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OFFICIAL GOVERNMENT OF GOA GAZETTE



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NOTE

There is one Extraordinary issue to the Official Gazette, Series I No. 49 dated 7-3-2013, namely, Extraordinary dated 11-3-2013 from pages 1877 to 1884 regarding Schemes for Mining affected people— Not. No. DMG/MAJ/MAP/SCHEME/01, 02, 03 from Department of Mines (Directorate of Mines & Geology).

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GOVERNMENT OF GOA

Department of Education, Art & Culture

Directorate of Education

Notification

DE/Amendment/2012-13/3610

In exercise of the powers conferred by section 29 of the Goa, Daman and Diu School Education Act, 1984 (Act No. 15 of 1985), and all other powers enabling it in this behalf, the Government of Goa hereby makes the following rules so as to further amend the Goa, Daman and Diu School Education Rules, 1986, as follows, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Goa School Education (Amendment) Rules, 1986.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. *Amendment of Rule 88.*— In rule 88 of the Goa, Daman and Diu School Education Rules, 1986, in sub-rule (1), for the existing proviso, the following proviso shall be substituted, namely:—

“Provided that where a teacher attains the age of superannuation on or after the first day of August of any year, such teacher shall be granted extension till the 30th day of April of the year immediately following, if the teacher so desires and the managing committee is of the opinion that the teacher is fit for such extension and, has no mental or physical incapacity which would disentitle him/her to get such extension”.

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

D. P. Dwivedi, Director (Education).

Porvorim, 6th March, 2013.

Directorate of Higher Education

Notification

9/287/2010/HE/630

Read: Notification No. 9/287/2010/HE/43 dated 3-1-2011 published in Official Gazette, Government of Goa, Series I No. 42 dated 13th January, 2011.

Para 3.4 of the Scheme for Financial Assistance to be extended to Higher Education/Technical Education in Professional Institutions of repute in India, notified vide above read Notification, has been amended to read as under:—

3.4 “The benefit of the Scheme shall not be available to those whose family income exceeds Rs. 10.00 lakhs per annum in both fresh as well as renewal cases.”

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

R. K. Halarnkar, Under Secretary (Higher Education).

Porvorim, 12th March, 2013.

Department of Labour

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in

various trades in the Scheduled employment, namely, “**Employment in Saw Mills**”, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012, under Notification No. 24/21/2009-LAB-I (1) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Helper	Rs. 215/- per day
(2)	Mazdoor Coolie/Labourer	
(3)	Office Boy	
(4)	Peon	
(5)	Cleaner	
(6)	Gardener	
(7)	Chowkidar/Watchman	

(1)	(2)	(3)
(8) Manai/Hamal		Rs. 215/- per day
(9) Sweeper		
(10) Weigh man		
(11) Bullock Cart Driver		
(12) Water Carrier		
(13) Attendant		
(14) Messenger		
(15) Porter		
Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
(II) SEMI -SKILLED		
(1) Assistant Cutter		Rs. 229/- per day
(2) Assistant Sharpner		
(3) Assistant Operator		
(4) Assistant Bensaw Man		
(5) Assistant Carpenter		
(6) Assistant Polisher		
(7) Assistant Mistri		
(8) Assistant Dharwala		
(9) Coalman		
Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
(III) SKILLED		
(1) Head Mistri		Rs. 237/- per day
(2) Cutter		
(3) Supervisor		
(4) Sharpner/Dharwala		
(5) Cutter Machine Operator		
(6) Polisher		
(7) Artist		
(8) Driver		
(9) Painter		
(10) Carpenter		
(11) Bensaw Men		
(12) Upholsterer		
Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
(IV) GENERAL STAFF		
A. Supervisor-in-Charge		Rs. 253/- per day
B. (1) Accountant		Rs. 243/- per day
(2) Office-in-Charge		
C. (1) Accounts Clerk		Rs. 242/- per day
(2) Cashier		
(3) Clerk		
(4) Store Keeper		
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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (2) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of this Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
CATEGORY — I		
(1)	Manager	Rs. 252/- per day
(2)	Head Clerk	
(3)	Accountant	
(4)	Chemist	
(5)	Section Head	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Head Air-Conditioning Operator	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
CATEGORY — II		
(A)		
(1)	Machine Operator	Rs. 242/- per day
(2)	Air-Conditioning Operator	
(3)	Fitter Operator	
	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. 237/- per day
(2)	Refrigeration Mechanic	
(3)	Cashier	
(4)	Steno Typist	
(5)	Accounts Clerk/Driver	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
CATEGORY — III		
(1)	Clerk	Rs. 242/- per day
(2)	Electrician	
(3)	Operator	
(4)	Store Keeper	

(1)	(2)	(3)
(5) Sales Supervisor		Rs. 242/- per day
(6) Car/Van Driver		
(7) Laboratory Technician		
(8) Loading Hand		
(9) Store Clerk		
(10) Assistant Operator		
(11) Assistant Air Conditioner		
(12) Operator		
(13) Welder		
Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		
CATEGORY — IV		
(1) Laboratory Assistant		Rs. 215/- 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 rate of wages revised for the category and for equal work.

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

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

(7) Where part-time workers are employed, they shall be paid 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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in pharmaceutical industry and units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (3) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 215/- per day
(II)	Semi-skilled	Rs. 235/- per day
(III)	Skilled	Rs. 263/- per day
(IV)	Highly skilled/Supervisory	Rs. 292/- per day
(V)	Clerical	Rs. 260/- 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 tasks.

(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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and sale of Electronic Products**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (4) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 215/- per day
(II)	Semi-skilled	Rs. 223/- per day
(III)	Skilled	Rs. 233/- per day
(IV)	Highly Skilled	Rs. 253/- per day
(V)	Clerical	
	(i) Clerk/Typist	Rs. 243/- per day
	(ii) Clerk with graduation	Rs. 265/- 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 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 tasks.

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

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

Porvorim, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Cinema Exhibition Industry”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (5) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
CATEGORY — I		
(1)	Manager	Rs. 233/- per day
(2)	Head Clerk	
(3)	Auditor	
(4)	Head Operator/Chief Operator/First Operator	
(5)	Head Air-Conditioning Operator	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY — II		
(1)	Assistant Manager	Rs. 226/- per day
(2)	Supervisor	
(3)	Stenographer	
(4)	Clerk	
(5)	Telephone Operator	
(6)	Typist	
(7)	Wireman	
(8)	Car/Van Driver	
(9)	Operator	
(10)	Electrician	
(11)	Storekeeper	
(12)	Store Clerk	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	

(1)	(2)	(3)
CATEGORY — III		
(1) Assistant Operator		Rs. 217/- 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. 215/- per day
(2) Caretaker		
(3) Reliever		
(4) Lift-man		
(5) Watchman		
(6) Oilman		
(7) Hamal		
(8) Helper		
(9) Battery Boy		
(10) Posterman		
(11) Sweeper		
(12) Cleaner		
(13) Mali		
(14) Gardener		
(15) Peon		
(16) Office Boy		
(17) Cycle Stand Boy		
(18) Handbill Boy		
(19) Attendant		
(20) Messenger		
(21) Announcer		
(22) Scavenger		
(23) Manai/Labourer		
(24) Polishwala		

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 of 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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (6) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
1	2	3
(I) UNSKILLED		
(1) Helper		Rs. 215/- per day
(2) Thread Cutter		
(3) Sweeper		
(4) Peon		
(5) Labourer		

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.

1	2	3
(II) SEMI-SKILLED		
(1) Button Stitcher		Rs. 225/- per day
(2) Button Holder		
(3) Patter Tracer		
(4) Kaj Operator		
(5) Ironing		
(6) Asstt. Tailor		
(7) Asstt. Stitcher		
Employees with any other designation falling within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person and include those designated as assistants or juniors.		
(III) SKILLED		
(1) Master Tailor		Rs. 237/- per day
(2) Cutter		
(3) Designer		
(4) Driver		
(5) Machine Operator		
(6) Stitcher		
Employees with any other designation falling within the ambit of foregoing category and shall include those directly connected with the manufacturing of readymade garments and employed for jobs connected with final finished products.		
(IV) CLERICAL		
(1) Typist		Rs. 243/- per day
(2) Telephone Operator		
(3) Receptionist		
(4) Accounts Clerk		
(5) Store Keeper		
Employees with any other designation falling within the ambit of foregoing category.		

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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (7) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	HIGHLY SKILLED	
(A)		
(1)	Secretary	Rs. 307/- per day
(2)	Lab. Technician	
(3)	X-Ray Technician	

(1)	(2)	(3)
(4)	Senior Physiotherapist	Rs. 307/- per day
(5)	Senior Occupational Therapist	
(6)	Medical and Psychiatrist Social Worker	
	(B)	
(1)	Assistant Manager	Rs. 267/- 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)	
(14)	Senior Surveillance Inspector	
(15)	Treatment Organizer	
(16)	B.C.G. Team Leader	
(II)	SKILLED	
	(A)	
(1)	Home Sister	Rs. 255/- 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. Scientifical Asstt. (Endocrine)	
(15)	Scientifical Asstt. (Dial)	
(16)	Sr. Scientifical 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	

1	2	3
(30)	Field Assistant	Rs. 255/- per day
(31)	Blacksmith (Class I)	
(32)	Malaria Inspector	
(33)	Surveillance Inspector	
	(B)	
(1)	Asstt. Home Sister	Rs. 235/- 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)	Rs. 255/- per day
(12)	Technical (B.Bank)	
(13)	Technical (Anaesthesia)	
(14)	Technical (Allergy-Clinic)	
(15)	Technical (Life Saving)	
(16)	Statistical Assistant	
(17)	Asstt. Dietician	
(18)	Electrician	
(19)	Workshop Supervisor	
(20)	Radiographer Senior	
(21)	Theatre Technician	
(22)	E.C.G. Technician	
(23)	Technician	
(24)	Pharmacist	
(25)	Lab. Technician	
(26)	Dental Hygienist	
(27)	Dental Mechanic	
(28)	C.C.U. Assistant	
(29)	Urban Leprosy Assistant	
(30)	Telephone Monitor	
(31)	Artist	
(32)	Cook	
(33)	Tailor	
(34)	Compounder	
(III)	SEMI - SKILLED	
(1)	Dresser	Rs. 222/- 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	

1	2	3
(IV)	UNSKILLED	
(1)	Sweeper	Rs. 215/- 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	
(21)	Woman Labourer	
(22)	Record Lifter	
(23)	Library Attendant	
(24)	Office Attendant	
(25)	Dark Room Attendant	
(26)	Van Cleaner	
(27)	Sampling Helper	
(28)	Night Watchman	
(29)	Helper (In Physiotherapy Section)	
(30)	Stretcher Bearer	
(31)	Female Attendant	
(32)	Utensil Worker	
(33)	Dish-in-action Attendant	
(34)	Mess Servant	
(35)	Caretaker	
(36)	Rice Cleaner (Women)	
(V)	CLERICAL	
(1)	Clerk/Office Attendant	Rs. 246/- 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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in watch and ward**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009- LAB-I (8) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Chowkidar	Rs. 215/- per day
(2)	Watchman	
	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.	
(II)	SEMI-SKILLED	
(1)	Security Guard (without arms)	Rs. 232/- per day
	Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.	
(III)	SKILLED	
(1)	Security Guard (with arms)	Rs. 249/- per day
(2)	Head Guards (fire fighting)	
(3)	Supervisory	
	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 belongs under this Notification.

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

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

Porvorim, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009- LAB-I (9) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on”**, as specified in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Peon	Rs. 215/- 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	
	Any other categories, by whatever names called, which are of unskilled nature.	

1	2	3
(II)	SEMI-SKILLED	
(1)	Assistant Camera Operator	Rs. 217/- per day
(2)	Assistant Transfer Printer	
(3)	Assistant Etcher	
(4)	Letter Press Feeder	
(5)	Checker	
(6)	Distributor	
(7)	Packer	
(8)	Embossing Machineman	
(9)	Assistant Toucher	
(10)	Assistant Copy Paster	
(11)	Flat Bed Feeder	
(12)	Varnisher	
(13)	Wax Machineman	
(14)	Cold Powderer	
(15)	Wireman	
(16)	Type-cutter	
(17)	Nine-Baller	
(18)	Proof Puller	
(19)	Tally Pressman	
(20)	Type Dresser	
(21)	Roller Maker	
(22)	Roller Cutter	
(23)	Plate Grainer	
(24)	Knife Sharpner	
(25)	Ink Grinder	
(26)	Wire Stitcher	
(27)	Perforator	
(28)	Lable Puncher	
(29)	Rulling Machine Feeder	
(30)	Reaming Man	
(31)	Metal Caster	
(32)	Any other categories, by whatever name called, which are of semi-skilled nature.	
(III)	SKILLED WORKERS	
	(A)	
(1)	Lino Operator	Rs. 233/- 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. 226/- per day
(2)	Proof Reader	

1	2	3
(3)	Printer	Rs. 226/- per day
(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	
	Any other categories, by whatever names called, which are of skilled nature.	
(IV)	GENERAL	
	(A)	
(1)	Head Clerk	Rs. 233/- per day
(2)	Accountant	
(3)	Supervisor	
	(B)	
(1)	Clerk	Rs. 226/- 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	40.000 cms.
		12 points Devanagri	25.000 cms.
(2)	Mono-Caster	12 points English	42.000 cms.
		12 points Devanagri	42.000 cms.
(3)	Page Making	20x26 cent	2 forms
		20x30 cent 16 pages	
(4)	Imposer	20x30 cent 16 pages	5 forms
(5)	Lino-Operator	12 points English	30.000 cms.
(6)	Hand Composing	12 points English	3.000 corrected cms.
	(with Distribution)	12 points Devanagri	2.000 corrected cms.
		(Akand Types)	
		12 points Devanagri	1.600 corrected cms.
		(Degree Types)	
(7)	Distributor	12 points English	10.200 cms.
		12 points Devanagri	08.000 cms.
		(Akand Types)	
		12 points Devanagri	06.000 cms.
		(Degree Types)	
(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	44½ x 57 cent.	06.000 copies
	with make ready		
	Platten (Power) with Ready	25½ x 38 cent.	06.000 copies
	Printing on Cylinder	44½ x 57 cent	7.500 copies
	without make ready		
	Platten (Power) without	25½ x 38 cent	8.500 copies
	make ready		
	Printing on Traddle (on foot)	25½ x 38 cent	8.500 copies
	with make ready		
	Printing on Traddle (on foot)	25½ x 38 cent	6.000 copies
	without make ready		
(11)	Machine Folding	Double Fold other	20.000 papers
		Large size paper	15.000 papers
(12)	Hand Folding	Form of the three folds	3.000 papers

(1)	(2)	(3)	(4)
(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)		6,000 (two pins)
	Wire Stitching (Foot Operated Machine)		10,000 (one pin)
			6,000 (one pin)
(18)	Hand Numbering Consecutive	10.000 per day	1,20,000 digits

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

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

Porvorim, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I(10) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", as specified 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. 252/- per day
(2)	Accountant	
(3)	Head Operator	
(4)	Head Conditioning Operator	
(5)	Chemist	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Office-in-Charge	
	Any other category, by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	
	(B)	
(1)	Storekeeper	Rs. 242/- 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	
	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. 230/- per day
(2)	Assistant Store Keeper	
(3)	Dealing Boy	
(4)	Mechanic Operator	
(5)	Processor	
(6)	Peeling Mechanic Operator	
(7)	Machine Operator	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
	CATEGORY — III	
(1)	Grinder	Rs. 215/- per day
(2)	Mixer	
(3)	Cleaner/Washer Helper	
(4)	Peeler	
(5)	Labourer	
(6)	Bottle Loading Operator	
(7)	Gardener	
(8)	Ice Loader	
(9)	Loader	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (11) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
I. (1) Grader		Rs. 215/- with a work load 100 kg per day
(2) Roaster		Rs. 215/- per day
(3) Packer		
(4) Soldere		
(5) Dryer (bhattiwala)		
(6) Soaker		
(7) Carpenter		
(8) Stencillor		
(9) Bag Carrier		
(10) General Worker		
(11) Peon		
(12) Watchman		
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr. Nos. (1) to (12) above.	
(13) Supervisor (Grading)		Rs. 223/- per day
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified at Sr. No. (13) above.	
(14) Clerk with qualification (S.S.C.E. and above)		Rs. 223/-per day
(15) Typist		
(16) Cashier		
(17) Storekeeper		
	Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos. (14) to (17) above.	
(18) Driver		Rs. 233/- per day
(19) Sheller and Peeler		Rs. 14.34 per kg. with the work load of 15 kgs. of unbroken kernels for 8 hours, subject, however that, only 78% of such wages shall be payable if the said work load is not completed within said eight hours.

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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Bricks and Tiles Manufacture”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009- LAB-I (12) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)

CATEGORY — I

(1)	Foreman	Rs. 246/- per day
(2)	Mistri	
(3)	Production Superintendent	
(4)	Technician Grade	
(5)	Production-in-Charge	
(6)	Chief Operator	

Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.

(1)	(2)	(3)
CATEGORY — II		
(1) Pressman		Rs. 239/- per day
(2) Mistry		
(3) Operator		
(4) Machine Operator		
(5) Supervisor		
(6) Moulder		
(7) Machine Mechanic		
(8) Mechanic		
(9) Tiles Salter		
(10) Colour Mixerer		
(11) Draftman		
(12) Electrician		
(13) Carpenter		
(14) Fitter		
(15) Turner		
(16) Welder		
(17) Crusher Operator		
(18) Technician		
	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
CATEGORY — III		
(1) Asst. Supervisor		Rs. 223/- per day
(2) Asst. Electrician		
(3) Asst. Carpenter		
(4) Asst. Turner		
(5) Asst. Welder		
(6) Asst. Machine Operator		
(7) Asst. Fitter		
(8) Asst. Fireman		
	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
CATEGORY — IV		
(1) Clay Slaker		Rs. 215/- per day
(2) Helper		
(3) Labourer		
(4) Sweeper		
(5) Peon		
(6) Gardener		
(7) Hamal		
(8) Worker		
(9) Coolie		
(10) Office Boy		
	Any other employee, by whatever name called, doing the work of the nature done by the persons, falling under the foregoing entries.	
ADMINISTRATION — V		
(1) Manager		Rs. 256/- per day
(2) Head Clerk		
(3) Accountant		
(4) Senior Store Keeper		
(5) Store Superintendent		
(6) Stenographer		

(1)	(2)	(3)
CLERICAL — VI		
(1) Clerk		Rs. 246/- 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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in any commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009- LAB-I (13) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in any commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule”**, as specified in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 215/- per day
(II)	Semi-skilled	Rs. 236/- per day
(III)	Skilled	Rs. 266/- per day
(IV)	Highly-Skilled	Rs. 287/- per day
(V)	Clerical	Rs. 256/- 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 tasks.

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

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

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

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

(6) The minimum rates of wages 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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“(i) Employment in construction or maintenance of roads or in building operators; (ii) Stone breaking and stone crushing; and (iii) Maintenance of building”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I(14) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Category of work	All inclusive minimum rates of wages
(1)	(2)	(3)
(I) (A) UNSKILLED		
(1)	Belder	Rs. 216/- 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)	UNSKILLED	
(1)	Bhisti	Rs. 215/- 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	
	Any other category by whatever name called which are of unskilled nature.	
(II)	SEMI-SKILLED/UNSKILLED SUPERVISORY	
(1)	Brick Layer (Class II)	Rs. 226/- 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. 226/- 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	

Any other category, by whatever name called, which are of semi-skilled nature.

(1)	(2)	(3)
(III) (A) SKILLED		
(1) Assistant Artist Painter		Rs. 232/- 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)		
Any other category, by whatever name called, which are of skilled category.		
(B) SKILLED		
(1) Brick Layer Mason (Class I)		Rs. 227/- 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. 227/- 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. 240/- per day
(2)	Painter (Artist First Class)	
(3)	Foreman	
(B)	HIGHLY SKILLED	
(1)	Assistant Foreman	Rs. 235/- 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	
	Any other category, by whatever name called involving work of highly skilled nature.	
(V)	CLERICAL	
(1)	Clerk	Rs. 232/- 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	
	Any other category, by whatever name called, which are of Clerical nature.	
(VI)	SUPERVISORY	
(1)	Section Officer/Junior Engineer	Rs. 243/- per day
(2)	Supervisor	
(3)	Overseer	
(VII)	SPECIAL	
(1)	Bullock-Cart Man with double Bullocks	Rs. 257/- 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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (15) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Automobile Repairing Workshops and Garages”**, as specified 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. 243/- per day
2.	Engineer	
3.	Foreman	
4.	Head Clerk	
5.	Head Mechanic	
6.	Accountant	
(II)	MECHANIC GRADE	
1.	Engine Mechanic	Rs. 237/- 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. 237/- 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 13. Steno-Typist 14. Tally Clerk 15. Receptionist 16. Supervisor		Rs. 237/- per day
(IV) SEMI-SKILLED (GRADE-I)		
1. Assistant Electrician (Grade-I) 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)		Rs. 229/- per day
(V) SEMI-SKILLED (GRADE-II)		
1. Assistant Electrician (Grade-II) 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)		Rs. 223/- per day
(VI) UNSKILLED		
1. Cleaner 2. Mazdoor 3. Coolie 4. Sweeper 5. Helper 6. Peon 7. Chowkidar 8. Watchman 9. Pump/Service man 10. Vehicle Attendant		Rs. 215/- per day

(1)	(2)	(3)
11. Petrol Pump Attendant		Rs. 215/- 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 works.

(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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Agriculture**", was published as required by clause (b) of sub-section

(1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (16) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Agriculture**", as specified 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. 6292/- per month or (Rs. 242/- per day)
(2)	Adult Cleaner/Sweeper	Rs. 5902/- per month or (Rs. 227/- per day)
(II)	AGRICULTURE OPERATION	
(1)	Ploughing	Rs. 237/- per day Rs. 267/- per day with bullocks
(2)	Threshing	Rs. 237/- per day
(3)	Sowing	Rs. 236/- per day
(4)	Winnowing	Rs. 237/- per day
(5)	Transplanting	Rs. 236/- per day
(6)	Harvesting	Rs. 236/- per day
(7)	Uprooting	Rs. 225/- per day
(8)	Irrigation	Rs. 225/- per day
(9)	Weeding	Rs. 225/- per day
(10)	Manuring	Rs. 225/- per day
(III)	ALLIED OPERATION SKILLED LABOUR	
(1)	Carpenter	Rs. 246/- per day
(2)	Blacksmith	Rs. 249/- per day
(3)	Cobbler	Rs. 242/- per day
(IV)	UNSKILLED OPERATOR	
(1)	Mazdoor/Manai	Rs. 225/- per day
(V)	DAIRY FARMING AND RAISING ON LIVESTOCK	
(1)	Shed Attendant	Rs. 225/- per day

(1)	(2)	(3)
(2)	Milkman	Rs. 226/- per day
(3)	Cleaner/Sweeper Mazdoor	Rs. 225/- per day
(4)	Grazer/Livestock Attendant	Rs. 225/- per day
(VI)	POULTRY AND BEE FARMING	
(1)	Attendant	Rs. 225/- per day
(VII)	HORTICULTURE	
(1)	Gardener	Rs. 226/- per day
(2)	Horticulture Assistant	Rs. 229/- per day
(VIII)	FORESTRY AND TIMBERING	
(1)	Tree Feller	Rs. 229/- per day
(2)	Mazdoor	Rs. 225/- per day
(IX)	GENERAL	
(1)	Digging	Rs. 225/- per day
(2)	Stacking	Rs. 225/- per day
(3)	Pump Operator	Rs. 226/- per day
(4)	Coconut/Arecanut Plucker	Rs. 269/- 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.

(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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (17) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages	
		Zone “A”	Zone “B”
(1)	(2)	(3)	(4)
(I)	SKILLED		
1.	Pharmacist/Chemist	Rs. 230/- per day	Rs. 226/- 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. 230/- per day	Rs. 226/- 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		
	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. 219/- per day	Rs. 217/- 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. 226/- per day	Rs. 222/- per day
2.	Steno-Typist		
3.	Telephone Operator		
	(B)		
1.	Clerk	Rs. 220/- per day	Rs. 216/- per day
2.	Store Clerk		
3.	Tally Clerk		
4.	Store Clerk		
5.	Typist		
6.	Receptionist		
7.	Godown Keeper		
(IV)	UNSKILLED		
1.	Chowkidar	Rs. 217/- per day	Rs. 215/- per day
2.	Cleaner		
3.	Labourer		
4.	Loader/Unloader		
5.	Attendant		
6.	Mazdoor		
7.	Sweeper		
8.	Helper		
9.	Peon		
10.	Delivery boy/Messenger		
11.	Packer		
12.	Assistant Salesman		
13.	Watchman		
14.	Office Boy		
15.	Pump Attendant		
16.	Newspaper delivery boy		
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (18) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
1.	Peon	Rs. 215/- per day
2.	Chowkidar	
3.	Sweeper	
4.	Porter	
5.	Cleaner	
6.	Helper	
7.	Mazdoor	
8.	Watchman	
9.	Coolie	
	Any other category by whatever name called which is of unskilled nature.	
(II)	SEMI-SKILLED	
1.	Electrician (Helper)	Rs. 222/- 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	
	Any other category by whatever name called, which is of semi-skilled nature.	
(III)	SKILLED	
1.	Mechanic	Rs. 229/- per day
2.	Fitter	
3.	Electrician	
4.	Blacksmith	
5.	Carpenter	
6.	Welder	
7.	Turner	
8.	Boring Barman	
9.	Machinist	
10.	Cushion Maker	
11.	Tinsmith	
12.	Vulcanizer	
13.	Painter	
14.	Spray painter	
15.	Re-trader	
16.	Moulder	
17.	Lineman	
	Any other category by whatever name called, which is of skilled nature.	

(1)	(2)	(3)
(IV) HIGHLY SKILLED		
(A)		
1.	Head Mechanic	Rs. 237/- per day
2.	Garage Supervisor	
3.	Driver (Goods Transport)	
(B)		
1.	Driver (light vehicle, passenger transport and bus)	Rs. 225/- per day
(V) GENERAL STAFF		
(A)		
1.	Clerk	Rs. 235/- 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. 239/- 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 at 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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (19) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in consultation with the Minimum Wage Advisory Board, the Government of Goa hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", as specified 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. 6396/- per month	Rs. 6370/- per month	Rs. 6318/- per month
2.	Achari			
3.	Maharaj	Rs. 246/- per day	Rs. 245/- per day	Rs. 243/- per day
4.	Basoya			

(1)	(2)	(3)	(4)	(5)
5. Ustad		Rs. 6396/-	Rs. 6370/-	Rs. 6318/-
6. Bavarchi		per month	per month	per month
7. Khansama		Rs. 246/-	Rs. 245/-	Rs. 243/-
8. Manager		per day	per day	per day
9. Accountant				
10. Sweetmeat maker of Farsan-maker (Malwalla)				
11. Clerk				
12. Telephone Operator				
13. Electrician				
14. Tailor				
15. Carpenter				
16. Head Pantry man				
17. Gardener who is doing the work of planting				
18. Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)				
19. House Keeper				
20. Head Waiter				
21. Butler				
22. Supervisor				
23. Steward				
24. Cashier				
25. Head Baker				
26. Mistry				
27. Store Keeper				
28. Barman				
Employees by whatever names called doing the work of nature done by persons falling under the foregoing entries.				
(II) SEMI-SKILLED				
1. Assistant Manager		Rs. 6032/-	Rs. 5980/-	Rs. 5954/-
2. Assistant Malwala		per month	per month	per month
3. Samosa-Wala		Rs. 232/-	Rs. 230/-	Rs. 229/-
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. 6032/-	Rs. 5980/-	Rs. 5954/-
16.	Wireman	per month	per month	per month
17.	Asst. Cook	Rs. 232/-	Rs. 230/-	Rs. 229/-
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 syrups, ice-cream, fruits salad etc.)			
26.	Falooda Maker			
27.	Syrup Maker			
28.	Lassewala-cum-salesman			
29.	Waiter-cum-tablewala			
30.	Vendor (who keeps accounts)			
31.	Orderwala (shouting bill or writing bills)			
32.	Kabab Seelwala			
33.	Bhelpuriwala			
34.	Floor Waiter			
	Employees, by whatever names called, doing the work of the nature done by persons falling under the foregoing entries.			

(III) UNSKILLED

1.	Gaze boy	Rs. 5642/-	Rs. 5616/-	Rs. 5590/-
2.	Game boy	per month	per month	per month
3.	Bell boy	Rs. 217/-	Rs. 216/-	Rs. 215/-
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. 5642/-	Rs. 5616/-	Rs. 5590/-
26.	Paniwala	per month	per month	per month
27.	Cupwala	Rs. 217/-	Rs. 216/-	Rs. 215/-
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.	Phatakawala			
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 responsibilities of accounts.			
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 Cavelossim.

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

(2) The minimum rates of wages 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, 4th March, 2013.

Notification

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

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving”**, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 30 dated 25-10-2012 under Notification No. 24/21/2009-LAB-I (20) dated 18-10-2012 of the Department of Labour, Government of Goa (hereinafter called the “said draft Notification”), inviting suggestions and objections, if any, from all persons likely to be affected thereby before the expiry of a period of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Official Gazette was made available to the public on 25-10-2012;

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

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

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
I	Unskilled	Rs. 215/- per day
II	Semi-skilled	Rs. 223/- per day
III	Skilled	Rs. 232/- per day
IV	Highly skilled	Rs. 246/- per day
V	Clerical	Rs. 230/- per day

Explanation:

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

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

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

(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 involves in the execution of these works.

(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, 4th March, 2013.

Department of Law & Judiciary

Law (Establishment) Division

Notification

8-6-2012-LD(Estt)(A)/388

In exercise of the powers conferred by section 78 of the Indian Registration Act, 1908 (Central Act XVI of 1908), read with section 21 of the General Clauses Act, 1897 (Central Act 10 of 1897), the Government of Goa hereby further amends the Table of Fees, published in the Government Gazette (Supplement), Series I No. 31 dated 1-11-1965, as follows, namely:—

In the Table of Fees, in Article I, in item (4), in clause (a), the existing Note shall be omitted.

This Notification shall come into force with immediate effect.

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

Vasanti H. Parvatkar, Under Secretary (Establishment).

Porvorim, 14th March, 2013.

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Department of Personnel

Notification

1/1/2013-PER

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Goa hereby makes the following rules to regulate the recruitment to the Group 'C', Non-Ministerial, Non-Gazetted posts, in the Directorate of Art & Culture, Government of Goa, namely:—

1. *Short title, application and commencement.*— (1) These rules may be called the Government of Goa, Directorate of Art & Culture, Group 'C', Non-Ministerial, Non-Gazetted posts, Recruitment Rules, 2013.

(2) They shall apply to the posts specified in column (2) of the Schedule to these rules (hereinafter called as the "said Schedule").

(3) They shall come into force from the date of their publication in the Official Gazette.

2. *Number, classification and scale of pay.*— The number of posts, classification of the said post and the scale of pay attached thereto shall be as specified in columns (3) to (5) of the said Schedule:

Provided that the Government may vary the number of posts specified in column (3) of the said Schedule from time to time subject to exigencies of work.

3. *Method of recruitment, age limit and other qualifications.*— The method of recruitment to the said post, age limit, qualifications and other matters connected therewith shall be as specified in columns (6) to (14) of the said Schedule.

4. *Disqualification.*— No person who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where, the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Saving.*— Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for Scheduled Castes and other special categories of persons in accordance with the orders issued by the Government from time to time in that regard.

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

Yetindra M. Maralkar, Additional Secretary (Personnel).

Porvorim, 6th March, 2013.

SCHEDULE

Serial No.	Name/ /Designation of the post	Number of posts	Classification of pay	Scale of pay	Whether selec- tion post or non- selec- tion post	Age limit for direct recruits	Whether the benefit of added years of service is admissible under Rule 30 of CCS (Pension) Rules, 1972	8	9	10	11	12	13	14
1.	Music Trainers.	250	Group 'C', Non- Ministe- rial, Non- -Gaze- tted.	PB-1 Rs. 5,200- + Grade pay Rs. 2,800/-.	Selec- tion.	Not exceeding 40 years (Relaxable for Govern- ment servants upto 5 years in accor- dance with the instruc- tions or orders issued by the Govern- ment).	7(a)	N. A. Essential: (1) Bachelor of Music or Visharad Degree from Gandharva Mahavidyalaya or Sangeet Parangat from Kala Academy or equivalent. OR Licentiate of Trinity College of London or Licentiate of Royal College of London or 10th Grade in Music from Kala Academy. (2) Knowledge of Konkani. Desirable: Knowledge of Marathi.	N. A.	Two years.	By direct recruitment.	N. A.	Group 'C', D.S.C./D.P.C.	N. A.
							Whether age & educational qualifications prescribed for the direct recruits will apply in the case of promotees	Educational and other qualifications required for direct recruits		Period of proba- tion, if any	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ transfer/contract and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/ deputation/ transfer, grades from which promotion/ deputation/ transfer is to be made	If a D.S.C./ D.P.C. exists, what is its compo- sition	Circum- stances in which the Goa Public Service Commission is to be consulted in making recruitment

1	2	3	4	5	6	6(a)	7	8	9	10	11	12	13	14
2. Accompanists. (2013)	250	Subject to variation dependent on workload.	Group 'C', Non-Mini-sterial, Non-Gazetted.	PB-1 Rs. 5,200-20,200 + Grade pay Rs. 2,400/-.	Selection exceeding 40 years (Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Government).	Not exceeding 40 years (Relaxable for Government servants upto 5 years in accordance with the instructions or orders issued by the Government).	N. A.	Essential: (1) Madhyama Purna from Gandharva Vidyalyaya or Sangeet Kushal from Kala Academy or equivalent. OR Associate of Trinity College of London or Associate of Royal College of London or 8th Grade in Music from Kala Academy. (2) Knowledge of Konkani. <i>Desirable:</i> Knowledge of Marathi.	N. A.	Two years.	By direct recruitment.	N. A.	Group 'C', D.S.C./D.P.C.	N. A.



Department of Revenue

Notification
16/5/2012-RD

In exercise of the powers conferred by sub-section (1) of section 3 of the Goa Land Revenue Code, 1968 (Act No. 9 of 1969) read with section 21 of the General Clauses Act, 1897 (Act 10 of 1987), the Government of Goa hereby amends the Government Notification No. RD/LND/213/69-71/II dated 15-2-1971, published in the Official Gazette, Series I No. 47 dated 18-2-1971 (hereinafter called the "said Notification"), as follows:—

In the Schedule I appended to the said Notification, in column 5, against Taluka Bicholim, for the words "Cassabe de Sanquelim" appearing against serial number (8) therein, the word "Sakhali" shall be substituted.

This Notification shall come into force with immediate effect.

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

Ashutosh Apte, Under Secretary (Revenue-I).

Porvorim, 8th March, 2013.

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