

Panaji, 11th August, 2023 (Sravana 20, 1945)

SERIES I No. 19

# OFFICIAL GOVERNMENT OF GOA GAZETTE



PUBLISHED BY AUTHORITY

## EXTRAORDINARY No. 2

### GOVERNMENT OF GOA

Department of Labour

#### Notification

24/21/2009-LAB-III/(01)/551

Whereas, the 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 (17) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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"**, was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (17) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely **"Employment in any shop and commercial establishment other than are 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)
(1) SKILLED			
(1) Pharmacist/Chemist		Rs. 528/- per day	Rs. 523/- 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) Handicraftsman			
(14) Metal Engraver			
(15) Optician			
(16) Glass Polisher (Optician)			
(17) Sales Representative/Traveling Salesman			
(18) Wireman			
(19) Foreman			
(20) Photographer/Retoucher			
(21) Block Maker			
(22) Hair Dresser			
(23) Mill Operator			
(24) Carpenter			
(25) Tinsmith			
(26) Vulcanizer			
(27) Mechanic			
(28) Blacksmith			
(29) Moulder			
(30) Painter			
(31) Weighman			
(32) Metal Sprayman			
(33) Glass Cutter			
(34) Pastryman			
(35) Compounder (with Diploma)			
(36) Computer Operator			
(37) Pump operator (Petrol Pumps)			
	Any other category, by whatever name called doing the work of the nature done by the persons falling under the foregoing entries.		

(1)	(2)	(3)	(4)
(II) SEMI-SKILLED			
(1) Salesman (Counter)		Rs. 473/- per day	Rs. 468/- 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 Glass Cutter			
(16) Assistant Wireman			
(17) Assistant Pump operator (Petrol Pumps)			
(18) Cushion Maker			
(19) Compounder			
(20) Dhobi/Washerman			
(21) Ironer/Laundryman			
(22) Polisher (Carpenter)			
(23) Baker			
(24) Pressman			
(25) Glazer			
(26) Helper (Hair Dresser)			
(27) Mali Gardener			
(28) Lift Attendant			
(29) Mill Hand			
(30) Frame Maker			
(31) Assistant Painter			
(III) CLERICAL (A)			
(1) Accountant		Rs. 528/- per day	Rs. 523/- per day
(2) Steno-Typist			
(3) Telephone Operator			
(4) Clerk			
(5) Store Clerk			

(1)	(2)	(3)	(4)
(6) Tally Clerk		Rs. 528/- per day	Rs. 523/- per day
(7) Store Clerk			
(8) Typist			
(9) Receptionist			
(10) Godown Keeper			
(III) UNSKILLED			
(1) Chowkidar		Rs. 412/- per day	Rs. 407/- per day
(2) Cleaner			
(3) Labourer			
(4) Loader/Unloader			
(5) Attendant			
(6) Mazdoor			
(7) Sweeper			
(8) Helper			
(9) Peon			
(10) Delivery boy/Messenger			
(11) Packer			
(12) Assistant Salesman			
(13) Watchman			
(14) Office Boy			
(15) Pump Attendant			
(16) Newspaper delivery boy.			
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries		

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

(a) Basic rates of wages as set out in 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(02)/552

Whereas, the 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 (19) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (19) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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. 528/-	Rs. 525/-	Rs. 523/-
(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 Pantryman				
(17) Gardener who is doing the work of planting				
(18) Receptionist (qualified such as holding S.S.C. or other equivalent examination certificate)				
(19) House Keeper				
(20) Head Waiter				
(21) Butler				
(22) Supervisor				
(23) Steward				

OFFICIAL GAZETTE — GOVT. OF GOA  
(EXTRAORDINARY No. 2)

SERIES I No. 19

11TH AUGUST, 2023

(1)	(2)	(3)	(4)	(5)
(24) Cashier		Rs. 528/-	Rs. 525/-	Rs. 523/-
(25) Head Baker		per day	per day	per day
(26) Mistry				
(27) Store Keeper				
(28) Barman				
Employees, by whatever names called, doing the work of nature done by persons falling under the foregoing entries.				
(II) SEMI-SKILLED				
(1) Assistant Manager		Rs. 473/-	Rs. 470/-	Rs. 468/-
(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 (Tek Maker)				
(20) Market Man				
(21) Boiler Man				
(22) Fountain Barman				
(23) Pumpman				
(24) Gas Filer				
(25) Fountainman (who prepares syrups, ice-cream, fruits salad etc.)				
(26) Falooda Maker				
(27) Syrup Maker				
(28) Lassewala-cum-salesman				
(29) Waiter-cum-tablewala				

OFFICIAL GAZETTE — GOVT. OF GOA  
(EXTRAORDINARY No. 2)

SERIES I No. 19

11TH AUGUST, 2023

(1)	(2)	(3)	(4)	(5)
(30) Vendor (who keeps accounts)		Rs. 473/-	Rs. 470/-	Rs. 468/-
(31) Orderwala (shouting bill or writing bills)		per day	per day	per day
(32) Kabab Seelwala				
(33) Bhelpuriwala				
(34) Floor Waiter				
(III) UNSKILLED				
(1) Gaze boy		Rs. 412/-	Rs. 409/-	Rs. 407/-
(2) Game boy		per day	per day	per day
(3) Bell boy				
(4) Page boy				
(5) Room boy				
(6) Tea boy				
(7) Class boy				
(8) Dish boy				
(9) Water boy				
(10) Order boy				
(11) Pantry boy				
(12) Kitchen boy				
(13) Office boy				
(14) Message boy				
(15) Soda Fountain boy				
(16) Sweeper				
(17) Cleaner				
(18) Hamal				
(19) Jamadar				
(20) Coolie				
(21) Mazdoor				
(22) Gadi				
(23) Chokra				
(24) Boy				
(25) Pantewala Panikachem burwala				
(26) Paniwala				
(27) Cupwala				
(28) Dishwala				
(29) Boadiwala				
(30) Horiwala				
(31) Kholiwala (room boy not doing the work of waiter)				
(32) Madani wala (one who fills the dishes)				
(33) Lassiwala				
(34) Orderwala				
(35) Phatak wala				
(36) Vadpi (Service)				



(1)	(2)	(3)	(4)	(5)
(37) Waterman		Rs. 412/-	Rs. 409/-	Rs. 407/-
(38) Laundryman		per day	per day	per day
(39) Chatniwala				
(40) Lemonman				
(41) Billard Boy				
(42) Grain Cleaner (male or female)				
(43) Miscellaneous workers (that is to say, workers doing all or some of the job of unskilled nature.				
(44) Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts. Employees, by whatever names called, doing the work of the natured 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 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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, Benaullim, 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 at the 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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III(03)/553

Whereas, the 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 (8) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government

Notification No. 24/21/2009-LAB-II (8) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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. 407/- per day
(2) Watchman	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.	
(II) SEMI-SKILLED		
(1) Security Guard (without arms)	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. 468/- per day
(III) SKILLED		
(1) Security Guard (with arms);		Rs. 523/- per day
(2) Head Guards (fire fighting);		
(3) Supervisory;	Any other category, by whatever name called, which are of skilled nature.	

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

(a) Basic rates of wages as set out in 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) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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 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, contractor or sub-contractor.

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

(4) 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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III(04)/554

Whereas, the 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 (13) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (13) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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)
(I)	Unskilled	Rs. 407/- per day
(II)	Semi-skilled	Rs. 468/- per day
(III)	Skilled	Rs. 523/- per day
(IV)	Highly-Skilled	Rs. 565/- per day
(V)	Clerical	Rs. 523/- 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 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III(05)/555

Whereas, the 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 (14) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause(i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (14) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely “**(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
(1)	(2)	(3)
(I) UNSKILLED		
(1) Belder		Rs. 407/- per day
(2) Brick moulder		
(3) Chainman		
(4) Chowkidar		
(5) Cleaner		
(6) Gardener		
(7) Driver with handcart		
(8) Hedge cutter		
(9) Mali		
(10) Slinger		
(11) Peon		
(12) Sewer man		
(13) Title Turner		
(14) Bhisti		
(15) Bullock Cart driver		
(16) Coolie		
(17) Hamal		
(18) Khalasi		
(19) Labourer		
(20) Manai		
(21) Mazdoor		
(22) Sweeper		
(23) Watchman		
(24) Water Carrier		
(25) Bajri Spreader		
(26) Beatr Woman		
(27) Bellow Woman		
(28) Buckerman		
(29) Carrier (Stone)		

(1)	(2)	(3)
(30) Cartman		Rs. 407/- per day
(31) Caretaker(Bridge)		
(32) Cleaner		
(33) Concrete (handmixer)		
(34) Draffadar		
(35) Driver (bullock)		
(36) Flag Man		
(37) Gangman		
(38) Kamin		
(39) Gate Man		
(40) Kamp man		
(41) Searcher		
(42) Signal Man		
(43) Striker		
(44) Trolly man		
(45) Valve Controller		
(46) Wodeder man		
(47) Berryman		
(48) Mucchers, Jamdars		
(49) Singers		
Any other category by whatever name called which are of unskilled nature.		
(II) SEMI-SKILLED/UNSKILLED SUPERVISORY		
(1) Brick Layer (Class II)		Rs. 468/- per day
(2) Cook		
(3) Carpenter		
(4) Driller (hole rock)		
(5) Driller		
(6) Excavator		
(7) Fitter (Assistant Semi-skilled)		
(8) Head Surveyor		
(9) Blacksmith		
(10) Mason (brick layer, second class)		
(11) Quarryman		
(12) Quarry operator		
(13) Male (Blacksmith Carpenter)		
(14) Stone breaker		
(15) Stoneman		
(16) Stonecutter (Higher Grade)		
(17) Upholstered (Grade II)		
(18) Sewer Layer (1st Class and Hatcher)		
(19) Bearer		



(1)	(2)	(3)
(20) Bhisti (with mask)		Rs. 468/- per day
(21) Belder		
(22) Artisan Helper		
(23) Brick/Tile Moulder		
(24) Cane Weaver		
(25) Charpoy/Stringer		
(26) Cleaner (Truck Roller Concrete Mixer etc.)		
(27) Colour/White Washer		
(28) Cane Man		
(29) Daftri		
(30) Fireman		
(31) Glazier		
(32) Fitter		
(33) Head Chowkidar		
(34) Bhandhari		
(35) Mate		
(36) Mazdoor		
(37) Pump Attendant		
(38) Sprayman (Bitumen, Tar, etc.)		
(39) Stone Cutter		
(40) Tinsmith		
(41) Farrash		
(42) Mukadam		
(43) Laboratory Boy		
(44) Racjam		
(45) Balshawala		
(46) Bhisti		
(47) Cane Weaver		
(48) Chain Man (Head)		
(49) Driller		
(50) Driller (Hole Rock)		
(51) Fireman		
(52) Gate Keeper		
(53) Grinder		
(54) Garser-cum-Fireman		
(55) Hammerman		
(56) Jamadar		
(57) Oilman		
(58) Storeman		
(59) Boilerman		
Any other category, by whatever name called, which are of semi-skilled nature.		

(1)	(2)	(3)
(III) SKILLED		
(1) Assistant Artist. Painter		Rs. 523/- per day
(2) Armature Winder (Grade II)		
(3) Mistry Grade I		
(4) Oil Painter Class I		
(5) Plumber Licensed, Class I		
(6) Mason(Plaster of Paris Wall)		
(7) Brick Layer Mason(Class I)		
(8) Blacksmith (Class I)		
(9) Carpenter (Class I)		
(10) Concrete Mixer Maker		
(11) Concrete Mixer Operator		
(12) Driver (Road Roller, Concrete Mixer Truck)		
(13) Driver (Motor Vehicle)		
(14) Driver (Truck, Diesel Engine)		
(15) Distemperer		
(16) Electrician		
(17) Headman (Wall sinking)		
(18) Mason(Stone Work)		
(19) Mistri		
(20) Gladier		
(21) Lineman		
(22) Machinist		
(23) Mechanic		
(24) Meter Reader		
(25) Moulder		
(26) Head Cook		
(27) Operator (Cinema Projector Compressor, Crane Dumper, Excavator, Generator, Pump Tractor, vibrator etc.)		
(28) Plaster		
(29) Plumber		
(30) Driver		
(31) Pumpman		
(32) Pump engine driver		
(33) Stone Cutter (Class I)		
(34) Upholsterer		
(35) Stone Chiseller		
(36) Painter (Oil painter Class II, letter writer)		
(37) Fitter		
(38) Tinsmith		
(39) Wood Cutter		

(1)	(2)	(3)
(40) White Washer (Grade I)		Rs. 523/- per day
(41) Trademan		
(42) Turner		
(43) Work Assistant		
(44) Tracer Technical Assistant		
(45) Tracer		
(46) Technical Assistant		
(47) Cabinet maker		
(48) Moulder (Brick tiles)		
(49) Road inspector		
(50) Panmon		
(51) Navgani		
(52) Typrex Vulcaniser		
(IV) HIGHLY SKILLED		
(1) Mason (plaster of Paris ornamental work and ceiling)		Rs. 565/- per day
(2) Painter (Artist First Class)		
(3) Foreman		
(4) Assistant Foreman		
(5) Armature (Winder Grade I)		
(6) Furniture Carpenter		
(7) Fitter		
(8) Head Mistri		
(9) Highly skilled electrician		
(10) Head Plumber		
(11) Head Mechanic		
(12) Mason (Stone work ornamental)		
(13) Tinsmith		
(14) Welder		
(15) Wireman (Grade I)		
(16) Welder-cum-fitter		
(17) Decorator		
(18) Air-conditioner		
Any other category, by whatever name called involving work of highly skilled nature.		
(V) CLERICAL		
(1) Clerk		Rs. 523/- per day
(2) Commuter		
(3) Store Clerk		
(4) Store issue		
(5) Accounts Clerk		

(1)	(2)	(3)
(6) Store Keeper (Grade I, II, etc.)		Rs. 523/- per day
(7) Tally Clerk		
(8) Time Keeper		
(9) Tool Keeper		
(10) Telephone Operator		
(11) Typist		
(12) Computer		
(VI) SUPERVISORY		
(1) Section Officer/Junior Engineers		Rs. 523/- per day
(2) Supervisor		
(3) Overseer		
Any other category, by whatever name called, which are of Clerical nature.		
(VII) SPECIAL		
(1) Bullock-Cart Man with double Bullocks		Rs. 407/- 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 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) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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 be at 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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(06)/556

Whereas, the 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 (3) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (3) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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. 407/- per day
(II)	Semi-skilled	Rs. 468/- per day
(III)	Skilled	Rs. 523/- per day
(IV)	Highly skilled/Supervisory	Rs. 565/- per day
(V)	Clerical	Rs. 523/- 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 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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 be at 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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----

#### Notification

24/21/2009-LAB-III/(07)/557

Whereas, the 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 (11) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (11) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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. (1) Grader		Rs. 407/- per day with a workload of 100 kg. per day
(2) Roaster		
(3) Packer		
(4) Soldere		
(5) Dryer (bhattiwala)		
(6) Soaker		
(7) Carpenter		
(8) Stencillor		
(9) Bag Carriers		
(10) General Workers		
(11) Peon		
(12) Watchman		
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified from Sr. No. (2) to (12) above.	
(13) Supervisory (Grading)		Rs. 523/- per day
	All other employees, by whatever name called, doing the work analogous to the work done by the category of employee specified at Sr. No. (13) above.	
(14) Clerk (with qualification S.S.C.E. and above)		Rs. 523/- per day
(15) Typist		
(16) Cashier		
(17) Storekeeper		
	Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos. (14) to (17) above.	
(18) Driver		
(19) Peeler		
(20) Sheller		Rs. 20.35 per kgs. with the work load of 20 kgs. of unbroken kernels for 8 hours, subject, however that, only 78% of such wages shall be payable if the said work load is not completed within said eight hours.

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

(a) Basic rates of wages as set out in 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*Explanations:*

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

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

(3) 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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(08)/558

Whereas, the 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 (5) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (5) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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)
<b>CATEGORY-I</b>		
(1)	Manager	Rs. 565/- per day
(2)	Head Clerk	
(3)	Auditor	
(4)	Head Operator/Chief Operator/First Operator	
(5)	Head Air-Conditioning Operator	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
<b>CATEGORY-II</b>		
(1)	Assistant Manager	Rs. 523/- per day
(2)	Supervisor	
(3)	Stenographer	
(4)	Clerk	
(5)	Telephone Operator	
(6)	Typist	
(7)	Wireman	
(8)	Car/Van Driver	
(9)	Operator	
(10)	Electrician	
(11)	Storekeeper	
(12)	Store Clerk	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
<b>CATEGORY-III</b>		
(1)	Assistant Operator	Rs. 468/-per day
(2)	Assistant Air-Conditioning Operator	

(1)	(2)	(3)
(3) Carpenter		Rs. 468/- per day
(4) Tinsmith		
(5) Painter/Artist		
(6) Winder/Rewinder/Cabin Boy		
(7) Booking Clerk		
(8) Assistant Store-keeper		
CATEGORY-IV		
(1) Door Keeper		Rs. 407/- per day
(2) Caretaker		
(3) Reliever		
(4) Lift-man		
(5) Watchman		
(6) Oilman		
(7) Hamal		
(8) Helper		
(9) Battery Boy		
(10) Posterman		
(11) Sweeper		
(12) Cleaner		
(13) Mali		
(14) Gardener		
(15) Peon		
(16) Office Boy		
(17) Cycle Stand Boy		
(18) Handbill Boy		
(19) Attendant		
(20) Messenger		
(21) Announcer		
(22) Scavenger		
(23) Manai/Labourer		
(24) Polishwala		

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

(a) Basic rates of wages as set out in 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which

shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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 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.

*Vivek Naik*, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(09)/559

Whereas, the 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 (4) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (4) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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. 407/- per day
(II)	Semi-skilled	Rs. 468/- per day
(III)	Skilled	Rs. 523/- per day
(IV)	Highly Skilled	Rs. 565/- per day
(V)	Clerical	
	(i) Clerk/Typist	Rs. 523/- 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) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st

day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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-contract or, 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.

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

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

*Vivek Naik*, Under Secretary (Labour).

Porvorim, 10th August, 2023.

**Notification**

24/21/2009-LAB-III/(10)/560

Whereas, the 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 (15) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (15) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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. 565/- per day
(2)	Engineer	
(3)	Foreman	
(4)	Head Clerk	
(5)	Head Mechanic	
(6)	Accountant	
	(II) MECHANIC GRADE	
(1)	Engine Mechanic	Rs. 523/- per day
(2)	Fitters	
(3)	Machinist	
(4)	Painter	

(1)	(2)	(3)
(5) Tinsmith		Rs. 523/- per day
(6) Carpenter		
(7) Electrician		
(8) Welder		
(9) Blacksmith		
(10) Borer		
(11) Auto-Electrician		
(12) Vulcanizer		
(13) Driller		
(III) GENERAL STAFF		
(1) Assistant Accountant		Rs. 523/- 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)		Rs. 468/- per day
(18) Assistant Mechanic (Grade-I)		
(19) Assistant Fitter (Grade-I)		
(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)		



(1)	(2)	(3)
(29)	Assistant Sprayman (Grade-I)	Rs. 468/- per day
(30)	Assistant Batteryman (Grade-I)	
(31)	Assistant Tinsmith (Grade-I)	
(32)	Office Assistant (Grade-I)	
(33)	Assistant Electrician (Grade-II)	Rs. 463/- 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)	
(47)	Assistant Tinsmith (Grade-II)	
(48)	Office Assistant (Grade-II)	
(IV)	UNSKILLED	
(1)	Cleaner	Rs. 407/- 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 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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 a 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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

**Notification**

24/21/2009-LAB-III/(11)/561

Whereas, the 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 (18) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (18) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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. 407/- per day
(2) Chowkidar		
(3) Sweeper		
(4) Porter		
(5) Cleaner		
(6) Helper		
(7) Mazdoor		
(8) Watchman		
(9) Coolie		

Any other category, by whatever name called, which is unskilled nature.

(1)	(2)	(3)
<b>(II) SEMI-SKILLED</b>		
(1) Electrician (Helper)		Rs. 468/- per day
(2) Mechanic (Helper)		
(3) Fitter (Helper)		
(4) Blacksmith (Helper)		
(5) Carpenter (Helper)		
(6) Welder (Helper)		
(7) Turner (Helper)		
(8) Machinist (Helper)		
(9) Cushion Maker (Helper)		
(10) Vulcanizer (Helper)		
(11) Painter (Helper)		
(12) Boring Barman		
(13) Sprayman		
(14) Conductor		
Any other category, by whatever name called, which is of sem-skilled nature.		
<b>(III) SKILLED</b>		
(1) Mechanic		Rs. 523/- per day.
(2) Fitter		
(3) Electrician		
(4) Blacksmith		
(5) Carpenter		
(6) Welder		
(7) Turner		
(8) Boring Barman		
(9) Machinist		
(10) Cushion Maker		
(11) Tinsmith		
(12) Vulcanizer		
(13) Painter		
(14) Spray painter		
(15) Re-trader		
(16) Moulder		
(17) Lineman		
Any other category, by whatever name called, which is of skilled nature.		
<b>(IV) HIGHLY SKILLED</b>		
<b>(A)</b>		
(1) Head Mechanic		Rs. 565/- per day
(2) Garage Supervisor		
(3) Driver (Goods Transport)		

(1)	(2)	(3)
	(B)	
	Driver (light vehicle, passenger transport and bus)	Rs. 560/- per day
(V)	GENERAL STAFF	
	(A)	
(1)	Clerk	Rs. 523/- per day
(2)	Typist	
(3)	Booking Clerk	
(4)	Store Clerk	
(5)	Store Keeper	
(6)	Ledger Keeper	
(7)	Steno Typist	
(8)	Receptionist	
(9)	Checker	
(10)	Cashier	
(11)	Account Clerk	
(12)	Time Keeper	
(13)	Telephone Operator	
(14)	Store Issuer	
(15)	Tally clerk	
	(B)	
(1)	Head Clerk	Rs. 565/- per day
(2)	Auditor/Accountant	
(3)	Head Cashier	

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

(a) Basic rates of wages as set out in 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs.105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(12)/562

Whereas, the 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 (7) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (7) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely “**Employment in 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. 570/- per day
(2)	Lab Technician	
(3)	X-Ray Technician	
(4)	Senior Physiotherapist	
(5)	Senior Occupational Therapist	
(6)	Medical and Psychiatrist Social Worker	
	(B)	
(1)	Assistant Manager	Rs. 565/- per day
(2)	Head Clerk	
(3)	Supervisor	
(4)	Accountant (Senior)	
(5)	Steward	
(6)	Head Cook	Rs. 523/- per day
(7)	Slimming Coach	
(8)	Junior Physician	
(9)	Ayurvedic Physician (Diploma)	
(10)	Homoco Physician (Diploma)	
(11)	Office Superintendent	
(12)	Auditor (Senior)	
(13)	Malaria Inspector (Senior)	
(14)	Senior Surveillance Inspector	
(15)	Treatment Organizer	
(16)	B.C.G. Team Leader	
(II)	SKILLED	
	(A)	
(1)	Home Sister	Rs. 523/- per day
(2)	Theatre Sister	
(3)	Nursing Sister	

(1)	(2)	(3)
(4) Public Health Nurse		Rs. 523/- per day
(5) Ward Sister		
(6) Theatre Master		
(7) Medico Social Worker		
(8) Staff Nurse		
(9) Health Visitor		
(10) Dietician		
(11) Senior Technical Asstt.		
(12) Senior Technical Asstt. (Resp.)		
(13) Senior Technical Asstt. (Nuclear)		
(14) Senior Scientific Asstt. (Endocrine)		
(15) Scientific Asstt. (Dial)		
(16) Senior Scientific Asstt. (Endlos)		
(17) Senior Pharmacist		
(18) Siomicroscopic		
(19) Tutor Radiology		
(20) Theatre Supervisor		
(21) Tech. Supervisor (Lab)		
(22) Senior Photographer		
(23) Physiotherapist		
(24) Occupation Therapist		
(25) Chief Hospital Pharmacist		
(26) Selection Grade Pharmacist		
(27) Sanitary Inspector		
(28) Audio Usual Technician		
(29) Telephone Operator		
(30) Field Assistant		
(31) Blacksmith (Class I)		
(32) Malaria Inspector		
(33) Surveillance Inspector		
(B)		
(1) Assistant Home Sister		Rs. 518/- per day
(2) Assistant Theatre Sister		
(3) Assistant Public Health Nurse		
(4) Assistant Nursing Sister		
(5) Assistant Medico Social Worker		
(6) Assistant Chief Hospital Pharmacist		
(7) Technical Asstt. Radiologist		
(8) Technical Asstt. (CSSD)		
(9) Technical (Bio-Chemistry)		
(10) Technical (Dialysis)		



(1)	(2)	(3)
(11) Technical (Contehtlence)		Rs. 518/- per day
(12) Technical (B. Bank)		
(13) Technical (Anaesthesia)		
(14) Technical (Allergy-Clinic)		
(15) Technical (Life Saving)		
(16) Statistical Assistant		
(17) Assistant Dietician		
(18) Electrician		
(19) Workshop Supervisor		
(20) Radiographer Senior		
(21) Theatre Technician		
(22) E.C.G. Technician		
(23) Technician		
(24) Pharmacist		
(25) Lab. Technician		
(26) Dental Hygienist		
(27) Dental Mechanic		
(28) C.C.U. Assistant		
(29) Urban Leprosy Assistant		
(30) Telephone Monitor		
(31) Artist		
(32) Cook		
(33) Tailor		
(34) Compounder		
(III) SEMI-SKILLED		
(1) Dresser		Rs. 468/- per day
(2) Lab. Attendant		
(3) C.S.S.D. Attendant		
(4) Dark Room Attendant		
(5) Senior Ward Orderlies		
(6) Animal Attendant		
(7) Auxiliary Nurse/Midwife		
(8) Washerman (Dhobi)		
(9) Barber (Hair Cuter)		
(10) Optician		
(11) Lin Operator		
(12) Blacksmith		
(IV) UNSKILLED		
(1) Sweeper		Rs. 407/- per day
(2) Watchman		

(1)	(2)	(3)
(3) Ward Boy		Rs. 407/- per day
(4) Peon		
(5) Ray Boy		
(6) Laboratory Boy		
(7) Dental Boy		
(8) Ayas		
(9) Mali		
(10) Helper		
(11) Laundry Boy		
(12) Cook Mate		
(13) Kitchen Mate		
(14) Kitchen Servant		
(15) Barber		
(16) Attendant		
(17) Table Maid/Ward Supplier		
(18) Scavenger		
(19) Gate Keeper		
(20) Cleaner		
(21) Woman Labourer		
(22) Record Lifter		
(23) Library Attendant		
(24) Office Attendant		
(25) Dark Room Attendant		
(26) Van Cleaner		
(27) Sampling Helper		
(28) Night Watchman		
(29) Helper (In Physiotherapy Section)		
(30) Stretcher Bearer		
(31) Female Attendant		
(32) Utensil Worker		
(33) Dish-in-action Attendant		
(34) Mess Servant		
(35) Caretaker		
(36) Rice Cleaner (Women)		
(V) CLERICAL		
(1) Clerk/Office Attendant		Rs. 523/- per day
(2) Telephone Attendant		
(3) Typist		
(4) Cashier		
(5) Steno Typist		
(6) Reception		

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

(a) Basic rates of wages as set out in 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

**Notification**

24/21/2009-LAB-III/(13)/563

Whereas, the 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 (9) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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 letterpress, lithography, photogravure or other similar work incidental to such process or book binding is carried on**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (9) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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. 407/- per day
(2) Mazdoor		
(3) Cleaner		
(4) Helper		
(5) Delivery Bagman		
(6) Sweeper		
(7) Head Operator		
(8) Carpenter-Helper		
(9) Stone Grinder		

(1)	(2)	(3)
(10) Rotary Baller		Rs. 407/- per day
(11) Store Baller		
(12) Labourer (Manai)		
(13) Cylinder Baller		
Any other categories, by whatever names called, which are of unskilled nature.		
(II) SEMI-SKILLED		
(1) Assistant Camera Operator		Rs. 468/- per day
(2) Assistant Transfer Printer		
(3) Assistant Etcher		
(4) Letter Press Feeder		
(5) Checker		
(6) Distributor		
(7) Packer		
(8) Embossing Machineman		
(9) Assistant Toucher		
(10) Assistant Copy Paster		
(11) Flat Bed Feeder		
(12) Varnisher		
(13) Wax Machineman		
(14) Cold Powderer		
(15) Wireman		
(16) Type-cutter		
(17) Nine-Baller		
(18) Proof Puller		
(19) Tally Pressman		
(20) Type Dresser		
(21) Roller Maker		
(22) Roller Cutter		
(23) Plate Grainer		
(24) Knife Sharpner		
(25) Ink Grinder		
(26) Wire Stitcher		
(27) Perforator		
(28) Lable Puncher		
(29) Rulling Machine Feeder		
(30) Reaming Man		
(31) Metal Caster		
Any other categories, by whatever names called, which are of semi-skilled nature.		
(III) SKILLED WORKERS		
(1) Lino Operator		Rs. 523/- per day
(2) Mono Operator		
(3) Lino Mechanic		

(1)	(2)	(3)
(4) Foreman		Rs. 523/- per day
(5) Head Proof Reader		
(6) Sub Editor		
(7) Reporter		
(8) Offset Foreman		
(9) Camera Operator		
(10) Rotary Foreman		
(11) Flatbed Operator		
(12) Artist		
(13) Ludio Operator		
(14) Proof Reader		
(15) Printer		
(16) Hand Pressman		
(17) Offset Plate Maker		
(18) Copy Paster		
(19) Punch Maker		
(20) Electrician		
(21) Assistant Foreman		
(22) Cylinder Pressman		
(23) Compositor		
(24) Imposer		
(25) Mono Caster		
(26) Binder		
(27) Cutter		
(28) Carpenter		
(29) Box Puncher		
(30) Mounter		
Any other categories, by whatever names called, which are of skilled nature.		
(IV) GENERAL		
(A)		
(1) Head Clerk		Rs. 523/- per day
(2) Accountant		
(3) Supervisor		
(B)		
(1) Clerk		Rs. 518/- per day
(2) Typist		
(3) Cashier		
(4) Telephone Operator		
(5) Time Keeper		
(6) Booking Clerks		
(7) Receptionist		
(8) Accounts Assistant		
(9) Steno Typist		
(10) Store Keeper		

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

(a) Basic rates of wages as set out in 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*Explanation:*

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

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

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

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

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

(4) The minimum rates of wages are applicable to employees engaged by the principal employer/s 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	20x26 cent 20x30 cent 16 pages	2 Forms.
(4)	Imposer	20x30 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) 12 points Devanagri (Degree Types)	3.000 corrected cms. 2.000 corrected cms. 1.600 corrected cms.
(7)	Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	10.200 cms. 08.000 cms. 06.000 cms.
(8)	Type Casting	12 points Super Cast	12 kg.
(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 with out 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) with out 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



(1)	(2)	(3)
(14)	Ruling on handfed 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
(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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(14)/564

Whereas, the 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 (10) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (10) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed

in various trades in the Scheduled employment, namely “**Employment in 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. 565/- per day |
| (2) Accountant                 |                   |
| (3) Head Operator              |                   |
| (4) Head Conditioning Operator |                   |
| (5) Chemist                    |                   |
| (6) Sales Supervisor           |                   |
| (7) Head Operator              |                   |
| (8) Office-in-Charge           |                   |

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

(B)

- |                              |                   |
|------------------------------|-------------------|
| (1) Storekeeper              | Rs. 523/- per day |
| (2) Clerk                    |                   |
| (3) Steno Typist             |                   |
| (4) Supervisor               |                   |
| (5) Driver                   |                   |
| (6) Salesman Operator        |                   |
| (7) Grader                   |                   |
| (8) Washing Machine Operator |                   |
| (9) Cashier                  |                   |
| (10) Electrician             |                   |
| (11) Carpenter               |                   |
| (12) Refrigerator            |                   |
| (13) Mechanic/Operator       |                   |

Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the fore going entries.

CATEGORY-II

- |                               |                   |
|-------------------------------|-------------------|
| (1) Junior Mechanic           | Rs. 468/- per day |
| (2) Assistant Store Keeper    |                   |
| (3) Dealing Boy               |                   |
| (4) Mechanic Operator         |                   |
| (5) Processor                 |                   |
| (6) Peeling Mechanic Operator |                   |
| (7) Machine Operator          |                   |

Any other category, by whatever name called, doing the work of the natured one by the persons falling under the fore going entries.

(1)	(2)	(3)
CATEGORY-III		
(1) Grinder		Rs. 407/- 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 fore going 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 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) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs.105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*Explanation:*

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

(2) The minimum rates of wages 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 workers 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 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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

---

### Notification

24/21/2009-LAB-III/(15)/565

Whereas, the 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 (2) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (2) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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. 565/- per day
(2) Head Clerk	
(3) Accountant	
(4) Chemist	
(5) Section Head	
(6) Sales Supervisor	
(7) Head Operator	
(8) Head Air-conditioning Operator	

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

## CATEGORY (II)

(A)

(1) Machine Operator	Rs. 523/- per day
(2) Air-conditioning Operator	
(3) Fitter Operator	
(4) Mechanic	
(5) Refrigeration Mechanic	
(6) Cashier	
(7) Steno Typist	
(8) Accounts Clerk/Driver	

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

## CATEGORY (III)

(1) Clerk	Rs. 468/- per day
(2) Electrician	
(3) Operator	
(4) Store Keeper	
(5) Sales Supervisory	
(6) Car/Van Driver	
(7) Laboratory Technician	
(8) Loading Hand	
(9) Store Clerk	
(10) Assistant Operator	
(11) Assistant Air Conditioner	
(12) Operator	

(1)	(2)	(3)
(13) Welder	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
CATEGORY (IV)		
(1) Laboratory Assistant		Rs. 407/- 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 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*Explanation:*

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

(2) The minimum rates of wages 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.

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

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(16)/566

Whereas, the 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 (6) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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 Ready-made Garments Manufactory**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (6) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in 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)
<b>UNSKILLED</b>		
(1)	Helper	Rs. 407/- per day
(2)	Thread Cutter	
(3)	Sweeper	
(4)	Peon	
(5)	Labourer	
	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skills, are not considered as semi-skilled workers.	
<b>(II) SEMI-SKILLED</b>		
(1)	Button Stitcher	Rs. 468/- per day
(2)	Button Holders	
(3)	Patter Tracers	
(4)	Kaj Operators	
(5)	Ironing	
(6)	Asstt. Tailor	
(7)	Asstt. Stitcher	
	Employees with any other designation falling within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person and include those designated as assistants or juniors.	
<b>(III) SKILLED</b>		
(1)	Master Tailor	Rs. 523/- per day
(2)	Cutter	
(3)	Designer	
(4)	Driver	
(5)	Machine Operator	
(6)	Stitcher	
	Employees with any other designation falling within the ambit of foregoing category and shall include those directly connected with the manufacturing of ready made garments and employed for jobs connected with final finished products.	
<b>(IV) CLERICAL</b>		
(1)	Typist	Rs. 523/- per day
(2)	Telephone Operator	
(3)	Receptionist	
(4)	Accounts Clerk	
(5)	Store Keeper	
	Employees with any other designation falling within the ambit of foregoing Category.	



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

(a) Basic rates of wages as set out in 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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' 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 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.

(8) (a) Unskilled work is one 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.

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

*Vivek Naik*, Under Secretary (Labour).

Porvorim, 10th August, 2023.

**Notification**

24/21/2009-LAB-III/(17)/567

Whereas, the 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 (12) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**”, was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the “said proposal”), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (12) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely “**Employment in 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)
CATEGORY I		
(1)	Foreman	Rs. 565/- per day
(2)	Mistri	
(3)	Production Superintendent	
(4)	Technician Grade	
(5)	Production In Charge	
(6)	Chief Operator	
	Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.	
CATEGORY II		
(1)	Pressman	Rs. 523/- per day
(2)	Mistry	
(3)	Operator	

(1)	(2)	(3)
(4) Machine Operator		Rs. 523/- per day
(5) Supervisor		
(6) Moulder		
(7) Machine Mechanic		
(8) Mechanic		
(9) Tiles Salter		
(10) Colour Mixerer		
(11) Draftman		
(12) Electrician		
(13) Carpenter		
(14) Fitter		
(15) Turner		
(16) Welder		
(17) Crusher Operator		
(18) Technician		
	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the fore going entries.	

CATEGORY III

(1) Assistant Supervisor	Rs. 468/- per day
(2) Assistant Electrician	
(3) Assistant Carpenter	
(4) Assistant Turner	
(5) Assistant Welder	
(6) Assistant Machine Operator	
(7) Assistant Fitter	
(8) Assistant Fireman	
	Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

CATEGORY IV

(1) Clay Slakers	Rs. 407/- per day
(2) Helpers	
(3) Labourer	
(4) Sweeper	
(5) Peon	
(6) Gardener	
(7) Hamal	
(8) Worker	
(9) Coolie	

(1)	(2)	(3)
(10) Office Boy Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.		Rs. 407/- per day
<b>ADMINISTRATION V</b>		
(1) Manager		Rs. 565/- per day
(2) Head Clerk		
(3) Accountant		
(4) Senior Store Keeper		
(5) Store Superintendent		
(6) Stenographer		
<b>CLERICAL VI</b>		
(1) Clerk		Rs. 523/- 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 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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.

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

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(18)/568

Whereas, the 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, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

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

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
<b>UNSKILLED</b>		
(1)	Helper	Rs. 407/- per day
(2)	Mazdoor Coolie/Labourer	
(3)	Office Boy	
(4)	Peon	
(5)	Cleaner	
(6)	Gardener	
(7)	Chowkidar/Watchman	
(8)	Manai/Hamal	
(9)	Sweeper	
(10)	Weighman	
(11)	Bullock Cart Driver	
(12)	Water Carrier	
(13)	Attendant	
(14)	Messenger	
(15)	Porter	
	Any other categories, by whatever name called, doing the work of the nature done by the persons falling under the fore going entries	
<b>SEMI-SKILLED</b>		
(1)	Assistant Cutter	Rs. 468/- per day
(2)	Assistant Sharpner	
(3)	Assistant Operator	
(4)	Assistant Bensaw Man	
(5)	Assistant Carpenter	
(6)	Assistant Polisher	
(7)	Assistant Mistri	
(8)	Assistant Dharwala	
(9)	Coalman	
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	
<b>SKILLED</b>		
(1)	Head Mistri	Rs. 523/- per day
(2)	Cutter	
(3)	Supervisory	
(4)	Sharpner/ Dharwala	
(5)	Cutter Machine Operator	
(6)	Polisher	

(1)	(2)	(3)
(7) Artist		Rs. 523/- per day
(8) Driver		
(9) Painter		
(10) Carpenter		
(11) Bensaw Men		
(12) Upholsterer		
	Any other category, by what ever name called, doing the workof the nature done by the persons falling under foregoing entries.	
<b>GENERAL STAFF</b>		
(A) Supervisor in charge		Rs. 565/- per day
(B) (1) Accountant		Rs. 523/- per day
(2) Office in Charge		
(C) (1) Accounts Clerk		Rs. 523/- per day
(2) Cashier		
(3) Clerk		
(4) Store Keeper		
	Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.	

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) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(19)/569

Whereas, the 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 (16) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the



Government Notification No. 24/21/2009-LAB-II (16) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in Agriculture**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Category of work	Minimum rates of basic wages per day
(1)	(2)	(3)
(1)	Unskilled	Rs. 407/- per day
(2)	Semiskilled/Supervisory	Rs. 468/- per day.
(3)	Skilled/Clerical	Rs. 523/- per day.
(4)	Highly Skilled	Rs. 565/- 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 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) In addition to the minimum rates of basic wages as specified in column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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.

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
**Notification**

24/21/2009-LAB-III/(20)/570

Whereas, the 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 (20) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, 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, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;

And whereas, the said Official Gazette was made available to the public on 10-11-2022;

And whereas, objections and suggestions received from the public on the said proposal have been considered by the Advisory Board appointed under section 7 of the said Act and the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and in supersession of the Government Notification No. 24/21/2009-LAB-II (20) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in cotton textile, cotton spinning, cotton pressing, manufacture of cotton fiber, thread yarn spinning and weaving including handloom weaving**", as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I)	Unskilled	Rs. 407/- per day
(II)	Semi Skilled	Rs. 468/- per day
(III)	Skilled	Rs. 523/- per day
(IV)	Highly Skilled	Rs. 565/- per day
(V)	Clerical	Rs. 523/- 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 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) In addition to the minimum rates of basic wages as specified in Column (3) of the above Schedule, the special allowance (Variable Dearness Allowance) of Rs. 105/- shall be paid, which shall be further calculated, adjusted and notified by the Commissioner, Labour and Employment, with prior approval of the Government, after every six months i.e. on the 1st day of October and 1st day of April, of every year based on the average All India Consumer Price Index for Industrial Workers (2001=100) for the period from January to June and July to December of the preceding period respectively at the rate of 0.95 paise for every point rise or fall beyond 379 points of All India Consumer Price Index for Industrial Workers base year 2001=100.

*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 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 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.

*Vivek Naik*, Under Secretary (Labour).

Porvorim, 10th August, 2023.

-----  
Department of Town & Country Planning  
---

**Corrigendum**

21/1/TCP/2021-23/Steering Committee/113

In the Government Notification No. 21/1/TCP/2021-23/Steering Committee/106 dated 09-08-2023 of the Department of Town and Country Planning, published in the Official Gazette, Extraordinary No. 2, Series I No. 18, dated 09-08-2023, on page No. 1753, in regulation 11 of the Goa Land Development and Building Construction (Amendment) Regulations, 2023,—

(i) the expression “1000 m<sup>2</sup> or 10% Coverage whichever is lower” shall be read as “1000 m<sup>2</sup>”;

(ii) the expression “the figures “10” ” shall be read as “the expression “10 where area of plot exceeds 10,000 m<sup>2</sup> with maximum built-up area of 1,000 m<sup>2</sup>” ”.

*Vertika Dagur*, Chief Town Planner (Land Use) & ex officio Joint Secretary.

Panaji, 11th August, 2023.

[www.goaprintingpress.gov.in](http://www.goaprintingpress.gov.in)

Printed and Published by the Director, Printing & Stationery,  
Government Printing Press,  
Mahatma Gandhi Road, Panaji-Goa 403 001.

**PRICE – Rs. 68.00**

PRINTED AT THE GOVERNMENT PRINTING PRESS, PANAJI-GOA—175/100—8/2023.