall sinking)	
(19)	Mason (Stone Work)	
(20)	Mistri	
(21)	Gladier	
(22)	Line man	
(23)	Machinist	
(24)	Mechanic	
(25)	Meter Reader	
(26)	Moulder	
(27)	Head Cook	
(28)	Operator (Cinema Projector Compressor, Crane Dumper, Excavator, Generator, Pump Tractor, vibrator etc.)	
(29)	Plaster	
(30)	Plumber	
(31)	Driver	
(32)	Pump man	
(33)	Pump engine driver	
(34)	Stone Cutter (Class I)	
(35)	Upholsterer	
(36)	Stone Chiseller	
(37)	Painter (Oil painter Class II, letter writer)	
(38)	Fitter	
(39)	Tinsmith	
(40)	Wood Cutter	
(41)	White Washer (Grade I)	
(42)	Trade man	
(43)	Turner	
(44)	Work Assistant	
(45)	Tracer Technical assistant	

(1)	(2)	(3)
(46)	Tracer	Rs. 423/- per day
(47)	Technical assistant	
(48)	Cabinet maker	
(49)	Moulder (Brick tiles)	
(50)	Road inspector	
(51)	Panmon	
(52)	Navgani	
(53)	Typrex Vulcaniser	
(IV)	HIGHLY SKILLED	
(1)	Mason (plaster of Paris ornamental work and ceiling)	Rs. 465/- per day
(2)	Painter (Artist First Class)	
(3)	Foreman	
(4)	Assistant Foreman	
(5)	Armature (Winder Grade I)	
(6)	Furniture Carpenter	
(7)	Fitter	
(8)	Head Mistri	
(9)	Highly skilled electrician	
(10)	Head Plumber	
(11)	Head Mechanic	
(12)	Mason (Stone work ornamental)	
(13)	Tinsmith	
(14)	Welder	
(15)	Wireman (Grade I)	
(16)	Welder-cum-fitter	
(17)	Decorator	
(18)	Air-conditioner	
	Any other category, by whatever name called involving work of highly skilled nature.	
(V)	CLERICAL	
(1)	Clerk	Rs. 423/- per day
(2)	Commuter	
(3)	Store Clerk	
(4)	Store issue	
(5)	Accounts Clerk	
(6)	Store Keeper (Grade I, II, etc.)	
(7)	Tally Clerk	
(8)	Time Keeper	
(9)	Tool Keeper	
(10)	Telephone Operator	
(11)	Typist	
(12)	Computer Operator	
	Any other category, by whatever name called, which are of Clerical nature.	
(VI)	SUPERVISORY	
(1)	Section Officer/Junior Engineers	Rs. 465/- per day
(2)	Supervisor	
(3)	Overseer	
(VII)	SPECIAL	
(1)	Bullock-Cart Man with double Bullocks	Rs. 354/- per day
(2)	Bullock-Cart Man with single Bullock.	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment in the Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ settlement or contractor's regulation attached to the conditions of contractor, the higher rates would be payable as minimum wages under Notification.

(2) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job;

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training or as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) The minimum rates of wages as revised includes weekly day of rest.

(5) Both, male and female workers, shall be paid the same rates of wages revised for the same category and for equal work.

(6) In case of employee employed on piece-rate basis, the minimum rates of wages payable to him shall be at a rate not less than the minimum rates of wages revised for the class/category of which he belongs under this Notification.

(7) The monthly rate of minimum wages payable to an employee employed in any category, in respect of which, daily rate of minimum wages is revised, shall be computed by multiplying the daily rate by 26.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

**Notification**

24/21/2009-LAB-II(15)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(15) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", as specified in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
(I)	SUPERVISORY AND HIGHLY SKILLED STAFF	
(1)	Manager	Rs. 465/- per day
(2)	Engineer	
(3)	Foreman	
(4)	Head Clerk	
(5)	Head Mechanic	
(6)	Accountant	
(II)	MECHANIC GRADE	
(1)	Engine Mechanic	Rs. 423/- per day
(2)	Fitters	
(3)	Machinist	
(4)	Painter	
(5)	Tinsmith	
(6)	Carpenter	
(7)	Electrician	
(8)	Welder	
(9)	Blacksmith	
(10)	Borer	
(11)	Auto-Electrician	
(12)	Vulcanizer	
(13)	Driller	



(1)	(2)	(3)
<b>(III) GENERAL STAFF</b>		
(1) Assistant Accountant		Rs. 423/- per day
(2) Clerk		
(3) Typist		
(4) Cashier		
(5) Telephone Operator		
(6) Store Keeper		
(7) Sales Man		
(8) Time Keeper		
(9) Bill Collector		
(10) Driver		
(11) Booking Clerk		
(12) Store Clerk		
(13) Steno-Typist		
(14) Tally Clerk		
(15) Receptionist		
(16) Supervisor		
<b>(IV) SEMI-SKILLED (GRADE-I)</b>		
(1) Assistant Electrician (Grade-I)		Rs. 368/- per day
(2) Assistant Mechanic (Grade-I)		
(3) Assistant Fitter (Grade-I)		
(4) Assistant Blacksmith (Grade-I)		
(5) Assistant Carpenter (Grade-I)		
(6) Assistant Welder (Grade-I)		
(7) Assistant Turner (Grade-I)		
(8) Assistant Machinist (Grade-I)		
(9) Assistant Cushion Maker (Grade-I)		
(10) Assistant Vulcanizer (Grade-I)		
(11) Assistant Painter (Grade-I)		
(12) Assistant Boring Barman (Grade-I)		
(13) Assistant Sprayman (Grade-I)		
(14) Assistant Battery man (Grade-I)		
(15) Assistant Tinsmith (Grade-I)		
(16) Office Assistant (Grade-I)		
<b>(V) SEMI-SKILLED (GRADE-II)</b>		
(1) Assistant Electrician (Grade-II)		Rs. 358/- per day
(2) Assistant Mechanic (Grade-II)		
(3) Assistant Fitter (Grade-II)		
(4) Assistant Blacksmith (Grade-II)		
(5) Assistant Carpenter (Grade-II)		
(6) Assistant Welder (Grade-II)		
(7) Assistant Turner (Grade-II)		
(8) Assistant Machinist (Grade-II)		
(9) Assistant Cushion Maker (Grade-II)		
(10) Assistant Vulcanizer (Grade-II)		
(11) Assistant Painter (Grade-II)		
(12) Assistant Boring Barman (Grade-II)		
(13) Assistant Sprayman (Grade-II)		
(14) Assistant Battery man (Grade-II)		
(15) Assistant Tinsmith (Grade-II)		
(16) Office Assistant (Grade-II)		

(1)	(2)	(3)
(VI) UNSKILLED		
(1) Cleaner		Rs. 307/- per day
(2) Mazdoor		
(3) Coolie		
(4) Sweeper		
(5) Helper		
(6) Peon		
(7) Chowkidar		
(8) Watchman		
(9) Pump/service man		
(10) Vehicle Attendant		
(11) Petrol Pump Attendant		
(12) Office Boy		
(13) Attendant		
(14) Messenger		

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of;

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment in the Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government/Central Wage Board for Employment in Automobile Repairing Workshops and Garages or by agreement/ settlement or contractor's regulations attached to the conditions of contractor, the higher rates would be payable as minimum wages under this Notification.

(2)(a) Unskilled work is one, which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill, competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(3) The minimum rates of wages as revised includes weekly day of rest.

(4) Both male and female workers shall be paid same rates of wages as revised for the same category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

(6) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be the same as an adult. In case, he or she is certified to work as an adolescent only, the rate of wages shall be the same as revised for adults.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(16)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Agriculture**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(16) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Agriculture**", as specified in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
(I)	FARM SERVANT OR ATTACHED WORKER	
(1)	Adult Farm Servant	Rs. 10,166/- per month or Rs. 391/- per day.
(2)	Adult Cleaner/Sweeper	Rs. 8,294/- per month or Rs. 391/- per day.
(II)	AGRICULTURE OPERATION	
(1)	Ploughing	Rs. 386/- per day Rs. 416/- per day with bullocks.
(2)	Threshing	Rs. 386/- per day.
(3)	Sowing	Rs. 385/- per day

(1)	(2)	(3)
(4)	Winnowing	Rs. 386/- per day
(5)	Transplanting	Rs. 385/- per day
(6)	Harvesting	Rs. 385/- per day
(7)	Uprooting	Rs. 317/- per day
(8)	Irrigation	Rs. 317/- per day
(9)	Weeding	Rs. 317/- per day
(10)	Manuring	Rs. 317/- per day
(III)	ALLIED OPERATION SKILLED LABOUR	
(1)	Carpenter	Rs. 395/- per day
(2)	Blacksmith	Rs. 398/- per day
(3)	Cobbler	Rs. 391/- per day.
(IV)	UNSKILLED OPERATOR	
(1)	Mazdoor/Manai	Rs. 317/- per day
(V)	DAIRY FARMING AND RAISING ON LIVESTOCK	
(1)	Shed Attendant	Rs. 317/- per day
(2)	Milkman	Rs. 317/- per day
(3)	Cleaner/Sweeper Mazdoor	Rs. 317/- per day
(4)	Grazer/Livestock Attendant	Rs. 317/- per day
(VI)	POULTRY AND BEE FARMING	
(1)	Attendant	Rs. 317/-per day
(VII)	HORTICULTURE	
(1)	Gardener	Rs. 318/- per day
(2)	Horticulture Assistant	Rs. 321/- per day
(VIII)	FORESTRY AND TIMBERING	
(1)	Tree Feller	Rs. 321/- per day
(2)	Mazdoor	Rs. 317/- per day
(IX)	GENERAL	
(1)	Digging	Rs. 317/- per day
(2)	Stacking	Rs. 317/- per day
(3)	Pump Operator	Rs. 318/- per day
(4)	Coconut/Arecanut Plucker	Rs. 418/- per day

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(c) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st April and 1st October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.

(3) Both, male and female workers shall be paid the same rates of wages as revised for the same category and for equal work.

(4) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum rates revised under this Notification.

(5) The minimum rates of wages as revised includes weekly day of rest.

(6) The existing practice of giving meals, food grains, etc., shall continue in addition to the payment of cash wages as specified in this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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**Notification**

24/21/2009-LAB-II(17)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(17) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**", as specified in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	Minimum rates of wages	
		Zone "A"	Zone "B"
(1)	(2)	(3)	(4)
(I)	SKILLED		
1.	Pharmacist/Chemist	Rs. 423/- per day	Rs. 417/- per day
2.	Driver		
3.	Supervisor		
4.	Shoemaker/Slippermaker		
5.	Watch Repairer		
6.	Cutter/Tailor/Sewing		
7.	Turner		
8.	Fitter		
9.	Utensil maker (Brass and Copper)		
10.	Machinist		
11.	Electrician		
12.	Welder		
13.	Handicraftsman		
14.	Metal Engraver		
15.	Optician		
16.	Glass Polisher (Optician)		
17.	Sales Representative/Traveling Salesman		
18.	Wireman		
19.	Foreman		
20.	Photographer/Retoucher		
21.	Block Maker		
22.	Hair Dresser		
23.	Mill Operator		
24.	Carpenter		
25.	Tinsmith		
26.	Vulcanizer		
27.	Mechanic		
28.	Blacksmith		
29.	Moulder		
30.	Painter		
31.	Weighman		
32.	Metal Sprayman		
33.	Glass Cutter		
34.	Pastryman		
35.	Compounder (with Diploma)		
36.	Computer Operator		
37.	Pump operator (Petrol Pumps)		
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
(II)	SEMI-SKILLED		
1.	Salesman (Counter)	Rs. 368/- per day	Rs. 363/- per day
2.	Assistant Mechanic		
3.	Assistant Fitter		
4.	Assistant Electrician		
5.	Assistant Blacksmith		
6.	Assistant Carpenter		
7.	Assistant Turner		
8.	Assistant Welder		



(1)	(2)	(3)	(4)
9.	Assistant Machinist	Rs. 368/- per day	Rs. 363/- per day
10.	Assistant Tinsmith		
11.	Assistant Vulcaniser		
12.	Assistant Sprayman		
13.	Assistant Moulder		
14.	Assistant Painter		
15.	Assistant Trailer		
16.	Assistant Glass Cutter		
17.	Assistant Wireman		
18.	Assistant Pump operator (Petrol Pumps)		
19.	Cushion Maker		
20.	Compounder		
21.	Dhobi/Washerman		
22.	Ironer/Laundryman		
23.	Polisher (Carpenter)		
24.	Baker		
25.	Pressman		
26.	Glazer		
27.	Helper (Hair Dresser)		
28.	Mali Gardener		
29.	Lift Attendant		
30.	Mill Hand		
31.	Frame Maker		
(III)	CLERICAL		
1.	Accountant	Rs. 423/- per day	Rs. 417/- per day
2.	Steno-Typist		
3.	Telephone Operator		
4.	Clerk		
5.	Store Clerk		
6.	Tally Clerk		
7.	Store Clerk		
8.	Typist		
9.	Receptionist		
10.	Godown Keeper		
(IV)	UNSKILLED		
1.	Chowkidar	Rs. 310/- per day	Rs. 307/- per day
2.	Cleaner		
3.	Labourer		
4.	Loader/Unloader		
5.	Attendant		
6.	Mazdoor		
7.	Sweeper		
8.	Helper		
9.	Peon		
10.	Delivery boy/Messenger		
11.	Packer		
12.	Assistant Salesman		
13.	Watchman		
14.	Office Boy		
15.	Pump Attendant		
16.	Newspaper delivery boy.		

Any other category, by whatever name called,  
doing the work of the nature done by the persons  
falling under the foregoing entries.

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(I) (a) Zone 'A' shall comprise the areas within the limits of the Corporation of the City of Panaji and Municipal limits of Margao, Vasco, Mapusa, Ponda, Bicholim Cuncolim, Quepem, Curchorem, Sanguem, Canacona, Pernem, Valpoi, Sanquelim and the establishments located in the Industrial Estates set up by the Industrial Development Corporation or Economic Development Corporation, Panaji, or any other statutory organization/corporation.

(b) Zone 'B' shall comprise all other places in the State of Goa not covered under Zone 'A'.

(II) (a) The minimum rate of wages as revised includes weekly day.

(b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rates of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he/she belongs by 26, the quotient stepped up to the nearest paise.

(III) (a) Unskilled work is one, which involves simple operation requiring no skill or experience on the job.

(b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the performance of which calls for initiative and judgement.

(IV) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(V) Both, male and female workers, shall be paid the same rates of wages as revised for the category and for similar work.

(VI) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/ category to which he belongs under this Notification.

(VII) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

**Notification**

24/21/2009-LAB-II(18)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(18) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", as specified in the Schedule below:—

SCHEDULE

Sr. No.	Details of category	Minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
1.	Peon	Rs. 307/- per day
2.	Chowkidar	
3.	Sweeper	
4.	Porter	
5.	Cleaner	
6.	Helper	
7.	Mazdoor	
8.	Watchman	
9.	Coolie	
	Any other category by whatever name called which is of unskilled nature.	
(II)	SEMI-SKILLED	
1.	Electrician (Helper)	Rs. 368/- per day
2.	Mechanic (Helper)	
3.	Fitter (Helper)	
4.	Blacksmith (Helper)	
5.	Carpenter (Helper)	
6.	Welder (Helper)	
7.	Turner (Helper)	
8.	Machinist (Helper)	

(1)	(2)	(3)
9.	Cushion Maker (Helper)	Rs. 368/- per day
10.	Vulcanizer (Helper)	
11.	Painter (Helper)	
12.	Boring Barman	
13.	Sprayman	
14.	Conductor	
	Any other category by whatever name called which is of semi-skilled nature.	
(III)	SKILLED	
1.	Mechanic	Rs. 423/- per day.
2.	Fitter	
3.	Electrician	
4.	Blacksmith	
5.	Carpenter	
6.	Welder	
7.	Turner	
8.	Boring Barman	
9.	Machinist	
10.	Cushion Maker	
11.	Tinsmith	
12.	Vulcanizer	
13.	Painter	
14.	Spray painter	
15.	Re-trader	
16.	Moulder	
17.	Lineman	
	Any other category by whatever name called which is of skilled nature.	
(IV)	HIGHLY SKILLED	
	(A)	
1.	Head Mechanic	Rs. 465/- per day
2.	Garage Supervisor	
3.	Driver (Goods Transport)	
	(B)	
1.	Driver (light vehicle, Passenger Transport and bus)	Rs. 423/- per day
(V)	GENERAL STAFF	
	(Clerical etc.)	
	(A)	
1.	Clerk	Rs. 423/- per day
2.	Typist	
3.	Booking Clerk	
4.	Store Clerk	
5.	Store Keeper	
6.	Ledger Keeper	
7.	Steno Typist	
8.	Receptionist	
9.	Checker	
10.	Cashier	
11.	Account Clerk	
12.	Time Keeper	
13.	Telephone Operator	
14.	Store Issuer	
15.	Tally clerk	

(1)	(2)	(3)
(B)		
1.	Head Clerk	Rs. 465/- per day
2.	Auditor/Accountant	
3.	Head Cashier	

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Where, in any area/establishment of Scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/ settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(2) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.

(a) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(b) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgment.

(3) The minimum rates of wages are applicable to employees engaged by the principal employers or contractor/s or sub-contractor/s, etc.

(4) The minimum rates of wages as revised includes weekly day of rest.

(5) Both, male and female workers shall be paid the same rates of wages for the same category and for equal work.

(6) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

**Notification**

24/21/2009-LAB-II(19)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in any residential hotel, restaurant or eating house”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(19) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, **“Employment in any residential hotel, restaurant or eating house”**, as specified in the Schedule below:—

SCHEDULE

Sr. No.	Details of category	Minimum rates of wages		
		Zone-A	Zone-B	Zone-C
(1)	(2)	(3)	(4)	(5)
(I)	SKILLED			
1.	Cook or Head Cook	Rs. 433/-	Rs. 428/-	Rs. 423/-
2.	Achari	per day	per day	per day
3.	Maharaj			
4.	Basoya			
5.	Ustad			
6.	Bavarchi			
7.	Khansama			
8.	Manager			
9.	Accountant			
10.	Sweetmeat maker of Farsan-maker (Malwalla)			
11.	Clerk			
12.	Telephone Operator			
13.	Electrician			
14.	Tailor			
15.	Carpenter			
16.	Head Pantry man			
17.	Gardener who is doing the work of planting			
18.	Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)			
19.	House Keeper			



(1)	(2)	(3)	(4)	(5)
20.	Head Waiter	Rs. 433/-	Rs. 428/-	Rs. 423/-
21.	Butler	per day	per day	per day
22.	Supervisor			
23.	Steward			
24.	Cashier			
25.	Head Baker			
26.	Mistry			
27.	Store Keeper			
28.	Barman			

Employees by whatever names called doing the work of nature done by persons falling under the foregoing entries.

(II) SEMI-SKILLED

1.	Assistant Manager	Rs. 378/-	Rs. 373/-	Rs. 368/-
2.	Assistant Malwala	per day	per day	per day
3.	Samosa-Wala			
4.	General Workers (relieved or one attend to two or more duties of semi-skilled categories)			
5.	Rotiwala			
6.	Chapatiwala			
7.	Puriwala			
8.	Dosawala			
9.	Tandur-Rotiwala			
10.	Bhajiwala			
11.	Ice-cream wala (Ice cream proper one who takes out ice-cream and aerated waters)			
12.	Pantry man (one who prepares sandwiches, toasts, faloodas, omelette etc.)			
13.	Mandiwala-cum-coffee/tea maker			
14.	Liftman			
15.	Handiwala (Asst. Cook)			
16.	Wireman			
17.	Asst. Cook			
18.	Billard Maker			
19.	Standwala (Tek Maker)			
20.	Market Man			
21.	Boiler Man			
22.	Fountain Barman			
23.	Pumpman			
24.	Gas Filer			
25.	Fountainman (who prepares syrups, ice-cream, fruits salad etc.)			
26.	Falooda Maker			
27.	Syrup Maker			
28.	Lassewala-cum-salesman			
29.	Waiter-cum-tablewala			
30.	Vendor (who keeps accounts)			
31.	Orderwala (shouting bill or writing bills)			
32.	Kabab Seelwala			
33.	Bhelpuriwala			
34.	Floor Waiter			

Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.

(1)	(2)	(3)	(4)	(5)
(III)	UNSKILLED			
1.	Gaze boy	Rs. 318/-	Rs. 313/-	Rs. 307/-
2.	Game boy	per day	per day	per day
3.	Bell boy			
4.	Page boy			
5.	Room boy			
6.	Tea boy			
7.	Class boy			
8.	Dish boy			
9.	Water boy			
10.	Order boy			
11.	Pantry boy			
12.	Kitchen boy			
13.	Office boy			
14.	Message boy			
15.	Soda Fountain boy			
16.	Sweeper			
17.	Cleaner			
18.	Hamal			
19.	Jamadar			
20.	Coolie			
21.	Mazdoor			
22.	Gadi			
23.	Chokra			
24.	Boy			
25.	Pantewala Panikachem burwala			
26.	Paniwala			
27.	Cupwala			
28.	Dishwala			
29.	Boadiwala			
30.	Horiwala			
31.	Kholiwala (room boy not doing the work of waiter)			
32.	Madaniwala (one who fills the dishes)			
33.	Lassiwala			
34.	Orderwala			
35.	Phatakwala			
36.	Vadpi (Service)			
37.	Waterman			
38.	Laundryman			
39.	Chatniwala			
40.	Lemonman			
41.	Billard Boy			
42.	Grain Cleaner (male or female)			
43.	Miscellaneous workers (that is to say, workers doing all or some of the job of unskilled nature.			
44.	Vendor or Bharwala not working on commission basis and not entrusted with responsibly of accounts.			
	Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries.			

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) Zone A:— Comprises the area within the limits of the Corporation of the City of Panaji, and Municipalities, such as, Margao, Vasco, Mapusa, Ponda, Cuncolim, Quepem, Curchorem, Sanquem, Canacona, Pernem, Valpoi, Sanquelim and Bicholim. The rates of wages in respect of Zone A shall apply to workmen employed in any Star hotel irrespective of its Zonal location

Zone B:— Comprises the area within the limits of the places of Bicholim, Pernem, Valpoi, Canacona, Sanquelim, Sanguem, Cansaulim, Assolna, Colva, Colvale, Baga, Calangute, Anjuna, Vagator, Morjim, Benaulim, Majorda, Mobor, Chopdem, Mandrem, Arambol and Cavelossim.

Zone C:— Comprises all other places in the State of Goa not covered under Zone 'A' and Zone 'B'.

(2) The minimum rates of wages as revised includes weekly day of rest.

(3) The amount deductible as food allowance shall be uniform-ally Rs. 570/-, Rs. 542/- and Rs. 514/- per month in Zone "A", Zone "B" and Zone "C", respectively.

(4) (a) Unskilled work is one which involves simple operation requiring little or no skill or experience on the job.

(b) Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision and guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience on the job or through training as an apprentice or in a technical or vocational Institute and performance of which calls for initiative and Judgment.

(5) The minimum rates of wages are applicable to employees employed by the principal employer, contractors or sub-contractors, etc.

(6) Both, male and female workers shall be paid the same rates of wages revised for the same category and for equal work.

(7) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at the rate not less than the minimum rates of wages revised for the class/ /category to which they belong under this Notification.

(8) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which they belong by 26, the quotient stepped up to the nearest paise.

(9) The minimum rates of wages as revised includes the weekly day of rest.

(10) Employees employed in Star Hotels shall be paid the rates of wages applicable to hotels in Zone 'A'.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

### Notification

24/21/2009-LAB-II(20)

Whereas, a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 9, dated 28-05-2015, under Notification No. 24/21/2009-LAB-II(20) dated 11-05-2015 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 28-05-2015;

And whereas, the suggestions and objections received on the said draft Notification have been considered by the Government;

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby **revises, with effect from the date of publication of this Notification in the Official Gazette**, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", as specified in the Schedule below:—

### SCHEDULE

Sr. No.	Category of work	Minimum rates of wages
(1)	(2)	(3)
I.	Unskilled	Rs. 307/- per day
II.	Semi Skilled	Rs. 368/- per day
III.	Skilled	Rs. 423/- per day
IV.	Highly Skilled	Rs. 465/- per day
V.	Clerical	Rs. 423/- per day

The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:—

(a) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and

(b) Government also hereby introduce payment of special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised minimum rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 269 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance first time on and from 01-10-2016 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1<sup>st</sup> January to 30<sup>th</sup> June, 2016. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1<sup>st</sup> April and 1<sup>st</sup> October every year based on the average of All India Consumer Price Index (2001=100) for the period from July to December and January to June of the preceding period respectively.

*Explanation:*

(1) (a) Unskilled: Unskilled work is one which involves simple operation requiring no skill and includes labourers, helpers, sweepers hamals/coolies, etc.

(b) Skilled: Skilled workmen shall include all the categories other than unskilled, unless they are declared as semi-skilled.

(c) Semi-skilled: Semi-skilled work is one, which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

(d) Highly skilled: Highly skilled means work which calls for high degree or perfection and full competence in the performance of certain task acquired through intensive technical professional training or practical work experience for long years and also requires of a worker to assume full responsibility for his judgement or decision involves in the execution of these works.

(2) Where, in any area/establishment of Scheduled employment, wages revised by this Notification is lower than the wages fixed/revised by the Central Government or by Agreement/ /settlement or contractor's regulations attached to the conditions of contract, the higher rates would be payable as minimum wages under this Notification.

(3) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors.

(4) Both male and female workers have to be paid the same rate of wages as revised for the particular category and for equal work.

(5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rates revised under this Notification.

(6) The minimum rates of wages as revised includes weekly day of rest.

By order and in the name of the Governor of Goa.

*Shashank V. Thakur*, Under Secretary (Labour).

Porvorim, 23rd May, 2016.

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