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SERIES I No. 30

# OFFICIAL GOVERNMENT OF GOA GAZETTE



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## NOTE

There are two Extraordinary issues to the Official Gazette, Series I No. 29 dated 18-10-2012, as follows:—

(1) Extraordinary dated 18-10-2012 from pages 1329 to 1330 regarding The Goa Housing Board (Appointment and functions of Technical Committee) Regulations, 2012 — Not. 2/27/2001-HSG from Department of Housing.

(2) Extraordinary (No. 2) dated 18-10-2012 pages 1331 to 1332 regarding The Goa Civil Service (Eighth Amendment) Rules, 2012— Not. 3/4/2012-PER from Department of Personnel.

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## GOVERNMENT OF GOA

Department of Labour

### Notification

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", is hereby published as required by clause (b) of

sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT - NOTIFICATION

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), the Government of Goa hereby revises, 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 shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Helper	Rs. 205/- per day
(2)	Mazdoor Coolie/Labourer	
(3)	Office Boy	
(4)	Peon	
(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	
(16)	Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
(II)	SEMI -SKILLED	
(1)	Assistant Cutter	Rs. 219/- 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	
(10)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
(III)	SKILLED	
(1)	Head Mistri	Rs. 227/- per day
(2)	Cutter	
(3)	Supervisor	
(4)	Sharpner/Dharwala	
(5)	Cutter Machine Operator	
(6)	Polisher	

(1)	(2)	(3)
(7)	Artist	Rs. 227/- per day
(8)	Driver	
(9)	Painter	
(10)	Carpenter	
(11)	Bensaw Men	
(12)	Upholsterer	
(13)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under foregoing entries	
(IV)	GENERAL STAFF	
A.	(1) Supervisor-in-Charge	Rs. 242/- per day
B.	(1) Accountant	Rs. 232/- per day
	(2) Office-in-Charge	
C.	(1) Accounts Clerk	Rs. 231/- per day
	(2) Cashier	
	(3) Clerk	
	(4) Store Keeper	
(D)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

*Explanation:*

(I) (a) The minimum rates of wages as revised are all inclusive rates including the wages for the 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 judgement.

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

D. S. Morajkar, Under Secretary (Labour).

Porvorim, 18th October, 2012.

### Notification

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

### DRAFT - NOTIFICATION

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), the Government of Goa hereby revises, 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 shown in the Schedule below:—

### SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
CATEGORY — I		
(1)	Manager	Rs. 241/- per day
(2)	Head Clerk	
(3)	Accountant	
(4)	Chemist	
(5)	Section Head	
(6)	Sales Supervisor	
(7)	Head Operator	

(1)	(2)	(3)
(8)	Head Air-Conditioning Operator	Rs. 241/- per day
(9)	Any other category, by whatever name called, doing work of the nature done by the persons falling under the foregoing entries.	
CATEGORY — II		
(A)		
(1)	Machine Operator	Rs. 231/- per day
(2)	Air-Conditioning Operator	
(3)	Fitter Operator	
(4)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
(B)		
(1)	Mechanic	Rs. 227/- per day
(2)	Refrigeration Mechanic	
(3)	Cashier	
(4)	Steno Typist	
(5)	Accounts Clerk/Driver	
(6)	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)	Clerk	Rs. 231/- per day
(2)	Electrician	
(3)	Operator	
(4)	Store Keeper	
(5)	Sales Supervisor	
(6)	Car/Van Driver	
(7)	Laboratory Technician	
(8)	Loading Hand	
(9)	Store Clerk	
(10)	Assistant Operator	
(11)	Assistant Air Conditioner	
(12)	Operator	
(13)	Welder	
(14)	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. 205/- 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	

*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 revised are all inclusive rates including the wages for the 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 male and female workers shall be paid the same rates 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 on pro-rata basis in accordance with the number of hours of work done.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT - NOTIFICATION

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), the Government of Goa hereby revises 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**", as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 205/- per day
(II)	Semi-skilled	Rs. 224/- per day
(III)	Skilled	Rs. 251/- per day
(IV)	Highly skilled/Supervisory	Rs. 279/- per day
(V)	Clerical	Rs. 249/- per day

*Explanation:*

(1) (a) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.

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

(2) (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 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 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 judgement or decision involved in the execution of these task.

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

(4) Both male and female workmen shall be paid the 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 shall be at a rate not less than the minimum rates revised under this Notification.

(6) 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.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT - NOTIFICATION**

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), the Government of Goa hereby revises 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**", as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 205/- per day
(II)	Semi-skilled	Rs. 213/- per day
(III)	Skilled	Rs. 223/- per day
(IV)	Highly Skilled	Rs. 242/- per day
(V)	Clerical	
	(i) Clerk/Typist	Rs. 232/- per day
	(ii) Clerk with graduation	Rs. 253/- per day

**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 consists of all inclusive rates including the wages for 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 the 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 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 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 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 judgement or decision involved in the execution of these task.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT - NOTIFICATION

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), the Government of Goa hereby revises 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 shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
CATEGORY — I		
(1)	Manager	Rs. 223/- per day
(2)	Head Clerk	
(3)	Auditor	
(4)	Head Operator/Chief Operator/First Operator	
(5)	Head Air-Conditioning Operator	
(6)	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY — II		
(1)	Assistant Manager	Rs. 216/- 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	
(13)	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY — III		
(1)	Assistant Operator	Rs. 208/- 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. 205/- 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	

(1)	(2)	(3)
(13) Mali		Rs. 205/- per day
(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		

*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 rates 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 consists are all inclusive rates including the wages for the 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.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said

proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT - NOTIFICATION

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), the Government of Goa hereby revises 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 shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
1	2	3
(I)	UNSKILLED	
(1)	Helper	Rs. 205/- per day
(2)	Thread Cutter	
(3)	Sweeper	
(4)	Peon	
(5)	Labourer	
(6)	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skills, are not considered as semi-skilled workers.	
(II)	SEMI-SKILLED	
(1)	Button Stitcher	Rs. 215/- per day
(2)	Button Holder	
(3)	Patter Tracer	
(4)	Kaj Operator	
(5)	Ironing	
(6)	Asstt. Tailor	
(7)	Asstt. Stitcher	
(8)	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.	
(III)	SKILLED	
(1)	Master Tailor	Rs. 227/- per day
(2)	Cutter	
(3)	Designer	
(4)	Driver	
(5)	Machine Operator	
(6)	Stitcher	
(7)	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.	

1	2	3
(IV) CLERICAL		
(1) Typist		Rs. 232/- per day
(2) Telephone Operator		
(3) Receptionist		
(4) Accounts Clerk		
(5) Store Keeper		
(6) Employees with any other designation falling within the ambit of foregoing category.		

*Explanation:*

(1) Wherein 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' 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 revised are all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall be paid the same rates of wages revised for the same 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 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 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 judgement.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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”,** is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the “said proposal”), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT - NOTIFICATION

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), the Government of Goa hereby revises, 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 shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	HIGHLY SKILLED	
	(A)	
(1)	Secretary	Rs. 294/- per day
(2)	Lab. Technician	
(3)	X-Ray Technician	
(4)	Senior Physiotherapist	
(5)	Senior Occupational Therapist	
(6)	Medical and Psychiatrist Social Worker	
	(B)	
(1)	Assistant Manager	Rs. 256/- per day
(2)	Head Clerk	
(3)	Supervisor	
(4)	Accountant (Senior)	
(5)	Steward	
(6)	Head Cook	
(7)	Slimming Coach	
(8)	Junior Physician	
(9)	Ayurvedic Physician (Diploma)	
(10)	Homoco Physician (Diploma)	
(11)	Office Superintendent	
(12)	Auditor (Senior)	
(13)	Malaria Inspector (Senior)	

(1)	(2)	(3)
(14)	Senior Surveillance Inspector	Rs. 256/- per day
(15)	Treatment Organizer	
(16)	B.C.G. Team Leader	
(II)	SKILLED	
	(A)	
(1)	Home Sister	Rs. 243/- 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. 224/- 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)	
(11)	Technical (Contechnence)	
(12)	Technical (B.Bank)	

1	2	3
(13)	Technical (Anaesthesia)	Rs. 224/- per day
(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	
(III)	SEMI - SKILLED	
(1)	Dresser	Rs. 212/- 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 Cutter)	
(10)	Optician	
(11)	Lin Operator	
(12)	Blacksmith	
(IV)	UNSKILLED	
(1)	Sweeper	Rs. 205/- 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	
(15)	Barber	
(16)	Attendant	
(17)	Table Maid/Ward Supplier	
(18)	Scavenger	
(19)	Gate Keeper	
(20)	Cleaner	



1	2	3
(21)	Woman Labourer	Rs. 205/- per day
(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)	
(V)	CLERICAL	
(1)	Clerk/Office Attendant	Rs. 235/- per day
(2)	Telephone Attendant	
(3)	Typist	
(4)	Cashier	
(5)	Steno Typist	
(6)	Receptionist	

*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 judgement.

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

(4) The minimum rates of wages as revised consists of all inclusive rate including the wages for the weekly day of rest but does not include daily bhatta/food allowance.

(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 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 the class/category to which he/she belongs under this Notification.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT - NOTIFICATION

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), the Government of Goa hereby revises, 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 shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Chowkidar	Rs. 205/- per day
(2)	Watchman	
(3)	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. 221/- per day
(2)	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. 238/- per day
(2)	Head Guards (fire fighting)	
(3)	Supervisory	
(4)	Any other category, by whatever name called, which are of skilled nature.	

*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 etc.

(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 consists of all inclusive rates including the wages for the 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 the class/category to which he/she belongs under this Notification.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT - NOTIFICATION

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), the Government of Goa hereby revises, 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”**, as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Peon	Rs. 205/- per day
(2)	Mazdoor	
(3)	Cleaner	
(4)	Helper	
(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	
(14)	Any other categories, by whatever names called, which are of unskilled nature.	
(II)	SEMI-SKILLED	
(1)	Assistant Camera Operator	Rs. 208/- 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	

1	2	3
(22)	Roller Cutter	Rs. 208/- per day
(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	
(32)	Any other categories, by whatever names called, which are of semi-skilled nature.	
(III)	SKILLED WORKERS	
	(A)	
(1)	Lino Operator	Rs. 223/- per day
(2)	Mono Operator	
(3)	Lino Mechanic	
(4)	Foreman	
(5)	Head Proof Reader	
(6)	Sub-Editor	
(7)	Reporter	
(8)	Offset Foreman	
(9)	Camera Operator	
(10)	Rotary Foreman	
(11)	Flatbed Operator	
(12)	Artist	
	(B)	
(1)	Ludio Operator	Rs. 216/- per day
(2)	Proof Reader	
(3)	Printer	
(4)	Hand Pressman	
(5)	Offset Plate Maker	
(6)	Copy Paster	
(7)	Punch Maker	
(8)	Electrician	
(9)	Assistant Foreman	
(10)	Cylinder Pressman	
(11)	Compositor	
(12)	Imposer	
(13)	Mono Caster	
(14)	Binder	
(15)	Cutter	
(16)	Carpenter	
(17)	Box Puncher	
(18)	Mounter	
(19)	Any other categories, by whatever names called, which are of skilled nature.	
(IV)	GENERAL	
	(A)	
(1)	Head Clerk	Rs. 223/- per day
(2)	Accountant	
(3)	Supervisor	

1	2	3
(B)		
(1) Clerk		Rs. 216/- per day
(2) Typist		
(3) Cashier		
(4) Telephone Operator		
(5) Time Keeper		
(6) Booking Clerk		
(7) Receptionist		
(8) Accounts Assistant		
(9) Steno Typist		
(10) Store Keeper		

*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 or by agreement, 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 judgement.

(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 is an all inclusive rates including the wages for the weekly day of rest but does not include any bhatta/food allowances.

(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 the rate not less than the minimum rates of wages revised for the class/category, to which he/she 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.

(1)	(2)	(3)	(4)
(2)	Mono-Caster	12 points English 12 points Devanagri	42.000 cms. 42.000 cms.
(3)	Page Making	20x26 cent 20x30 cent 16 pages	2 forms
(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 Printing on Cylinder without make ready Platten (Power) without make ready Printing on Traddle (on foot) with make ready Printing on Traddle (on foot) without make ready	44½ x 57 cent. 25½ x 38 cent. 44½ x 57 cent 25½ x 38 cent 25½ x 38 cent 25½ x 38 cent	06.000 copies 06.000 copies 7.500 copies 8.500 copies 8.500 copies 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	44½ x 57 cms	15,000 forms
(14)	Ruling on hand fed machine	34 cms x 43 cms sheets	1,000 papers
(15)	Stitching by hand	6 quires, 3 stitching sections	1,600 forms
(16)	Stitching by machine	- do-	8,000 forms
(17)	Wire Stitching (Power Driver Machine) Wire Stitching (Foot Operated Machine)		6,000 (two pins) 10,000 (one pin) 6,000 (one pin)
(18)	Hand Numbering Consecutive	10.000 per day	1,20,000 digits per day

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT - NOTIFICATION

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), the Government of Goa hereby revises, 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 shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
CATEGORY — I		
(A)		
(1)	Supervisor-in-charge	Rs. 241/- per day
(2)	Accountant	
(3)	Head Operator	
(4)	Head Conditioning Operator	
(5)	Chemist	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Office-in-Charge	
(9)	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)
(B)		
(1)	Storekeeper	Rs. 231/- per day
(2)	Clerk	
(3)	Steno Typist	
(4)	Supervisor	
(5)	Driver	
(6)	Salesman Operator	
(7)	Grader	
(8)	Washing Machine Operator	
(9)	Cashier	
(10)	Electrician	
(11)	Carpenter	
(12)	Refrigerator	
(13)	Mechanic/Operator	
(14)	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. 220/- per day
(2)	Assistant Store Keeper	
(3)	Dealing Boy	
(4)	Mechanic Operator	
(5)	Processor	
(6)	Peeling Mechanic Operator	
(7)	Machine Operator	
(8)	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. 205/- per day
(2)	Mixer	
(3)	Cleaner/Washer Helper	
(4)	Peeler	
(5)	Labourer	
(6)	Bottle Loading Operator	
(7)	Gardener	
(8)	Ice Loader	
(9)	Loader	
(10)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

*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 contractor's 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 revised are all inclusive rates including the wages for the 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.

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT - NOTIFICATION

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), the Government of Goa hereby revises, 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**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
I.	(1) Grader (2) Roaster (3) Packer (4) Soldere (5) Dryer (bhattiwala)	Rs. 205/- per day

(1)	(2)	(3)
(6) Soaker		Rs. 205/- per day
(7) Carpenter		
(8) Stencillor		
(9) Bag Carriers		
(10) General Workers		
(11) Peon		
(12) Watchman		
(13) All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr. Nos. (1) to (12) above.		
(14) Supervisor (Grading)		Rs. 213/- per day
(15) All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified at Sr. No. (14) above.		
(16) Clerk with qualification (S.S.C.E. and above)		Rs. 213/-per day
(17) Typist		
(18) Cashier		
(19) Storekeeper		
(20) 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.		
(21) Driver		Rs. 223/- per day
(22) Sheller and Peeler		Rs. 17.00 per kg. with the work load of 12 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.

*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 revised are all inclusive rates including the wages for the weekly day of rest.

(4) Both male and female workers shall 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 the class/category, to which he/she belongs under this Notification.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the “said Act”), revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Brick and Tiles Manufacture”**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the “said proposal”), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT - NOTIFICATION**

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), the Government of Goa hereby revises, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Brick and Tiles Manufacture”**, as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
<b>CATEGORY — I</b>		
(1)	Foreman	Rs. 235/- per day
(2)	Mistri	
(3)	Production Superintendent	
(4)	Technician Grade	
(5)	Production-in-Charge	
(6)	Chief Operator	
(7)	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)	Pressman	Rs. 228/- per day
(2)	Mistry	
(3)	Operator	
(4)	Machine Operator	
(5)	Supervisor	
(6)	Moulder	
(7)	Machine Mechanic	
(8)	Mechanic	
(9)	Tiles Salter	
(10)	Colour Mixerer	

(1)	(2)	(3)
(11)	Draftman	Rs. 228/- per day
(12)	Electrician	
(13)	Carpenter	
(14)	Fitter	
(15)	Turner	
(16)	Welder	
(17)	Crusher Operator	
(18)	Technician	
(19)	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
CATEGORY — III		
(1)	Asst. Supervisor	Rs. 213/- per day
(2)	Asst. Electrician	
(3)	Asst. Carpenter	
(4)	Asst. Turner	
(5)	Asst. Welder	
(6)	Asst. Machine Operator	
(7)	Asst. Fitter	
(8)	Asst. Fireman	
(9)	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 Slaker	Rs. 205/- per day
(2)	Helper	
(3)	Labourer	
(4)	Sweeper	
(5)	Peon	
(6)	Gardener	
(7)	Hamal	
(8)	Worker	
(9)	Coolie	
(10)	Office Boy	
(11)	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. 245/- per day
(2)	Head Clerk	
(3)	Accountant	
(4)	Senior Store Keeper	
(5)	Store Superintendent	
(6)	Stenographer	
CLERICAL — VI		
(1)	Clerk	Rs. 235/- per day
(2)	Store Keeper	
(3)	Store Clerk	
(4)	Accounts Clerk	
(5)	Cashier	
(6)	Typist	
(7)	Telephone Operator	

*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 contractor or sub-contractor, etc.

(3) The minimum rates of wages as revised consists of all inclusive rates including the wages for the 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 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.

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT - NOTIFICATION**

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), the Government of Goa hereby revises, 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**”, as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 205/- per day
(II)	Semi-skilled	Rs. 225/- per day
(III)	Skilled	Rs. 254/- per day
(IV)	Highly-Skilled	Rs. 275/- per day
(V)	Clerical	Rs. 245/- per day

*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 judgement or decision involved in the execution of these task.

(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 revised are all inclusive including for weekly day of rest.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the “said Act”), revising 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**”, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the “said proposal”), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT - NOTIFICATION**

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), the Government of Goa hereby revises, 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 shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) (A) UNSKILLED		
(1)	Belder	Rs. 206/- 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	



(1)	(2)	(3)
<b>(B) UNSKILLED</b>		
(1) Bhisti		Rs. 205/- per day
(2) Bullock Cart driver		
(3) Coolie		
(4) Hamal		
(5) Khalasi		
(6) Labourer		
(7) Manai		
(8) Mazdoor		
(9) Sweeper		
(10) Watchman		
(11) Water Carrier		
(12) Bajri Spreader		
(13) Beater Woman		
(14) Bellow Woman		
(15) Bucker man		
(16) Carrier (Stone)		
(17) Cart man		
(18) Care taker (Bridge)		
(19) Cleaner		
(20) Concrete (hand mixer)		
(21) Draffadar		
(22) Driver (bullock)		
(23) Flag Man		
(24) Gangman		
(25) Kamin		
(26) Gate Man		
(27) Kamp man		
(28) Searcher		
(29) Signal Man		
(30) Striker		
(31) Trolley man		
(32) Valve Controller		
(33) Wodederman		
(34) Berryman		
(35) Mucchers, Jamdars		
(36) Singers		
(37) Any other category by whatever name called which are of unskilled nature.		
<b>(II) SEMI-SKILLED/UNSKILLED SUPERVISORY</b>		
(1) Brick Layer (Class II)		Rs. 216/- per day
(2) Cook		
(3) Carpenter		
(4) Driller (hole rock)		
(5) Driller		
(6) Excavator		
(7) Fitter (Assistant Semi-skilled)		
(8) Head Surveyor		
(9) Blacksmith		

(1)	(2)	(3)
(10)	Mason (brick layer, second class)	Rs. 216/- per day
(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 (1st 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	
(55)	Hammerman	
(56)	Jamadar	
(57)	Oilman	
(58)	Storeman	
(59)	Boilerman	
(60)	Any other category, by whatever name called, which are of semi-skilled nature.	

(1)	(2)	(3)
(III) (A) SKILLED		
(1)	Assistant Artist Painter	Rs. 221/- 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)	Any other category, by whatever name called, which are of skilled category.	
(B) SKILLED		
(1)	Brick Layer Mason (Class I)	Rs. 217/- per day
(2)	Blacksmith (Class I)	
(3)	Carpenter (Class I)	
(4)	Concrete Mixer Maker	
(5)	Concrete Mixer Operator	
(6)	Driver (Road Roller, Concrete Mixer Truck)	
(7)	Driver (Motor Vehicle)	
(8)	Driver (Truck, Diesel Engine)	
(9)	Distemperer	
(10)	Electrician	
(11)	Head man (Wall sinking)	
(12)	Mason (Stone Work)	
(13)	Mistri	
(14)	Gladier	
(15)	Line man	
(16)	Machinist	
(17)	Mechanic	
(18)	Meter Reader	
(19)	Moulder	
(20)	Head Cook	
(21)	Operator (Cinema Projector Compressor, Crane Dumper, Excavator, Generator, Pump Tractor, Vibrator etc.)	
(22)	Plaster	
(23)	Plumber	
(24)	Driver	
(25)	Pump man	
(26)	Pump Engine Driver	
(27)	Stone Cutter (Class I)	
(28)	Upholsterer	
(29)	Stone Chiseller	
(30)	Painter (Oil painter Class II, letter writer)	
(31)	Fitter	
(32)	Tinsmith	
(33)	Wood Cutter	
(34)	White Washer (Grade I)	
(35)	Trade man	
(36)	Turner	
(37)	Work Assistant	
(38)	Tracer Technical Assistant	
(39)	Tracer	
(40)	Technical Assistant	
(41)	Cabinet maker	

(1)	(2)	(3)
(42)	Moulder (Brick tiles)	Rs. 217/- per day
(43)	Road Inspector	
(44)	Panmon	
(45)	Navgani	
(46)	Typrex Vulcaniser	
(IV)	(A) HIGHLY SKILLED	
(1)	Mason (Plaster of Paris ornamental work and ceiling)	Rs. 230/- per day
(2)	Painter (Artist First Class)	
(3)	Foreman	
	(B) HIGHLY SKILLED	
(1)	Assistant Foreman	Rs. 224/- per day
(2)	Armature (Winder Grade I)	
(3)	Furniture Carpenter	
(4)	Fitter	
(5)	Head Mistri	
(6)	Highly Skilled Electrician	
(7)	Head Plumber	
(8)	Head Mechanic	
(9)	Mason (Stone work ornamental)	
(10)	Tinsmith	
(11)	Welder	
(12)	Wireman (Grade I)	
(13)	Welder-cum-Fitter	
(14)	Decorator	
(15)	Air-conditioner	
(16)	Any other category, by whatever name called involving work of highly skilled nature.	
(V)	CLERICAL	
(1)	Clerk	Rs. 221/- 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	
(13)	Any other category, by whatever name called, which are of Clerical nature.	
(VI)	SUPERVISORY	
(1)	Section Officer/Junior Engineer	Rs. 232/- per day
(2)	Supervisor	
(3)	Overseer	
(VII)	SPECIAL	
(1)	Bullock-Cart Man with double Bullocks	Rs. 246/- per day
(2)	Bullock-Cart Man with single Bullock.	

*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 contract, 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 rate of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.

(5) Both, men and women 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 to 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.

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT - NOTIFICATION

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), the Government of Goa hereby revises 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 shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum wages
(1)	(2)	(3)
(I)	SUPERVISORY AND HIGHLY SKILLED STAFF	
1.	Manager	Rs. 232/- per day
2.	Engineer	
3.	Foreman	
4.	Head Clerk	
5.	Head Mechanic	
6.	Accountant	
(II)	MECHANIC GRADE	
1.	Engine Mechanic	Rs. 227/- per day
2.	Fitter	
3.	Machinist	
4.	Painter	
5.	Tinsmith	
6.	Carpenter	
7.	Electrician	
8.	Welder	
9.	Blacksmith	
10.	Borer	
11.	Auto-Electrician	
12.	Vulcanizer	
13.	Driller	
(III)	GENERAL STAFF	
1.	Assistant Accountant	Rs. 227/- 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	

(1)	(2)	(3)
12. Store Clerk		Rs. 227/- per day
13. Steno-Typist		
14. Tally Clerk		
15. Receptionist		
16. Supervisor		
(IV) SEMI-SKILLED (GRADE-I)		
1. Assistant Electrician (Grade-I)		Rs. 219/- 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)		
(V) SEMI-SKILLED (GRADE-II)		
1. Assistant Electrician (Grade-II)		Rs. 213/- 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)		
(VI) UNSKILLED		
1. Cleaner		Rs. 205/- per day
2. Mazdoor		
3. Coolie		
4. Sweeper		
5. Helper		
6. Peon		
7. Chowkidar		
8. Watchman		
9. Pump/Service man		
10. Vehicle Attendant		

(1)	(2)	(3)
11. Petrol Pump Attendant		Rs. 205/- per day
12. Office Boy		
13. Attendant		
14. Messenger		

*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 contract, 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.

(c) 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 judgement or decision involves in the execution of these work.

(3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest but does not include daily bhatta/food allowance.

(4) Both male and female workers shall be paid 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 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.

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising the minimum rates of wages payable to various categories of employees employed



in various trades in the Scheduled employment, namely, **“Employment in Agriculture”**, is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the “said proposal”), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT - NOTIFICATION

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), the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Agriculture”**, as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of work	All inclusive minimum wages
(1)	(2)	(3)
(I)	FARM SERVANT OR ATTACHED WORKER	
(1)	Adult Farm Servant	Rs. 6006/- per month or (Rs. 231/- per day)
(2)	Adult Cleaner/Sweeper	Rs. 5642/- per month or (Rs. 217/- per day)
(II)	AGRICULTURE OPERATION	
(1)	Ploughing	Rs. 227/- per day Rs. 256/- per day with bullocks
(2)	Threshing	Rs. 227/- per day
(3)	Sowing	Rs. 225/- per day
(4)	Winnowing	Rs. 227/- per day
(5)	Transplanting	Rs. 225/- per day
(6)	Harvesting	Rs. 225/- per day
(7)	Uprooting	Rs. 215/- per day
(8)	Irrigation	Rs. 215/- per day
(9)	Weeding	Rs. 215/- per day
(10)	Manuring	Rs. 215/- per day
(III)	ALLIED OPERATION SKILLED LABOUR	
(1)	Carpenter	Rs. 235/- per day
(2)	Blacksmith	Rs. 238/- per day
(3)	Cobbler	Rs. 231/- per day
(IV)	UNSKILLED OPERATOR	
(1)	Mazdoor/Manai	Rs. 215/- per day
(V)	DAIRY FARMING AND RAISING ON LIVESTOCK	
(1)	Shed Attendant	Rs. 215/- per day

(1)	(2)	(3)
(2)	Milkman	Rs. 216/- per day
(3)	Cleaner/Sweeper Mazdoor	Rs. 215/- per day
(4)	Grazer/Livestock Attendant	Rs. 215/- per day
(VI)	POULTRY AND BEE FARMING	
(1)	Attendant	Rs. 215/- per day
(VII)	HORTICULTURE	
(1)	Gardener	Rs. 216/- per day
(2)	Horticulture Assistant	Rs. 219/- per day
(VIII)	FORESTRY AND TIMBERING	
(1)	Tree Feller	Rs. 219/- per day
(2)	Mazdoor	Rs. 215/- per day
(IX)	GENERAL	
(1)	Digging	Rs. 215/- per day
(2)	Stacking	Rs. 215/- per day
(3)	Pump Operator	Rs. 216/- per day
(4)	Coconut/Arecanut Plucker	Rs. 257/- per day

*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, etc.

(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 are all inclusive including for 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.

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

## DRAFT - NOTIFICATION

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), the Government of Goa hereby revises 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**", as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages	
		Zone "A"	Zone "B"
(1)	(2)	(3)	(4)
(I)	SKILLED		
1.	Pharmacist/Chemist	Rs. 220/- per day	Rs. 216/- 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		

(1)	(2)	(3)	(4)
15.	Optician	Rs. 220/- per day	Rs. 216/- per day
16.	Glass Polisher (Optician)		
17.	Sales Representative/Travelling 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.	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. 209/- per day	Rs. 207/- per day
2.	Assistant Mechanic		
3.	Assistant Fitter		
4.	Assistant Electrician		
5.	Assistant Blacksmith		
6.	Assistant Carpenter		
7.	Assistant Turner		
8.	Assistant Welder		
9.	Assistant Machinist		
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.	Cushion Maker		
19.	Compounder		
20.	Dhobi/Washerman		
21.	Ironer/Laundryman		
22.	Polisher (Carpenter)		
23.	Baker		
24.	Pressman		
25.	Glazer		
26.	Helper (Hair Dresser)		
27.	Mali Gardener		
28.	Lift Attendant		
29.	Mill Hand		
30.	Frame Maker		

(1)	(2)	(3)	(4)
(III)	CLERICAL		
	(A)		
1.	Accountant	Rs. 216/- per day	Rs. 212/- per day
2.	Steno-Typist		
3.	Telephone Operator		
	(B)		
1.	Clerk	Rs. 210/- per day	Rs. 206/- per day
2.	Store Clerk		
3.	Tally Clerk		
4.	Store Clerk		
5.	Typist		
6.	Receptionist		
7.	Godown Keeper		
(IV)	UNSKILLED		
1.	Chowkidar	Rs. 208/- per day	Rs. 205/- 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		
17.	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

*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 shall consist of all inclusive rate of wages.

(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 work.

(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 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 as revised for the class/category to which he/she 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.

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT - NOTIFICATION

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), the Government of Goa hereby revises 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**”, as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
1.	Peon	Rs. 205/- per day
2.	Chowkidar	
3.	Sweeper	
4.	Porter	
5.	Cleaner	
6.	Helper	
7.	Mazdoor	
8.	Watchman	
9.	Coolie	
10.	Any other category by whatever name called which is of unskilled nature.	
(II)	SEMI-SKILLED	
1.	Electrician (Helper)	Rs. 212/- per day
2.	Mechanic (Helper)	
3.	Fitter (Helper)	
4.	Blacksmith (Helper)	
5.	Carpenter (Helper)	
6.	Welder (Helper)	
7.	Turner (Helper)	
8.	Machinist (Helper)	
9.	Cushion Maker (Helper)	
10.	Vulcanizer (Helper)	
11.	Painter (Helper)	
12.	Boring Barman	
13.	Sprayman	
14.	Conductor	
15.	Any other category by whatever name called, which is of semi-skilled nature.	
(III)	SKILLED	
1.	Mechanic	Rs. 219/- 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	

(1)	(2)	(3)
16. Moulder		Rs. 219/- per day
17. Lineman		
18. Any other category by whatever name called, which is of skilled nature.		
(IV) HIGHLY SKILLED		
(A)		
1. Head Mechanic		Rs. 227/- per day
2. Garage Supervisor		
3. Driver (Goods Transport)		
(B)		
1. Driver (light vehicle, passenger transport and bus)		Rs. 215/- per day
(V) GENERAL STAFF		
(A)		
1. Clerk		Rs. 224/- 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		
(B)		
1. Head Clerk		Rs. 228/- per day
2. Auditor/Accountant		
3. Head Cashier		

*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.

(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 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 employers or contractor/s or sub-contractor/s, etc.

(4) The minimum rates of wages revised are all inclusive rates including the wages for weekly day of rest, dearness allowance and interim relief but does not include bhatta/food allowance/H.R.A./washing allowance or similar payments.

(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 as revised for the class/category to which they belong under this Notification.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

DRAFT - NOTIFICATION

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), the Government of Goa hereby revises 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**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages		
		Zone-A	Zone-B	Zone-C
(1)	(2)	(3)	(4)	(5)
(I) SKILLED				
1.	Cook or Head Cook	Rs. 6110/- per month	Rs. 6084/- per month	Rs. 6032/- per month
2.	Achari			

(1)	(2)	(3)	(4)	(5)
3. Maharaj		Rs. 235/-	Rs. 234/-	Rs. 232/-
4. Basoya		per day	per day	per day
5. Ustad				
6. Bavarchi				
7. Khansama		Rs. 6110/-	Rs. 6084/-	Rs. 6032/-
8. Manager		per month	per month	per month
9. Accountant		Rs. 235/-	Rs. 234/-	Rs. 232/-
10. Sweetmeat maker of Farsan-maker (Malwalla)		per day	per day	per day
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				
20. Head Waiter				
21. Butler				
22. Supervisor				
23. Steward				
24. Cashier				
25. Head Baker				
26. Mistry				
27. Store Keeper				
28. Barman				
29. 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. 5746/-	Rs. 5720/-	Rs. 5694/-
2. Assistant Malwala		per month	per month	per month
3. Samosa-Wala		Rs. 221/-	Rs. 220/-	Rs. 219/-
4. General Workers (relieved or one attend to two or more duties of semi-skilled categories)		per day	per day	per day
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, omlette etc.)				
13. Mandiwala-cum-coffee/tea maker				
14. Liftman				

(1)	(2)	(3)	(4)	(5)
15.	Handiwala (Asst. Cook)	Rs. 5746/-	Rs. 5720/-	Rs. 5694/-
16.	Wireman	per month	per month	per month
17.	Asst. Cook	Rs. 221/-	Rs. 220/-	Rs. 219/-
18.	Billard Maker	per day	per day	per day
19.	Standwala (Tek Maker)			
20.	Market Man			
21.	Boiler Man			
22.	Fountain Barman			
23.	Pumpman			
24.	Gas Filler			
25.	Fountainman (who prepares syrops, 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			
35.	Employees, by whatever names called, doing the work of the nature done by persons falling under the foregoing entries.			
(III) UNSKILLED				
1.	Gaze boy	Rs. 5408/-	Rs. 5356/-	Rs. 5330/-
2.	Game boy	per month	per month	per month
3.	Bell boy	Rs. 208/-	Rs. 206/-	Rs. 205/-
4.	Page boy	per day	per day	per day
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			

(1)	(2)	(3)	(4)	(5)
25.	Pantewala Panikachem burwala	Rs. 5408/-	Rs. 5356/-	Rs. 5330/-
26.	Paniwala	per month	per month	per month
27.	Cupwala	Rs. 208/-	Rs. 206/-	Rs. 205/-
28.	Dishwala	per day	per day	per day
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.	Phatakwal			
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 responsibility of accounts.			
45.	Employees, by whatever names called doing the work of the nature done by persons falling under the foregoing entries.			

*Explanation:*

(1) (a) *Zone A:* Comprises the area within the limits of the Corporation of the City of Panaji and Municipalities, such as, Margao, Vasco, Mapusa and Ponda, Cuncolim, Quepem, Curchorem, Sanguem, 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 Cansaulim, Assolna, Colva, Colvale, Baga, Calangute, Anjuna, Vagator, Morjim, Benaulim, Majorda, Mobor, Chopdem, Mandrem, Arambol and Cavellossim.

*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 shall consist of all inclusive rates allowing for the basis rate, the cost of living allowance and the cash value of the concession.

(3) The amount deductible as food allowance shall be uniformly Rs. 520/-, Rs. 492/- and Rs. 464/- 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 judgement.

(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 revised is an all inclusive rate including the wages for the weekly day of rest.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.

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**Notification**

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

The following draft Notification which is proposed to be issued under sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), revising 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**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary to the Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalisation of the said proposal.

**DRAFT - NOTIFICATION**

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), the Government of Goa hereby revises, 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 shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
I	Unskilled	Rs. 205/- per day
II	Semi-skilled	Rs. 213/- per day
III	Skilled	Rs. 221/- per day
IV	Highly skilled	Rs. 235/- per day
V	Clerical	Rs. 220/- per day

*Explanation:*

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

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

(c) 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

(d) 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 judgement or decision involves in the execution of these work.

(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-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 consists of all inclusive rates including wages payable for weekly day of rest.

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

*D. S. Morajkar*, Under Secretary (Labour).

Porvorim, 18th October, 2012.



Department of Tribal Welfare

**Notification**

DTW/STAT/PC/2012-13/69

Government of Goa is pleased to make the following scheme and is hereby published for general information of public, which shall come into force from the date of Notification.

By order and in the name of Governor of Goa.

*Arvind Bugde*, Director (Tribal Welfare).

Panaji, 17th October, 2012.

*Name of the Scheme:* Prashikshan Yatra - Scheme to provide financial assistance for conducting Study Tours (Excursion) for ST Students during Vacations.

1. *Introduction.*— Scheduled Tribe population in Goa has not travelled and exposed to the outside world is one of the causes of their backwardness. They do not want to move out of Goa and compete at national level in getting benefits earmarked for tribal population. It is therefore imperative to help them get exposure to the outside world which will broaden their horizons.

2. *Objective.*— To provide financial assistance to the educational institutes in the tribal dominated areas to conduct study tours/ excursions across the country to cover places of historic, cultural and educational importance during school vacations.

3. *Benefits under the scheme.*— Financial Assistance to the Educational Institutes for an amount upto Rs. 1.00 lakh to conduct study tours/excursions and will cover following expenditure:

(a) Actual travelling cost of students upto 40 students and two teachers by rail (second class sleeper Non (AC) and/or by bus. Duration of the tour shall be for a period of six days or more.

(b) Entry fees/passes to visit the monuments/cultural sites.

(c) Expenditure on lodging and boarding for a minimum period of 6 days.

(d) Any other expenditure not mentioned above or which has exceeded the limit prescribed as above shall be borne by the individual student/by the educational institution.

4. *Eligibility.*— Educational Institutes in Goa recognized by Goa Board/CBSE having Scheduled Tribe students can seek financial assistance to conduct study tours/excursions for ST students.

5. *Conditions for conducting the study tour under the scheme.*— (i) The scheme is restricted to ST students studying in class VIII to class XII.

(ii) Tour should be commenced only with prior written permission of the Education Department, Tribal Welfare Department and with confirmed rail/bus tickets of the students/ guide teachers.

(iii) The tour should be conducted during vacations like Diwali, Christmas and Summer vacations.

(iv) Two teachers of the school having some experience in excursion should be accompanied with students on the tour.

(v) The school authorities should utilize the concession given by railways to students and teachers.

(vi) Entire responsibility of conducting the tour shall lie with the school management. They should undertake the tour with utmost care. The rail/bus reservation to and fro should be confirmed well in advance.

(vii) The tour is restricted to ST students who are willing to undertake the journey. The school authorities should not force the students to join the tour. An undertaking from parents of the child who desires to go on tour shall be taken in the prescribed form enclosed.

(viii) The school authorities should direct/ guide the students about the materials they should carry for the tour and precautions to be undertaken by the students.

(ix) The school authorities should settle the account within one month on the completion of the tour.

(x) The tour should start from the nearest railway/bus station to the school.

(xi) Brief study/experience sharing report on the tour conducted should be submitted by the guide teachers accompanying the students within 15 days of the completion of the journey.

6. *Application procedure and sanctioning authority.*— (a) Head of the Educational Institute shall submit application in prescribed form alongwith brief report on the purpose of excursion, expected outcome of the tour, list of students in the prescribed proforma.

(b) Application should be submitted at least one month in advance.

(c) After scrutiny of the application, Director of Tribal Welfare will sanction the benefits under the scheme.

7. *Monitoring of the scheme.*— All issues relating to eligibility, operationalization of the scheme or situation not envisaged at the time of formulation of the scheme, would be resolved by the Monitoring Committee, whose decision will be final.

The Monitoring Committee shall consist of:—

- |                               |          |
|-------------------------------|----------|
| 1. Secretary, Tribal Welfare  | Chairman |
| 2. Joint Secretary, Finance   | Member   |
| 3. Director, Education        | Member   |
| 4. Director of Tribal Welfare | Member   |

8. *Evaluation of the Scheme.*— Performance of the scheme will be evaluated after two years of its implementation and if required scheme will be suitably modified to meet the new challenges/requirements so as to achieve the set objective.

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APPLICATION FORM

Application to avail financial assistance for conducting Study Tours (Excursion) for ST Students (Genderwise) during Vacations under  
“Prashikshan Yatra”

To,  
The Director,  
Directorate of Tribal Welfare,  
Panaji-Goa.

*Sub.:-* Application for availing financial assistance for conducting Study Tours (Excursion) for ST Students (Genderwise) during vacations under “Prashikshan Yatra”.

Sir,

I, the Head of the Institution would like to apply for financial assistance for conducting Study Tours (Excursion) for ST Students (Genderwise) of the school during vacations under “Prashikshan Yatra”.

- 
1. Name of the School: .....
2. Address: .....
3. Registration number of the School: .....
4. (a) No. of ST students availing the tour (Provide list): 1. ....
- (b) Name, designation & contact details of the teachers accompanying the group: 2. ....
5. Places of tour:.....
6. Duration of tour:.....
- 7 Accommodation details:..... Place: ..... Duration of Stay:..... Place of Stay: .....
8. Estimate expenditure on tour (Headwise): .....
9. Mode of Transport (Train/Bus) Details: .....
-



9. Landline number of the Institution/mobile number of the Head of the Institution: .....

10. Bank Details:—

- (a) Name of the bank: .....
- (b) Branch: .....
- (c) Account No.: .....
- (d) Type of Account: .....
- (e) MICR Code: .....
- (f) IFSC Code (if available): .....

#### DECLARATION

The management of the school undertake that they will take utmost care of the students during journey i.e. from the place of journey till return from tour. Necessary advance booking of tickets, lodging & boarding will be made. I, the above named applicant do hereby declare that the particulars given above are true and correct to the best of my knowledge and belief

Date:-

Signature of the Head of the Institution

Enclosures:

1. Permission from Parent/Guardian.
2. Details of tour programme.
3. List of ST students (Standardwise) participating the tour along with their certified Caste Certificate.
4. Copy of the School Registration Certificate issued by Education Department.
5. Copy of the Railway/Bus tickets of the students and accompanying teachers.
6. Undertaking from parents to avail tour for Son/Daughter.

#### List of the students

Students Particulars			Address of the student				Scheduled Tribe Certificate Details			
Sr. No.	Name of the student	Father's Name	Date of Birth	Gender	Std & Course	House No.	Locality Address	Community	Certificate No. & date	Issuing Authority
1	2	3	4	5	6	7	8	9	10	11

Signature: .....

#### UNDERTAKING FROM PARENTS/GUARDIAN

I, the undersigned Shri/Smt. .... Father/Mother/Guardian of ..... studying in ..... (Institution) Std. .... hereby permit my son/daughter to avail tour organized by ..... after availing the financial assistance under the scheme " Prashikshan Yatra".

(Signature of the Parent/Guardian)

**Notification**

DTW/STAT/PC/2012-13/70

Government of Goa is pleased to make the following scheme and is hereby published for general information of public, which shall come into force from the date of Notification.

By order and in the name of Governor of Goa.

Arvind Bugde, Director (Tribal Welfare).

Panaji, 17th October, 2012.

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Name of the Scheme: Financial Assistance to purchase Dwelling House of Mundkar under the scheme "Mundkarache Ghar"

1. *Introduction.*— As per the provisions of the GDD Mundkar Act, Mundkars have right to purchase dwelling house from the Bhatkars at the price determined by the Mamlatdar. Mundkar Act came into force since the year 1975. However there are many Mundkars who belong to ST category, have not exercised their right to purchase mundkarial dwelling house due to poor financial condition. Because the dwelling house is not owned by them they have to face difficulties in carrying out repairs/renovations to their dwelling houses.

2. *Objective.*— To provide financial assistance to the needy Mundkars of ST Category to enable them to exercise their right to purchase dwelling house at the price determined by the Mamlatdar under the provisions of the GDD Mundkar Act.

3. *Eligibility Criteria.*— (a) Person should be of ST Category.

(b) The family income from all sources should not exceed Rs. 3.00 lakhs per annum.

(c) Person should be declared or registered as Mundkar of the dwelling house.

(d) Order to determine purchase price is passed by the Mamlatdar under the provisions of the Goa, Daman and Diu Mundkar Act.

(e) No pending appeal against the order of the Mamlatdar and that it has reached to its finality.

(f) All cases where orders determining purchase price of the dwelling house have been passed by the Mamlatdar on or after 1-4-2012 will be covered for giving benefit under the scheme.

4. *Benefit under the scheme.*— (a) Financial Assistance of entire amount at the rate/purchase price determined by the Mamlatdar for the Mundkarial dwelling house subject to the land area ceiling of 200 square meters in urban area and 300 sq. meters in rural area or the area of the house with five meters around the house as per the option of the Mundkar in the purchase proceeding before the Mamlatdar under the provisions of Mundkar Act.

(b) The land price for the area exceeding the land ceiling prescribed by the Mundkar Act to be borne by the beneficiary from his own sources.

(c) Maximum financial assistance under the scheme for purchase of dwelling house is Rs. 30,000/-.

(d) If the beneficiary under the scheme is also eligible for benefit under the schemes like Indira Awas Yojana or Rajiv Awas Yojana or Souchalaya Suvidha, he may avail such benefits in addition to benefits under the scheme "Mundkarache Ghar".

5. *Condition for grant of financial Assistance.*— Mundkar or his heirs will not sell the Dwelling House area purchased under the Mundkar Act. Endorsement will be made on the survey records of the property that the dwelling house area is purchased with the assistance under the scheme Mundkarache Ghar and the land is non-transferable except with the permission of the Collector.

6. *Mode of Application.*— The application in the prescribed form to be submitted to the

Directorate of Tribal Welfare through Mamlatdar/Joint Mamlatdar after the order passed by the Mamlatdar/Joint Mamlatdar determining the purchase price.

Application to be supported with—

(i) ST certificate issued by Competent Authority.

(ii) Income Certificate issued by Competent Authority.

(iii) Order of Registration as Mundkar or Order of declaration as Mundkar.

(iv) Form I & XIV of the Land.

(v) Demarcation plan of dwelling house purchased by the Mundkar.

(vi) Order passed by the Court of Mamlatdar/Joint Mamlatdar which has determined the purchase price of the dwelling house.

(vii) House Tax Receipt.

(viii) Information furnished by the Mundkar in the application made for financial assistance to be verified and certified by the Mamlatdar/Joint Mamlatdar as correct as per his record in the Mundkar case proceeding maintained in his office.

(ix) Affidavit of the Mundkar that the dwelling house is used for his own habitation and his family members and that the dwelling house will not be transferred to any person except with the prior permission of the Collector.

**7. Sanctioning Authority.**— Director of Tribal Welfare will sanction the amount of benefit under the scheme. Upon sanction of amount of benefit under the scheme, amount will be transferred/deposited with the concerned Mamlatdar for making the payment to the Bhatkar. After effecting the payment of purchase price in terms of the provisions of the GDD Mundkar Act, Mamlatdar will forward

the papers to the Deputy Collector and SDO for issue of Mundkar Sanad.

Immediately upon issue of Mundkar Sanad, the concerned Certifying Officer shall issue process for the mutation of the records in favour of the Mundkar with endorsement in the record that the dwelling house is purchased with the financial assistance under the scheme “Mundkarache Ghar”.

**8. Monitoring of the scheme.**— Issues regarding eligibility or operation or of a new situation which is not envisaged at the time of formulation of the scheme, would be resolved by the Monitoring Committee, whose decision will be final. Committee will also have regular meetings every three months for monitoring the implementation of the scheme.

The Monitoring Committee is consisting of:—

- |  |          |
|--|----------|
| 1. Secretary, Tribal Welfare           | Chairman |
| 2. Collector of the North Goa District | Member   |
| 3. Collector of the South Goa District | Member   |
| 4. Director of Tribal Welfare          | Member   |

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APPLICATION FORM

Application for availing Financial Assistance to purchase Dwelling House of Mundkar under the scheme “Mundkarache Ghar”

Passport  
size photograph  
of the applicant

To,  
The Director,  
Directorate of Tribal Welfare,  
Panaji-Goa.

**Sub.:**— Application for availing Financial Assistance to purchase Dwelling House of Mundkar under the scheme “Mundkarache Ghar”.

Sir,

The undersigned desires to avail financial Assistance under the scheme “Mundkarache Ghar”.

1. Name of the Mundkar:.....
2. Name of the Head of the Family whose name is recorded in the ration card: .....
3. Relationship of the applicant with the Head of the Family: .....
4. Details of the house and area of the land: .....
5. Order passed by the Mamlatdar: .....
- Case No.: .....
- Order No. & Date: .....
6. Purchase price fixed by the court of Mamlatdar: .....
7. Village: .....

Survey No.	Area	Name of the Bhatkar	Address of the Bhatkar
8. Mobile Number of the Applicant: .....			
9. Bank Details:—			
a) Name of the bank: .....			
b) Branch: .....			
c) Account No. : .....			
d) Type of Account: .....			
e) MICR Code: .....			
f) IFSC Code (if available): .....			

—————  
DECLARATION

I, the above named applicant do hereby declare that the particulars given above are true and correct to the best of my knowledge and belief.

Date:-

Signature of the applicant

Signature of the Head of the Household

Enclosures:

1. Certified copy of Election Card of all the core members of the family.
2. Certified Copy of Ration Card.
3. Form I & XIV.
4. Certified copy of the Award.
5. Residence Certificate issued by Mamlatdar.
6. Caste Certificate issued by Competent Authority.
7. Income Certificate issued by the Mamlatdar.
8. Undertaking from the Co-owners that they will not sell the said house or land.
9. Certified copy of the mutual consent between the Bhatkar and the Mundkar regarding the selling and purchase of land.
10. NOC for purchase of land from other legal heirs/nominees/family members.
11. Proof that the Tenant is residing at the ancestral dwelling house since birth from the Village Panchayat/Mamlatdar.

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