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SERIES I No. 32

# OFFICIAL GAZETTE



# GOVERNMENT OF GOA

PUBLISHED BY AUTHORITY

## SUPPLEMENT

### GOVERNMENT OF GOA

Department of Labour

#### Notification

24/21/2009-LAB-III/618

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in cotton textile, cottonspinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the

date of publication of this Notification in the Official Gazette.

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

#### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including hand-loom weaving**", as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages
(1)	(2)	(3)
(I)	Unskilled	Rs. 553/- Per day
(II)	Semi Skilled	Rs. 625/- Per day
(III)	Skilled	Rs. 734/- Per day
(IV)	Highly Skilled	Rs. 806/- Per day
(V)	Clerical	Rs. 734/- Per day

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

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

B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

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

(b) Semi-skilled: Semi-skilled work is one, which involves skill or competence acquired

through experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory work.

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

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

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

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

(4) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar 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 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.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 2nd November, 2022.

**Notification**

24/21/2009-LAB-III/619

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Agriculture**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

All persons likely to be affected there by may forward their suggestions and objections, if any, to the Secretary (Labour),

Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalization of the said proposal.

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely,

"**Employment in Agriculture**", as shown in the Schedule below:-

**SCHEDULE**

Sr. No.	Category of work	Minimum rates of basic wages per day
(1)	Unskilled	Rs. 425/- Per day
(2)	Semiskilled/ Supervisory	Rs. 461/- Per day
(3)	Skilled/Clerical	Rs. 516/- Per day
(4)	Highly Skilled	Rs. 553/- Per day

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*Explanations.*— 1) Where, in any area/ establishment of Scheduled employment, wages revised by this notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulations attached to the

conditions of contract, the higher rates would be payable as minimum wages under this notification.

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

3) Male, Female and transgender workers shall be paid the same rates of wages revised for the category and for similar 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 existing practice of giving meals, food grains, etc., shall continue in addition to the payment of cash wages as specified in this notification.

6) 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.

7) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

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**Notification**

24/21/2009-LAB-III/620

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled

employment, namely, "**Employment in Saw Mills**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

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

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Saw Mills**", as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Details of Categories	Minimum rates of basic wages
(1)	(2)	(3)
<b>UNSKILLED</b>		
(1)	Helper	Rs. 553/- per day
(2)	Mazdoor Coolie/ Labourer	
(3)	Office Boy	
(4)	Peon	
(5)	Cleaner	
(6)	Gardener	
(7)	Chowkidar/ Watchman	

(1)	(2)	(3)	(1)	(2)	(3)
(8)	Manai/Hamal				work of the nature
(9)	Sweeper				done by the persons
(10)	Weighman				falling under fore
(11)	Bullock Cart Driver				going entries.
(12)	Water Carrier				GENERAL STAFF
(13)	Attendant		(A)	Supervisor in charge	Rs. 734/- per day
(14)	Messenger		(B)	(1) Accountant	
(15)	Porter			(2) Office in Charge	
(16)	Any other categories, by whatever name called, doing the work of the nature done by the persons falling under foregoing entries.		(C)	(1) Accounts Clerk	
				(2) Cashier	
				(3) Clerk	
				(4) Store Keeper	
			(D)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
SEMI-SKILLED					
(1)	Assistant Cutter	Rs. 625/- per day			
(2)	Assistant Sharpner				
(3)	Assistant Operator				
(4)	Assistant Bensaw Man				
(5)	Assistant Carpenter				
(6)	Assistant Polisher				
(7)	Assistant Mistri				
(8)	Assistant Dharwala				
(9)	Coalman				
(10)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.				
SKILLED					
(1)	Head Mistri	Rs. 734/- per day			
(2)	Cutter				
(3)	Supervisory				
(4)	Sharpner/ Dharwala				
(5)	Cutter Machine Operator				
(6)	Polisher				
(7)	Artist				
(8)	Driver				
(9)	Painter				
(10)	Carpenter				
(11)	Bensaw Men				
(12)	Upholsterer				
(13)	Any other category, by whatever name called, doing the				

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from

January to June and July to December of the preceding period respectively.

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

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

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

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

(III) Male, female and transgender shall be paid the same rates of wages revised for the category and for equal work.

(IV) 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.

(V) The minimum rates of wages include the wages for weekly day of rest.

(VI) 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.

(VII) 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.

(VIII) 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.

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 2nd November, 2022.

## Notification

24/21/2009-LAB-III/621

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Brick and Tiles Manufacture**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

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

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories

of employees employed in various trades in the Scheduled employment, namely, "**Employment in Brick and Tiles manufacture**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)
<b>CATEGORY-I</b>		
(1)	Foreman	Rs. 806/- per day
(2)	Mistri	
(3)	Production Superintendent	
(4)	Technician Grade	
(5)	Production In Charge	
(6)	Chief Operator	
(7)	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
<b>CATEGORY-II</b>		
(1)	Pressman	Rs. 734/- 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)	Draft man	
(12)	Electrician	
(13)	Carpenter	
(14)	Fitter	
(15)	Turner	
(16)	Welder	
(17)	Crusher Operator	
(18)	Technician	
(19)	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

1	2	3
<b>CATEGORY-III</b>		
(1)	Assistant Supervisor	Rs. 625/- per day
(2)	Assistant Electrician	
(3)	Assistant Carpenter	
(4)	Assistant Turner	
(5)	Assistant Welder	
(6)	Assistant Machine Operator	
(7)	Assistant Fitter	
(8)	Assistant Fireman	
(9)	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
<b>CATEGORY-IV</b>		
(1)	Clay Slakers	Rs. 553/- per day
(2)	Helpers	
(3)	Labourer	
(4)	Sweeper	
(5)	Peon	
(6)	Gardener	
(7)	Hamal	
(8)	Worker	
(9)	Coolie	
(10)	Office Boy	
(11)	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
<b>ADMINISTRATION-V</b>		
(1)	Manager	Rs. 806/- per day
(2)	Head Clerk	
(3)	Accountant	
(4)	Senior Store Keeper	
(5)	Store Superintendent	
(6)	Stenographer	
<b>CLERICAL-VI</b>		
(1)	Clerk	Rs. 734/- per day
(2)	Store Keeper	
(3)	Store Clerk	
(4)	Accounts Clerk	
(5)	Cashier	
(6)	Typist	
(7)	Telephone Operator	

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

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

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

3) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

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

5) 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.

6) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 2nd November, 2022.

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**Notification**

24/21/2009-LAB-III/622

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the



date of publication of this notification in the Official Gazette.

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

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Readymade Garments Manufactory**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)

(I) UNSKILLED

(1)	Helper	Rs. 553/- per day
(2)	Thread Cutter	
(3)	Sweeper	
(4)	Peon	
(5)	Labourer	
(6)	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skills, are not considered as semi-skilled workers.	

(1)	(2)	(3)
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(II) SEMI-SKILLED

(1)	Button Stitcher	Rs. 625/- per day
(2)	Button Holders	
(3)	Patter Tracers	
(4)	Kaj Operators	
(5)	Ironing	
(6)	Asstt. Tailor	
(7)	Asstt. Stitcher	
(8)	Employees with any other designation falling within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person and include those designated as assistants or Juniors.	

(III) SKILLED

(1)	Master Tailor	Rs. 734/- per day
(2)	Cutter	
(3)	Designer	
(4)	Driver	
(5)	Machine Operator	
(6)	Stitcher	
(7)	Employees with any other designated 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. 734/- per day
(2)	Telephone Operator	
(3)	Receptionist	
(4)	Accounts Clerk	
(5)	Store Keeper	
(6)	Employees with any other designation falling within the ambit of foregoing category.	

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*Explanation.*— 1) Where, in any area/ establishment of Scheduled employment, wages revised under this notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or 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) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

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

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 minimum rates of wages revised for the class/category to which he/she belongs under this notification.

6) 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.

7) The minimum rates of wages include the wages for weekly day of rest.

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

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

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

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

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

—  
**Notification**

24/21/2009-LAB-III/623

The following draft Notification which is proposed to be issued by the Government

of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**", is here by published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

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

#### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Breweries and Distilleries**", as shown in the Schedule below:—

SCHEDULE		
Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)
CATEGORY-I		
(1)	Manager	Rs. 806/- per day
(2)	Head Clerk	
(3)	Accountant	
(4)	Chemist	
(5)	Section Head	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Head Air-conditioning Operator	
(9)	Any other category, by whatever name called, doing work of the nature done by the persons falling under the foregoing entries.	
CATEGORY-II		
(1)	Machine Operator	Rs. 734/- per day
(2)	Air-conditioning Operator	
(3)	Fitter Operator	
(4)	Mechanic	
(5)	Refrigeration Mechanic	
(6)	Cashier	
(7)	Steno Typist	
(8)	Accounts Clerk/Driver	
(9)	Clerk	
(10)	Electrician	
(11)	Operator	
(12)	Store Keeper	
(13)	Sales Supervisory	
(14)	Car/Van Driver	
(15)	Laboratory Technician	
(16)	Loading Hand	
(17)	Store Clerk	
(18)	Assistant Operator	
(19)	Assistant Air Conditioner	
(20)	Operator	
(21)	Welder	
(22)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

1	2	3
CATEGORY-III		
(1)	Laboratory Assistant	Rs. 553/- per day
(2)	Trainee Lab. Chemist	
(3)	Trainee Operator	
(4)	Trainee Charge Hand	
(5)	Gardener	
(6)	Bottle Washer	
(7)	Peon	
(8)	Worker	
(9)	Watchman	
(10)	Labourer/Sweeper	
(11)	Boiler Attendant	
(12)	Assistant Fitter	
(13)	Assistant Operator	

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*Explanations.*— 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 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.

3) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar 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 payable to adolescent shall be the same as payable to an adult, revised under this notification.

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

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.

8) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

—  
**Notification**

24/21/2009-LAB-III/624

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1)

of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

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

#### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Processing and Canning of Food Stuff including Fish and Beverages**", as shown in the Schedule below:—

SCHEDULE		
Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)
CATEGORY-I		
(A) (1)	Supervisor-in-charge	Rs. 806/- per day
(2)	Accountant	
(3)	Head Operator	
(4)	Head Conditioning Operator	
(5)	Chemist	
(6)	Sales Supervisor	
(7)	Head Operator	
(8)	Office-in-Charge	
(9)	Any other category, by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.	
(B) (1)	Store keeper	Rs. 734/- per day
(2)	Clerk	
(3)	Steno Typist	
(4)	Supervisor	
(5)	Driver	
(6)	Salesman Operator	
(7)	Grader	
(8)	Washing Machine Operator	
(9)	Cashier	
(10)	Electrician	
(11)	Carpenter	
(12)	Refrigerator	
(13)	Mechanic/Operator	
(14)	Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
CATEGORY-II		
1)	Junior Mechanic	Rs. 625/- per day
2)	Assistant Store Keeper	
3)	Dealing Boy	
4)	Mechanic Operator	
5)	Processor	
6)	Peeling Mechanic Operator	

1	2	3
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.	Rs. 625/- per day
CATEGORY-III		
1)	Grinder	Rs. 553/- per day
2)	Mixer	
3)	Cleaner/Washer Helper	
4)	Peeler	
5)	Labourer	
6)	Bottle Loading Operator	
7)	Gardener	
8)	Ice Loader	
9)	Loader  Any other category by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December,

2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*Explanations.*— 1) Where, in any area/ establishment of Scheduled employment, wages revised by this notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract 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) Male, female and transgender workers shall be paid the same rates of wages revised for the same category or for equal work.

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

5) Where part time worker are employed, they shall be paid on pro-rata basis 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.

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.

8) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

**Notification**

24/21/2009-LAB-III/625

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken in to consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

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

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the

minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in any industry in which any process of printing by letterpress, lithography, photogravure or other similar work incidental to such process or book binding is carried on", as shown in the Schedule below:-

**SCHEDULE**

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I) UNSKILLED		
(1)	Peon	Rs. 553/- per day
(2)	Mazdoor	
(3)	Cleaner	
(4)	Helper	
(5)	Delivery Bagman	
(6)	Sweeper	
(7)	Head Operator	
(8)	Carpenter-Helper	
(9)	Stone Grinder	
(10)	Rotary Baller	
(11)	Store Baller	
(12)	Labourer (Manai)	
(13)	Cylinder Baller	
(14)	Any other categories, by whatever names called, which are of unskilled nature.	
(II) SEMI-SKILLED		
(1)	Assistant Camera Operator	Rs. 625/-per day
(2)	Assistant Transfer Printer	
(3)	Assistant Etcher	
(4)	Letter Press Feeder	
(5)	Checker	
(6)	Distributor	
(7)	Packer	
(8)	Embossing Machine man	
(9)	Assistant Toucher	
(10)	Assistant Copy Paster	
(11)	Flat Bed Feeder	

1	2	3	1	2	3
(12) Varnisher			(16) Hand Pressman		
(13) Wax Machineman			(17) Offset Plate Maker		
(14) Cold Powderer			(18) Copy Paster		
(15) Wireman			(19) Punch Maker		
(16) Type-cutter			(20) Electrician		
(17) Nine-Baller			(21) Assistant Foreman		
(18) Proof Puller			(22) Cylinder Pressman		
(19) Tally Pressman			(23) Compositor		
(20) Type Dresser		Rs. 625/- per day	(24) Imposer		
(21) Roller Maker			(25) Mono Caster		
(22) Roller Cutter			(26) Binder		
(23) Plate Grainer			(27) Cutter		
(24) Knife Sharpner			(28) Carpenter		
(25) Ink Grinder			(29) Box Puncher		
(26) Wire Stitcher			(30) Mounter		
(27) Perforator			(31) Any other categories, by whatever names called, which are of skilled nature.		
(28) Lable Puncher					
(29) Rulling Machine Feeder			(IV) GENERAL		
(30) Reaming Man			(A) (1) Head Clerk		Rs. 734/- per day
(31) Metal Caster			(2) Accountant		
(32) Any other categories, by whatever names called, which are of semi-skilled nature.			(3) Supervisor		
(III) SKILLED WORKERS			(B)(1) Clerk		Rs. 625/- per day
(A) (1) Lino Operator		Rs. 734/- per day	(2) Typist		
(2) Mono Operator			(3) Cashier		
(3) Lino Mechanic			(4) Telephone Operator		
(4) Foreman			(5) Time Keeper		
(5) Head Proof Reader			(6) Booking Clerks		
(6) Sub Editor			(7) Receptionist		
(7) Reporter			(8) Accounts Assistant		
(8) Offset Foreman			(9) Steno Typist		
(9) Camera Operator			(10) Store Keeper		
(10) Rotary Foreman					
(11) Flatbed Operator					
(12) Artist					
(13) Ludio Operator					
(14) Proof Reader					
(15) Printer					

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

(A) Basic rates of wages as set out in Column (3) of the Schedule, Annexed to this notification and payable to the



categories of employees mentioned against them in Column (2) thereof; and

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*Explanation.*— (1) The wages for the categories specified in the Schedule are linked with the norms of work at Annexure 'A' hereto and revised accordingly. If any employee fails to complete his norm of work of 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 judgment.

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

(5) Male, female and transgender employee shall be paid the same rates of wages revised 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 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.

(8) The minimum rates of wages include the wages for weekly day of rest.

## ANNEXURE 'A'

## Norms of Work

Sr. No.	Category	Mode of Work	Minimum daily Production
(1)	(2)	(3)	(4)
(1)	Mono-Operator	12 points English 12 points Devanagri	40.000 cms. 25.000 cms.
(2)	Mono-Caster	—do—	42.000 cms. 42.000 cms.
(3)	Page Making	20 x 26 cent, 20 x 30 cent 16 pages	2 Forms.
(4)	Imposer	20 x 30 cent 16 pages	5 Forms.
(5)	Line-Operator	12 points English	30.000 cms.
(6)	Hand Composing (with Distribution)	12 points English 12 points Devanagri (Akand Types)	3.000 corrected cms. 2.000 Corrected cms.
		12 points Devanagri (Degree Types)	1.600 Corrected cms.
(7)	Distributor	12 points English 12 points Devanagri (Akand Types)	10.200 cms. 08.000 cms.
		12 points Devanagri (Degree Types)	06.000cms.
(8)	Type Casting	12 points Super Cast	12 kg.
(9)	Proof Reader	16 pages 9 cent x 13 cent (Two Languages)	30 kg.
(10)	Printing on Cylinder with make ready	44½ x 57 cent.	06.000 copies
	Platten (Power) with Ready	25½ x 38 cent	06.000 copies
	Printing on Cylinder without make ready	44½ x 57 cent	7.500 copies
	Platten (Power) without make ready	25½ x 38 cent	8.500 copies
	Printing on Traddle (on foot) with make ready.	25½ x 38 cent	8.500 copies
	Printing on Traddle (on Foot) without make ready	25½ x 38 cent	6.000 copies
(11)	Machine Folding	Double Fold other large size paper	20.000 papers 15.000 papers
(12)	Hand Folding	Form of the three folds	3.000 papers
(13)	Collating	44½ x 57 cms	15,000 Forms
(14)	Ruling on hand fed machine	34 cms x 43 cms sheets	11,000 papers
(15)	Stitching by hand	6 quires, 3 stitching Sections	1,600 Forms
(16)	Stitching by machine	-do-	8,000 Forms.

1	2	3	4
(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 per day.

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

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 2nd November, 2022.

### Notification

24/21/2009-LAB-III/626

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said

period of two months so that such suggestions and objections could be taken into consideration at the time of finalization of the said proposal.

### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in private hospital, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinic including such establishments where medical treatment is given to patients**", as shown in the Schedule below:-

### SCHEDULE

Sr. No.	Details of Categories	Basic rates of Minimum wages per day
(1)	(2)	(3)
(I)	HIGHLY SKILLED	
(A)(1)	Secretary	Rs. 806/- per day
	(2) Lab Technician	
	(3) X-Ray Technician	
	(4) Senior Physiotherapist	
	(5) Senior Occupational Therapist	
	(6) Medical and Psychiatrist Social Worker.	

1	2	3	1	2	3
(B) (1) Assistant Manager		Rs. 734/- per day	(B) (1) Assistant Home Sister		Rs. 625/- per day
(2) Head Clerk			(2) Assistant Theatre Sister		
(3) Supervisor			(3) Assistant Public Health Nurse		
(4) Accountant (Senior)			(4) Assistant Nursing Sister		
(5) Steward			(5) Assistant Medico Social Worker		
(6) Head Cook			(6) Assistant Chief Hospital Pharmacist.		
(7) Slimming Coach			(7) Technical Asstt. Radiologist		
(8) Junior Physician			(8) Technical Asstt. (CSSD)		
(9) Ayurvedic Physician (Diploma)			(9) Technical (Bio-Chemistry)		
(10) Homo co Physician (Diploma)			(10) Technical (Dialysis)		
(11) Office Superintendent			(11) Technical (Contechtlence)		
(12) Auditor (Senior)			(12) Technical (B. Bank)		
(13) Malaria Inspector (Senior)			(13) Technical (Anaesthesia)		
(14) Senior Surveillance Inspector			(14) Technical (Allergy-Clinic)		
(15) Treatment Organizer			(15) Technical (Life Saving)		
(16) B.C.G. Team Leader			(16) Statistical Assistant		
(II) SKILLED			(17) Assistant Dietician		
(A) (1) Home Sister		Rs. 734/- per day	(18) Electrician		
(2) Theatre Sister			(19) Workshop Supervisor		
(3) Nursing Sister			(20) Radiographer Senior		
(4) Public Health Nurse			(21) Theatre Technician		
(5) Ward Sister			(22) E.C.G. Technician		
(6) Theatre Master			(23) Technician		
(7) Medico Social Worker			(24) Pharmacist		
(8) Staff Nurse			(25) Lab. Technician		
(9) Health Visitor			(26) Dental Hygienist		
(10) Dietician			(27) Dental Mechanic		
(11) Senior Technical Asstt.			(28) C.C.U. Assistant		
(12) Senior Technical Asstt. (Resp.)			(29) Urban Leprosy Assistant		
(13) Senior Technical Asstt. (Nuclear)			(30) Telephone Monitor		
(14) Senior Scientifical Asstt. (Endocrine)			(31) Artist		
(15) Scientifical Asstt. (Dial)			(32) Cook		
(16) Senior Scientifical Asstt. (Endlos)			(33) Tailor		
(17) Senior Pharmacist			(34) Compounder		
(18) Siomicroscopic			(35) Dresser		
(19) Tutor Radiology			(36) Lab. Attendant		
(20) Theatre Supervisor			(37) C.S.S.D. Attendant		
(21) Tech. Supervisor (Lab)			(38) Dark Room attendant		
(22) Senior Photographer			(39) Senior Ward Orderlies		
(23) Physiotherapist			(40) Animal Attendant		
(24) Occupation Therapist			(41) Auxiliary Nurse/Midwife		
(25) Chief Hospital Pharmacist			(42) Washerman (Dhobi)		
(26) Selection Grade Pharmacist			(43) Barber (Hair Cuter)		
(27) Sanitary Inspector			(44) Optician		
(28) Audio Usual Technician			(45) Lin Operator		
(29) Telephone Operator			(46) Blacksmith		
(30) Field Assistant			(IV) UNSKILLED		
(31) Blacksmith (Class I)			(1) Sweeper		Rs. 553/- per day
(32) Malaria Inspector			(2) Watchman		
(33) Surveillance Inspector.			(3) Ward Boy		

1	2	3
(4) Peon		
(5) Ray Boy		Rs. 553/- per day
(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. 734/- per day
(2) Telephone Attendant	
(3) Typist	
(4) Cashier	
(5) Steno Typist	
(6) Reception	

Publication of this notification in the Official Gazette shall consist of:-

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

(B) The special allowance (hereinafter referred to as variable dearness allowance)

in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

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

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

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

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

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

4) Male, female and transgender workers have to be paid the same rates of wages as revised for the same category and for equal work.

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

6) 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.

7) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 2nd November, 2022.

### Notification

24/21/2009-LAB-III/627

The following draft Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby

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

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

### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Public Motor Transport Undertaking and Employment in Private Motor Transport Undertaking**", as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Details of Categories	Minimum rates of Basic wages per day
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Peon	Rs. 553/- per day
(2)	Chowkidar	
(3)	Sweeper	
(4)	Porter	
(5)	Cleaner	
(6)	Helper	
(7)	Mazdoor	
(8)	Watchman	
(9)	Coolie	
(10)	Any other category, by whatever name called, which is unskilled nature.	

1	2	3	1	2	3
(II) SEMI-SKILLED			(V) GENERAL STAFF		
(1)	Electrician (Helper)	Rs. 625/- per day	(Clerical etc.) (A)		
(2)	Mechanic (Helper)		(1)	Clerk	Rs. 734/- per day
(3)	Fitter (Helper)		(2)	Typist	
(4)	Blacksmith (Helper)		(3)	Booking Clerk	
(5)	Carpenter (Helper)		(4)	Store Clerk	
(6)	Welder (Helper)		(5)	Store Keeper	
(7)	Turner (Helper)		(6)	Ledger Keeper	
(8)	Machinist (Helper)		(7)	Steno Typist	
(9)	Cushion Maker (Helper)		(8)	Receptionist	
(10)	Vulcanizer (Helper)		(9)	Checker	
(11)	Painter (Helper)		(10)	Cashier	
(12)	Boring Barman		(11)	Account Clerk	
(13)	Spray man		(12)	Time Keeper	
(14)	Conductor		(13)	Telephone Operator	
(15)	Any other category, by whatever name called, which is of semi-skilled nature.		(14)	Store Issuer	
			(15)	Tally Clerk	
			(16)	Head Clerk	
			(17)	Auditor/Accountant	
			(18)	Head Cashier	
(III) SKILLED					
(1)	Mechanic	Rs. 734/- per day	The revised minimum rates of wages which shall be effective from the date of publication of this Notification in the Official Gazette shall consist of:-		
(2)	Fitter		(A) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and		
(3)	Electrician		(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the		
(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				
(18)	Any other category, by whatever name called, which is of skilled nature				
(IV) HIGHLY SKILLED					
(A)					
(1)	Head Mechanic	Rs. 806/- per day			
(2)	Garage Supervisor				
(3)	Driver (Goods Transport)				
(B)					
	Driver (light vehicle, Passenger Transport and bus)	Rs. 734/- per day			

period from January to June and July to December of the preceding period respectively.

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

(2) (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) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

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

(6) 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.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 2nd November, 2022.

## Notification

24/21/2009-LAB-III/628

The following draft Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Automobile Repairing Workshops and Garages**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

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

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various



categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in Automobile Repairing Workshops and Garages”**, as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)

## (I) SUPERVISORY AND HIGHLY SKILLED STAFF

(1) Manager	Rs. 806/- per day
(2) Engineer	
(3) Foreman	
(4) Head Clerk	
(5) Head Mechanic	
(6) Accountant	

## (II) MECHANIC GRADE

(1) Engine Mechanic	Rs. 734/- per day
(2) Fitters	
(3) Machinist	
(4) Painter	
(5) Tinsmith	
(6) Carpenter	
(7) Electrician	
(8) Welder	
(9) Blacksmith	
(10) Borer	
(11) Auto-Electrician	
(12) Vulcanizer	
(13) Driller	

## (III) GENERAL STAFF

(1) Assistant Accountant	Rs. 734/- per day
(2) Clerk	
(3) Typist	
(4) Cashier	
(5) Telephone Operator	
(6) Store Keeper	
(7) Sales Man	
(8) Time Keeper	
(9) Bill Collector	
(10) Driver	
(11) Booking Clerk	
(12) Store Clerk	
(13) Steno-Typist	
(14) Tally Clerk	
(15) Receptionist	
(16) Supervisor	
(17) Assistant Electrician (Grade-I)	
(18) Assistant Mechanic (Grade-I)	

1	2	3
(19) Assistant Fitter (Grade-I)		Rs. 734/- per day
(20) Assistant Blacksmith (Grade-I)		
(21) Assistant Carpenter (Grade-I)		
(22) Assistant Welder (Grade-I)		
(23) Assistant Turner (Grade-I)		
(24) Assistant Machinist (Grade-I)		
(25) Assistant Cushion Maker (Grade-I)		
(26) Assistant Vulcanizer (Grade-I)		
(27) Assistant Painter (Grade-I)		
(28) Assistant Boring Barman (Grade-I)		
(29) Assistant Sprayman (Grade-I)		
(30) Assistant Batteryman (Grade-I)		
(31) Assistant Tinsmith (Grade-I)		
(32) Office Assistant (Grade-I)		
(33) Assistant Electrician (Grade-II)		Rs. 625/- per day
(34) Assistant Mechanic (Grade-II)		
(35) Assistant Fitter (Grade-II)		
(36) Assistant Blacksmith (Grade-II)		
(37) Assistant Carpenter (Grade-II)		
(38) Assistant Welder (Grade-II)		
(39) Assistant Turner (Grade-II)		
(40) Assistant Machinist (Grade-II)		
(41) Assistant Cushion Maker (Grade-II)		
(42) Assistant Vulcanizer (Grade-II)		
(43) Assistant Painter (Grade-II)		
(44) Assistant Boring Barman (Grade-II)		
(45) Assistant Sprayman (Grade-II)		
(46) Assistant Batteryman (Grade-II)		

1	2	3
(47) Assistant Tinsmith (Grade-II)		
(48) Office Assistant (Grade-II)		
(IV) UNSKILLED		
(1) Cleaner		Rs. 553/- per day
(2) Mazdoor		
(3) Coolie		
(4) Sweeper		
(5) Helper		
(6) Peon		
(7) Chowkidar		
(8) Watchman		
(9) Pump/serviceman		
(10) Vehicle Attendant		
(11) Petrol Pump Attendant		
(12) Office Boy		
(13) Attendant		
(14) Messenger		

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to

December of the preceding period respectively.

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

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

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

(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 judgment or decision involved in the execution of these tasks.

(3) Male, female and transgender workers shall be paid same rates of wages 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 to them shall be at rate not less than the minimum rates of wages revised for the class/category to which they belong under this notification.

(5) 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.

(6) 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.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 2nd November, 2022.

### Notification

24/21/2009-LAB-III/629

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and Sale of Electronic Products**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken in to consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said

period of two months so that such suggestions and objections could be taken in to consideration at the time of finalization of the said proposal.

### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II(1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and sale of Electronic Products**", as shown in the Schedule below:-

### SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I)	Unskilled	Rs. 553/-per day
(II)	Semi-skilled	Rs. 625/-per day
(III)	Skilled	Rs. 734/-per day
(IV)	Highly Skilled	Rs. 806/- per day
(V)	Clerical	
	(i) Clerk/Typist	Rs. 734/-per day

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise

for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

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

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

(3) Male, female and transgender workers have to be paid the same rates of wages 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 to them shall be at rate not less than the minimum rates of wages revised for the class/category to which he belongs under this notification.

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

(b) Semi-skilled work is one, which involves skill or competence acquired through

experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.

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

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

(6) 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.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 2nd November, 2022.

### Notification

24/21/2009-LAB-III/630

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees

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

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

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series 1 No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cinema Exhibition Industry**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)
CATEGORY-I		
(1)	Manager	Rs. 806/- per day
(2)	Head Clerk	
(3)	Auditor	
(4)	Head Operator/Chief Operator/First Operator	

1	2	3
(5)	Head Air-Conditioning Operator	Rs. 806/- per day
(6)	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY-II		
(1)	Assistant Manager	Rs. 734/- per day
(2)	Supervisor	
(3)	Stenographer	
(4)	Clerk	
(5)	Telephone Operator	
(6)	Typist	
(7)	Wireman	
(8)	Car/Van Driver	
(9)	Operator	
(10)	Electrician	
(11)	Storekeeper	
(12)	Store Clerk	
(13)	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY-III		
(1)	Assistant Operator	Rs. 625/- 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. 553/- per day
(2)	Caretaker	
(3)	Reliever	
(4)	Lift-man	
(5)	Watchman	
(6)	Oilman	
(7)	Hamal	
(8)	Helper	
(9)	Battery Boy	
(10)	Poster man	
(11)	Sweeper	
(12)	Cleaner	
(13)	Mali	

1	2	3
(14)	Gardener	Rs. 553/- per day
(15)	Peon	
(16)	Office Boy	
(17)	Cycle Stand Boy	
(18)	Handbill Boy	
(19)	Attendant	
(20)	Messenger	
(21)	Announcer	
(22)	Scavenger	
(23)	Manai/Labourer	
(24)	Polish wala	

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*Explanation.*— (1) Where, in any area/ establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Government or by agreement or settlement or contract or contractors'

regulation attached to the conditions of contract, the higher rate would be payable as minimum wages under this Notification.

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

(3) Male, female and transgender workers shall be paid the same rate of wages revised for the same category or for equal work.

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

(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 minimum rates of wages revised for the class/category to which he/she belongs under this notification.

(6) 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.

(7) The minimum rates of wages include the wages for weekly day of rest.

By order and in the name of the  
Governor of Goa

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

### Notification

24/21/2009-LAB-III/631

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official

Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this Notification in the Official Gazette.

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

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in Cashew Factories and Establishments**", as shown in the Schedule below:-

SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)
CATEGORY-I		
(I)	Grader	Rs. 553/- per day with a work load of 100 kg per day

1	2	3
(2)	Roaster	
(3)	Packer	
(4)	Soldere	
(5)	Dryer (bhattiwala)	
(6)	Soaker	
(7)	Carpenter	
(8)	Stencillor	
(9)	Bag Carriers	
(10)	General Workers	
(11)	Sheller and Peeler	
(12)	Peon	
(13)	Watchman	
(14)	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr.No. (2) to (12) above.	
(15)	Supervisory (Grading)	Rs. 734/-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. (14) above.	
(16)	Clerk (with qualification S.S.C.E. and above)	Rs. 734/- per day
(17)	Typist	
(18)	Cashier	
(19)	Storekeeper	
(20)	Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos. (16) to (19) above.	
(21)	Driver	

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July 2022 to 31st December 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*Explanation.*— (1) Where, in any area/ establishment of Scheduled employment, wages revised under this notification are lower than the wages fixed by the Central Government or by agreement or contractor 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) Male, female and transgender workers shall be paid have to be paid the same rates of wages revised for the category and for equal work.

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

(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

class/category, to which he/she belongs under this notification.

(6) 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.

(7) The minimum rates of wages include the wages for weekly day of rest.

By order and in the name of the  
Governor of Goa

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

### Notification

24/21/2009-LAB-III/632

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (i) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in the supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

All persons likely to be affected thereby may forward their suggestions and objections, if any, to the Secretary (Labour), Government



of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalization of the said proposal.

DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in the supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 and the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, **“Employment in pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products”**, as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I)	Unskilled	Rs. 553/- Per day
(II)	Semi Skilled	Rs. 625/- Per day
(III)	Skilled	Rs. 734/- Per day
(IV)	Highly Skilled/ Supervisory	Rs. 806/- Per day
(V)	Clerical	Rs. 734/- Per day

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for

every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*Explanation.*— (1) (a) Unskilled work is one which involves simple operation requiring no skill or experience of the job.

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

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

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

(2) 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.

(3) Male, female and transgender 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 beat a rate not less than the minimum rates revised under this notification.

(5) 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.

(6) The minimum rates of wages include the wages for weekly day of rest.

(7) 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.

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

### Notification

24/21/2009-LAB-III/633

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (i) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in the supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of**

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

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

### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in the supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 and the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**(i) Employment in construction or maintenance of roads or in building operators (ii) Stone breaking and stone crushing; and (iii) Maintenance of building**", as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(I) (A) UNSKILLED		
(1)	Belder	Rs. 553/- 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	

OFFICIAL GAZETTE — GOVT. OF GOA  
(SUPPLEMENT)

SERIES I No. 32

10TH NOVEMBER, 2022

1	2	3	1	2	3
(11)	Peon		(5)	Driller	Rs. 625/- per day
(12)	Sewerman		(6)	Excavator	
(13)	Title Turner		(7)	Fitter (Assistant Semi-skilled)	
(B) UNSKILLED			(8)	Head Surveyor	
(1)	Bhisti	Rs. 553/- per day	(9)	Blacksmith	
(2)	Bullock Cart driver		(10)	Mason (bricklayer, second class)	
(3)	Coolie		(11)	Quarryman	
(4)	Hamal		(12)	Quarry operator	
(5)	Khalasi		(13)	Male (Blacksmith Carpenter)	
(6)	Labourer		(14)	Stonebreaker	
(7)	Manai		(15)	Stoneman	
(8)	Mazdoor		(16)	Stonecutter (Higher Grade)	
(9)	Sweeper		(17)	Upholstered (Grade II)	
(10)	Watchman		(18)	Sewer Layer (1st Class and Hatcher)	
(11)	Water Carrier		(19)	Bearer	
(12)	Bajri Spreader		(20)	Bhisti (with mask)	
(13)	Beatr Woman		(21)	Belder	
(14)	Bellow Woman		(22)	Artisan Helper	
(15)	Buckerman		(23)	Brick/Tile Moulder	
(16)	Carrier (Stone)		(24)	Cane Weaver	
(17)	Cartman		(25)	Charpoy/Stringer	
(18)	Caretaker (Bridge)		(26)	Cleaner (Truck Roller Concrete Mixer etc.)	
(19)	Cleaner		(27)	Colour/White Washer	
(20)	Concrete (hand mixer)		(28)	Cane Man	
(21)	Draffadar		(29)	Daftri	
(22)	Driver (bullock)		(30)	Fireman	
(23)	Flag Man		(31)	Glazier	
(24)	Gangman		(32)	Fitter	
(25)	Kamin		(33)	Head Chowkidar	
(26)	Gate Man		(34)	Bhandhari	
(27)	Kampman		(35)	Mate	
(28)	Searcher		(36)	Mazdoor	
(29)	Signal Man		(37)	Pump Attendant	
(30)	Striker		(38)	Sprayman (Bitumen, Tar, etc.)	
(31)	Trolley man		(39)	Stone Cutter	
(32)	Valve Controller		(40)	Tinsmith	
(33)	Wodederman		(41)	Farrash	
(34)	Berryman		(42)	Mukadam	
(35)	Mucchers, Jamdars		(43)	Laboratory Boy	
(36)	Singers		(44)	Racjam	
(37)	Any other category by whatever name called which are of unskilled nature		(45)	Balshawala	
(II) SEMI-SKILLED/ UNSKILLED SUPERVISORY			(46)	Bhisti	
(1)	Brick Layer (Class II)	Rs. 625/- per day	(47)	Cane Weaver	
(2)	Cook		(48)	Chain Man (Head)	
(3)	Carpenter		(49)	Driller	
(4)	Driller (hole rock)		(50)	Driller (Hole Rock)	

1	2	3	1	2	3
(51)	Fireman	Rs. 625/- per day	(27)	Operator (Cinema Projector Compressor, Crane Dumper, Excavator, Generator, Pump Tractor, vibrator etc.)	
(52)	Gate Keeper		(28)	Plaster	
(53)	Grinder		(29)	Plumber	
(54)	Garser-cum-Fireman		(30)	Driver	
(55)	Hammerman		(31)	Pumpman	
(56)	Jamadar		(32)	Pump engine driver	
(57)	Oilman		(33)	Stone Cutter (Class I)	
(58)	Storeman		(34)	Upholsterer	
(59)	Boilerman		(35)	Stone Chiseller	
(60)	Any other category, by whatever name called, which are of semi-skilled nature.		(36)	Painter (Oil painter Class II, letter writer)	
(III)(A)	SKILLED		(37)	Fitter	
(1)	Assistant Artist. Painter	Rs. 734/- per day	(38)	Tinsmith	
(2)	Armature Winder (Grade II)		(39)	Wood Cutter	
(3)	Mistry Grade I		(40)	White Washer (Grade I)	
(4)	Oil Painter Class I		(41)	Trademan	
(5)	Plumber Licensed, Class I		(42)	Turner	
(6)	Mason (Plaster of Paris Wall)		(43)	Work Assistant	
(7)	Brick Layer Mason (Class I)		(44)	Tracer Technical assistant	
(8)	Blacksmith (Class I)		(45)	Tracer	
(9)	Carpenter (Class I)		(46)	Technical assistant	
(10)	Concrete Mixer Maker		(47)	Cabinetmaker	
(11)	Concrete Mixer Operator		(48)	Moulder (Brick tiles)	
(12)	Driver (Road Roller, Concrete Mixer Truck)		(49)	Road inspector	
(13)	Driver (Motor Vehicle)		(50)	Panmon	
(14)	Driver (Truck, Diesel Engine)		(51)	Navgani	
(15)	Distemperer		(52)	Typrex Vulcaniser	
(16)	Electrician		(IV)(A)	HIGHLY SKILLED	
(17)	Headman (Wall sinking)		(1)	Paris ornamental work and ceiling)	Rs. 806/- Per day
(18)	Mason (Stone Work)		(2)	Painter (Artist First Class)	
(19)	Mistri		(3)	Foreman	
(20)	Gladier		(4)	Assistant Foreman	
(21)	Lineman		(5)	Armature (Winder Grade I)	
(22)	Machinist		(6)	Furniture Carpenter	
(23)	Mechanic		(7)	Fitter	
(24)	Meter Reader		(8)	Head Mistri	
(25)	Moulder		(9)	Highly skilled electrician	
(26)	Head Cook		(10)	Head Plumber	
			(11)	Head Mechanic	
			(12)	Mason (Stone work ornamental)	
			(13)	Tinsmith	
			(14)	Welder	

1	2	3
(15)	Wireman (Grade I)	
(16)	Welder-cum-fitter	
(17)	Decorator	
(18)	Air-conditioner	
(19)	Any other category, by whatever name called involving work of highly skilled nature	
(V)	CLERICAL	
(1)	Clerk	Rs. 734/- 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	
(VI)	SUPERVISORY	
(1)	Section Officer/ Junior Engineers	Rs. 734/- per day
(2)	Supervisor	
(3)	Overseer	
(4)	Any other category, by whatever name called, which are of Clerical nature.	
(VII)	SPECIAL	
(1)	Bullock-Cart Man with double Bullocks	Rs. 553/- per day
(2)	Bullock-Cart Man with single Bullock.	

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

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

(B) The special allowance (here in after referred to as variable dearness allowance) in addition to the revised rates of wages

as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*Explanation.*— (1) Where, in any area establishment in the Scheduled employment, wages revised by this notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's regulation attached to the conditions of 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 rates of wages are applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.

(4) Male, female and transgender workers shall be paid the same rates of wages revised for the same category and for equal work.

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

(6) 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.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary (Labour).

Porvorim, 2nd November, 2022.

#### Notification

24/21/2009-LAB-III/634

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (i) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in the supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the**

**Schedule**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette. All persons likely to be affected there by may forward their suggestions and objections, if any, to the Secretary (Labour), Government of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalization of the said proposal.

#### DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in the supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 and the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**", as shown in the Schedule below:—

#### SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)
<b>UNSKILLED</b>		
(I)	Unskilled	Rs. 553/- Per day
(II)	Semi Skilled	Rs. 625/- Per day
(III)	Skilled	Rs. 734/- Per day
(IV)	Highly Skilled	Rs. 806/- Per day
(V)	Clerical	Rs. 734/- Per day

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

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

(A) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

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

(b) 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.

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

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

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

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

(4) Male, female and transgender 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 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.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

**Notification**

24/21/2009-LAB-III/635

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in watch and ward**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

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

**DRAFT NOTIFICATION**

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various

trades in the Scheduled employment, namely, "**Employment in watch and ward**", as shown in the Schedule below:-

**SCHEDULE**

Sr. No.	Details of Categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I) UNSKILLED		
(1)	Chowkidar	Rs. 553/- per day
(2)	Watchman	
(II) SEMI-SKILLED		
(1)	Security Guard (without arms)	
(2)	Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.	Rs. 734/- per day
(III) SKILLED		
(1)	Security Guard (with arms);	Rs. 806/- per day
(2)	Head Guards (fire fighting);	
(3)	Supervisory;	
(4)	Any other category, by whatever name called, which are of skilled nature.	

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner,



Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

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

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

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

(4) 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.

(5) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

(6) In case of employees employed on piece rate basis, the minimum rates payable to him shall be at a rate not less than the minimum

rates of wages as revised for the class/category to which he belongs under this notification.

(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.

(8) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

### Notification

24/21/2009-LAB-III/636

The following draft Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

All persons likely to be affected there by may forward their suggestions and objections, if any, to the Secretary (Labour), Government

of Goa, Labour Department, Secretariat, Porvorim, Goa, before the expiry of the said period of two months so that such suggestions and objections could be taken into consideration at the time of finalization of the said proposal.

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any residential hotel, restaurant or eating house**", as shown in the schedule below:

## SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day		
		Zone-A	Zone-B	Zone-C
(1)	(2)	(3)	(4)	(5)
	(I) SKILLED			
(1)	Cook or head cook	Rs. 734/-	Rs. 625/-	Rs. 625/-
(2)	Achari	Per day	Per day	Per day
(3)	Maharaj			
(4)	Basoya			
(5)	Ustad			
(6)	Bavarchi			
(7)	Khansama			
(8)	Manager			
(9)	Accountant			
(10)	Sweet meat 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)	Housekeeper			
(20)	Headwaiter			
(21)	Butler			
(22)	Supervisor			
(23)	Steward			
(24)	Cashier			
(25)	Head baker			
(26)	Mistry			
(27)	Storekeeper			
(28)	Barman			
(29)	Employees, by whatever names called, doing the work of nature done by persons falling under the foregoing entries.			

(1)	(2)	(3)	(4)	(5)
(II) SEMI-SKILLED				
(1)	Assistant manager	Rs. 625/-	Rs. 553/-	Rs. 553/-
(2)	Assistant malwala	per day	per day	per day
(3)	Samosa-Wala			
(4)	General workers (relieved or one attend to two or more duties of semi-skilled categories)			
(5)	Rotiwala			
(6)	Chapatiwala			
(7)	Puriwala			
(8)	Dosawala			
(9)	Tandur-Rotiwala			
(10)	Bhajiwala			
(11)	Ice-cream wala (Ice cream proper one who takes out ice-cream and aerated waters)			
(12)	Pantryman (one who prepares sandwiches, toasts, faloodas, omlette etc.)			
(13)	Mandiwala-cum-coffee/tea make			
(14)	Liftman			
(15)	Handiwala (Asst. Cook)			
(16)	Wireman			
(17)	Asst. Cook			
(18)	Billard maker			
(19)	Standwala (tekmaker)			
(20)	Marketman			
(21)	Boilerman			
(22)	Fountain barman			
(23)	Pumpman			
(24)	Gas Filer			
(25)	Fountainman (who prepares syrups, ice-cream, fruits salad etc.)			
(26)	Falooda maker			
(27)	Syrup maker			
(28)	Lassewala-cum-salesman			
(29)	Waiter-cum-tablewala			
(30)	Vendor (who keeps accounts)			
(31)	Orderwala (shouting bill or writing bills)			
(32)	Kabab seelwala			
(33)	Bhelpuriwala			
(34)	Floor Waiter			
(III) UNSKILLED				
(1)	Gaze boy	Rs. 553/-	Rs. 553/-	Rs. 553/-
(2)	Game boy	per day	per day	per day
(3)	Bell boy			
(4)	Page boy			
(5)	Room boy			
(6)	Tea boy			
(7)	Class boy			
(8)	Dish boy			
(9)	Water boy			
(10)	Order boy			
(11)	Pantry boy			
(12)	Kitchen boy			
(13)	Office boy			

(1)	(2)	(3)	(4)	(5)
(14)	Message boy	Rs. 553/-	Rs. 553/-	Rs. 553/-
(15)	Soda fountain boy	per day	per day	per day
(16)	Sweeper			
(17)	Cleaner			
(18)	Hamal			
(19)	Jamadar			
(20)	Coolie			
(21)	Mazdoor			
(22)	Gadi			
(23)	Chokra			
(24)	Boy			
(25)	Pantewala pani kachemburwala			
(26)	Paniwala			
(27)	Cupwala			
(28)	Dishwala			
(29)	Boadiwala			
(30)	Horiwala Employees, by whatever names called, doing the work of the nature done by persons falling under the foregoing entries.			
(31)	Kholiwala (room boy not doing the work of waiter)			
(32)	Madaniwala (one who fills the dishes)			
(33)	Lassiwala			
(34)	Orderwala			
(35)	Phatakwal			
(36)	Vadpi (Service)			
(37)	Water man			
(38)	Laundry man			
(39)	Chatniwala			
(40)	Lemon man			
(41)	Billard boy			
(42)	Grain cleaner (male or female)			
(43)	Miscellaneous workers (that is to say, workers doing all or some of the job of unskilled nature).			
(44)	Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts.			
(45)	Employees, by whatever names called, doing the work of the nature done by persons falling under the foregoing entries.			

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

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

(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or

fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

*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, 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

(b) 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.

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

(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 and guidance of skilled employee and includes unskilled supervisory work.

(c) Skilled work is one, which involves skill or competence acquired through experience

on the job or through training as an apprentice or in a technical or vocational institute and performance of which calls for initiative and judgment.

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

(4) Male, female and transgender workers shall 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 not less than the minimum rates of wages revised for the class/category to which they belong under this notification.

(6) 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.

(7) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

**Notification**

24/21/2009-LAB-III/637

The following draft Notification which is proposed to be issued by the Government of Goa under Clause (b) of sub-section (1) of section 3, read with Clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official

Gazette, Series I No. 7 dated 24th May, 2016 for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**", is hereby published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal") and notice is hereby given that the said proposal will be taken into consideration by the Government after the expiry of a period of two months from the date of publication of this notification in the Official Gazette.

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

## DRAFT NOTIFICATION

In exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) and in supersession of the Government Notification No. 24/21/2009-LAB-II (1) dated 23rd May, 2016, published in the Official Gazette, Series I No. 7 dated 24th May, 2016, the Government of Goa hereby revises the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house**" as shown in the Schedule below:-

## SCHEDULE

Sr. No.	Details of Categories	Minimum rates of basic wages per day	
		Zone "A"	Zone "B"
(1)	(2)	(3)	(4)
(I) SKILLED			
(1)	Pharmacist/Chemist	Rs. 734/- per day	Rs. 625/- per day
(2)	Driver		
(3)	Supervisor		
(4)	Shoemaker/Slipper maker		
(5)	Watch Repairer		
(6)	Cutter/Tailor/Sewing		
(7)	Turner		
(8)	Fitter		
(9)	Utensil maker (Brass and Copper)		
(10)	Machinist		
(11)	Electrician		
(12)	Welder		
(13)	Handicrafts man		
(14)	Metal Engraver		
(15)	Optician		
(16)	Glass Polisher (Optician)		

(1)	(2)	(3)	(4)
(17)	Sales Representative/Traveling Salesman	Rs. 734/- per day	Rs. 625/- per day
(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)	Pastry man		
(35)	Compounder (with Diploma)		
(36)	Computer Operator		
(37)	Pump operator (Petrol Pumps)		
(38)	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. 625/- per day	Rs. 553/- 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 Trailer		
(15)	Assistant Glasscutter		
(16)	Assistant Wireman		
(17)	Assistant Pump operator (Petrol Pumps)		
(18)	Cushion Maker		
(19)	Compounder		
(20)	Dhobi/Washerman		

(1)	(2)	(3)	(4)
(21)	Ironer/Laundryman	Rs. 625/- per day	Rs. 553/- per day
(22)	Polisher (Carpenter)		
(23)	Baker		
(24)	Pressman		
(25)	Glazer		
(26)	Helper (Hair Dresser)		
(27)	Mali Gardner		
(28)	Lift Attendant		
(29)	Mill Hand		
(30)	Frame Maker		
(31)	Assistant Painter		
(III) CLERICAL (A)			
(1)	Accountant	Rs. 734/- per day	Rs. 625/- per day
(2)	Steno-Typist		
(3)	Telephone Operator		
(4)	Clerk		
(5)	Store Clerk		
(6)	Tally Clerk		
(7)	Store Clerk		
(8)	Typist		
(9)	Receptionist		
(10)	Godown Keeper		
(IV) UNSKILLED			
(1)	Chowkidar	Rs. 553/- per day	Rs. 553/- per day
(2)	Cleaner		
(3)	Labourer		
(4)	Loader/Unloader		
(5)	Attendant		
(6)	Mazdoor		
(7)	Sweeper		
(8)	Helper		
(9)	Peon		
(10)	Delivery boy/Messenger		
(11)	Packer		
(12)	Assistant Salesman		
(13)	Watchman		
(14)	Office Boy		
(15)	Pump Attendant		
(16)	Newspaper delivery boy.		
(17)	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		

The revised minimum rates of wages which shall be effective from the date of publication of this notification in the Official Gazette shall consist of:-(A) Basic rates of wages as set out in Columns (3) of the Schedule, Annexed to this notification and payable to the categories of employees mentioned against them in Column (2) thereof; and



(B) The special allowance (hereinafter referred to as variable dearness allowance) in addition to the revised rates of wages as notified above at the rate of Rs. 0.95 paise for every point rise or fall beyond 366 points of All India Consumer Price Index for Industrial Workers base year 2001=100. Commissioner, Labour and Employment, Panaji shall calculate, adjust and notify such special allowance applicable from 01-04-2023 based on the average All India Consumer Price Index for Industrial workers (2001=100) for the period 1st July, 2022 to 31st December, 2022. Thereafter, Commissioner, Labour and Employment, Panaji shall periodically adjust and notify the rate of special allowance once in every six months on 1st October and 1st April every year based on the average of All India Consumer Price Index (2001=100) for the period from January to June and July to December of the preceding period respectively.

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

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

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

(b) Semi-skilled work is one which involves skill or competence acquired through

experience on the job and which is capable of being performed under the supervision or guidance of skilled employee and includes unskilled supervisory.

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

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

(IV) Male, female and transgender workers shall be paid the same rates of wages revised for the category and for similar work.

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

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

(VII) 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.

(VIII) The minimum rates of wages include the wages for weekly day of rest.

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

*Amalia O. F. Pinto*, Under Secretary  
(Labour).

Porvorim, 2nd November, 2022.

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