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SERIES I No. 13

OFFICIAL GAZETTE



GOVERNMENT OF GOA

EXTRAORDINARY

No. 2

GOVERNMENT OF GOA

Department of Labour

Notification

28/29/2001/LAB

Whereas a draft Notification 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 operations (ii) Stone breaking and stone crushing; and (iii) Maintenance of building", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 14, dated 4-7-2002 under Notification No. 28/29/2001-LAB dated 14-6-2002 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 4-7-2002;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of

section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, with effect from 1-7-2003, the minimum rates of wages payable to the various categories of employees employed in various trades in Scheduled employment, namely "(i) Employment in construction or maintenance of roads or in building operations (ii) Stone breaking and stone crushing; and (iii) Maintenance of building", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3
(1)	Belder	Rs. 88/- per day
(2)	Brick moulder	
(3)	Chainman	
(4)	Chowkidar	
(5)	Cleaner	
(6)	Gardener	
(7)	Driver with hand cart	
(8)	Hedge cutter	
(9)	Mali	
(10)	Slinger	
(11)	Peon	
(12)	Sewer man	
(13)	Title Turner	
(I) UNSKILLED		
(14)	Bhisti	Rs. 87/- per day
(15)	Bullock cart driver	
(16)	Coolie	
(17)	Hamal	

1	2	3	1	2	3
(18) Khalasi		Rs. 87/- per day	(22) Artisan Helper		Rs. 95/- per day
(19) Labourer			(23) Brick/tile Moulder		
(20) Manai			(24) Cane Weaver		
(21) Mazdoor			(25) Charpoy/Stringer		
(22) Sweeper			(26) Cleaner (Truck Roller Concrete Mixer etc.)		
(23) Watchman			(27) Colour/White Washer		
(24) Water Carrier			(28) Cane Man		
(25) Bajri Spreader			(29) Daftri		
(26) Beatr Woman			(30) Fireman		
(27) Bellow Woman			(31) Glazier		
(28) Bucker man			(32) Fitter		
(29) Carrier (Stone)			(33) Head Chowkidar		
(30) Cart man			(34) Bhandhari		
(31) Care taker (Bridge)			(35) Mate		
(32) Cleaner			(36) Mazdoor		
(33) Concrete (hand mixer)			(37) Pump Attendant		
(34) Draffadar			(38) Sprayman (Bitumen, Tar etc.)		
(35) Driver (bullock)			(39) Stone Cutter		
(36) Flag Man			(40) Tinsmith		
(37) Gangman			(41) Farrash		
(38) Kamin			(42) Mukadam		
(39) Gate Man			(43) Laboratory Boy		
(40) Kamp man			(44) Racjman		
(41) Searcher			(45) Balshawala		
(42) Signal Man			(46) Bhisti		
(43) Striker			(47) Cane Weaver		
(44) Trolly man			(48) Chain Man (Head)		
(45) Valve Controller			(49) Driller		
(46) Wodederman			(50) Driller (Hole Rock)		
(47) Berryman			(51) Fireman		
(48) Mucchers, Jamdars			(52) Gate Keeper		
(49) Singers			(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 unskilled nature.			Any other category, by whatever name called, which are of semi-skilled nature.		
(II) SEMI-SKILLED/UNSKILLED SUPERVISORY			(III) (A) HIGHLY SKILLED		
(1) Brick Layer (Class II)		Rs. 95/- per day	(1) Mason (plaster of Paris ornamental work and ceiling)		Rs. 105/- per day
(2) Cook			(2) Painter (Artist First Class)		
(3) Carpenter			(3) Foreman		
(4) Driller (hole rock)					
(5) Driller					
(6) Excavator					
(7) Fitter (Assistant Semi-skilled)					
(8) Head Surveyor					
(9) Blacksmith					
(10) Mason (brick layer, Second class)					
(11) Quarry man					
(12) Quarry Operator					
(13) Male (Blacksmith Carpenter)					
(14) Stone breaker					
(15) Stone man					
(16) Stone cutter (Higher Grade)					
(17) Upholstered (Grade II)					
(18) Sewer Layer (1 st Class and Hatcher)					
(19) Bearer					
(20) Bhisti (with mask)					
(21) Belder					
			(III)(B) HIGHLY SKILLED		
			(4) Assistant Foreman		Rs. 101/- per day
			(5) Armature (Winder Grade I)		
			(6) Furniture Carpenter		
			(7) Fitter		
			(8) Head Mistri		
			(9) Highly skilled electrician		
			(10) Head Mechanic		
			(11) Head Plumber		
			(12) Mason (Stone work ornamental)		

1	2	3
(13)	Tinsmith	Rs. 101/- per day
(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.

(IV(A) SKILLED

(1)	Assistant Artist Painter	Rs. 99/- per day
(2)	Armature Winder (Grade II)	
(3)	Mistry Grade I	
(4)	Oil Painter Class I	
(5)	Plumber Licensed, Class I	
(6)	Mason (plaster of Paris wall)	

Any other category, by whatever name called which are of skilled category

(IV(B) SKILLED

(7)	Brick Layer Mason (Class I)	Rs. 96/- per day
(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)	Head man (Wall sinking)	
(18)	Mason (Stone work)	
(19)	Mistri	
(20)	Gladier	
(21)	Line man	
(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)	Pump man	
(32)	Pump engine driver	
(33)	Stone cutter (Class I)	
(34)	Upholsterer	
(35)	Stone Chiseller	
(36)	Painter (Oil painter Class II, letter writer)	
(37)	Fitter	

1	2	3
(38)	Tinsmith	Rs. 96/- per day
(39)	Wood Cutter	
(40)	White washer (Grade I)	
(41)	Trade man	
(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	

(V) CLERICAL

(1)	Clerk	Rs. 99/- per day
(2)	Commuter	
(3)	Store Clerk	
(4)	Store issue	
(5)	Accounts Clerk	
(6)	Store Keeper (Grade I, II, etc.)	
(7)	Tally Clerk	
(8)	Time Keeper	
(9)	Tool Keeper	
(10)	Telephone Operator	
(11)	Typist	
(12)	Computer	

Any other category, by whatever name called which are of Clerical nature

(VI) SUPERVISORY

(1)	Section Officer/Junior Engineers	Rs. 107/- per day
(2)	Supervisor	
(3)	Overseer	

(VII) SPECIAL

(1)	Bullock-Cart Man with double Bullocks	Rs. 117/- per day
(2)	Bullock-cart man with single Bullock	

EXPLANATION

- (1) Where in any area/establishment in the scheduled employment, wages revised by this Notification are lower than the wages fixed/revised by the Central Government or by agreement/settlement or contractor's 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) Skilled work is one which involves skill or competence acquired through experience on the job or through training or as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

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

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

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

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

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

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

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 26th June, 2003.

Notification

28/29/2001/LAB/

Whereas a draft Notification 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 Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 14, dated 4-7-2002 under Notification No. 28/29/2001-LAB dated 17-6-2002 of the Department of Labour, Government of Goa (hereinafter called

the "said draft Notification"), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 4-7-2002;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises, with effect from 1-7-2003, the minimum rates of wages payable to the various categories of employees employed in various trades in Scheduled employment, namely "Employment in Automobile Repairing Workshops and Garages", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
1	2	3

(I) SUPERVISORY AND HIGHLY SKILLED STAFF

1. Manager	Rs. 107/- per day
2. Engineer	
3. Foreman	
4. Head Clerk	
5. Head Mechanic	
6. Accountant	

(II) MECHANIC GRADE

1. Engine Mechanic	Rs. 103/- per day
2. Fitters	
3. Machinist	
4. Painter	
5. Tinsmith	
6. Carpenter	
7. Electrician	
8. Welder	
9. Blacksmith	
10. Borer	
11. Auto-Electrician	
12. Vulcanizer	
13. Driller	

(III) GENERAL STAFF

- | | |
|-------------------------|-------------------|
| 1. Assistant Accountant | Rs. 103/- 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 | |

- | | |
|---------------------------|------------------|
| 4. Sweeper | Rs. 87/- per day |
| 5. Helper | |
| 6. Peon | |
| 7. Chowkidar | |
| 8. Watchman | |
| 9. Pump/Service man | |
| 10. Vehicle Attendant | |
| 11. Petrol Pump Attendant | |
| 12. Office boy | |
| 13. Attendant | |
| 14. Messenger | |

(IV) SEMI-SKILLED (GRADE—I)

- | | |
|---------------------------------------|------------------|
| 1. Assistant Electrician (Grade-I) | Rs. 97/- per day |
| 2. Assistant Mechanic (Grade-I) | |
| 3. Assistant Fitter (Grade-I) | |
| 4. Assistant Blacksmith (Grade-I) | |
| 5. Assistant Carpenter (Grade-I) | |
| 6. Assistant Welder (Grade-I) | |
| 7. Assistant Turner (Grade-I) | |
| 8. Assistant Machinist (Grade-I) | |
| 9. Assistant Cushion Maker (Grade-I) | |
| 10. Assistant Vulcanizer (Grade-I) | |
| 11. Assistant Painter (Grade-I) | |
| 12. Assistant Boring Barman (Grade-I) | |
| 13. Assistant Sprayman (Grade-I) | |
| 14. Assistant Batteryman (Grade-I) | |
| 15. Assistant Tinsmith (Grade-I) | |
| 16. Office Assistant (Grade-I) | |

(V) SEMI-SKILLED (GRADE—II)

- | | |
|--|------------------|
| 1. Assistant Electrician (Grade-II) | Rs. 93/- per day |
| 2. Assistant Mechanic (Grade-II) | |
| 3. Assistant Fitter (Grade-II) | |
| 4. Assistant Blacksmith (Grade-II) | |
| 5. Assistant Carpenter (Grade-II) | |
| 6. Assistant Welder (Grade-II) | |
| 7. Assistant Turner (Grade-II) | |
| 8. Assistant Machinist (Grade-II) | |
| 9. Assistant Cushion Maker (Grade-II) | |
| 10. Assistant Vulcanizer (Grade-II) | |
| 11. Assistant Painter (Grade-II) | |
| 12. Assistant Boring Barman (Grade-II) | |
| 13. Assistant Sprayman (Grade-II) | |
| 14. Assistant Batteryman (Grade-II) | |
| 15. Assistant Tinsmith (Grade-II) | Rs. 91/- per day |
| 16. Office Assistant (Grade-II) | |

(VI) UNSKILLED

- | | |
|------------|------------------|
| 1. Cleaner | Rs. 87/- per day |
| 2. Mazdoor | |
| 3. Coolie | |

EXPLANATION:

- (1) Where, in any area/establishment in the scheduled employment, wages revised under this Notification are lower than the wages fixed/revised by the Central Wage Board for Employment in Automobile Repairing Workshops and Garages or by agreement/settlement or Contract or Contractors regulations attached to the conditions of contract, the higher rates shall 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, 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;
- (3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest but does not include daily batta/food allowance.
- (4) Both, men and women workers shall be paid same rates of wages for the same category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which they belong under this Notification.
- (6) The minimum rates of wages payable to an adolescent, certified to work as an adult, shall be same as an adult. In case, he or she is certified to work as an adolescent only, the rate of wages shall be the same as revised for adults.

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

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 26th June, 2003.

Notification

28/29/2001-LAB

Whereas a draft Notification 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 Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 14, dated 4-7-2002, under Notification No. 28/29/2001-LAB dated 18-6-2002 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 4-7-2002;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises with effect from 1-7-2003, the minimum rates of wages payable to the various categories of employees employed in various trades in Scheduled employment namely, "Employment in Agriculture", as shown in the Schedule below:-

SCHEDULE

Sr. No.	Class of work/category of employment	All inclusive minimum rate of wages
1	2	3

(I) FARM SERVANT OR ATTACHED WORKER

- | | |
|--------------------------|----------------------|
| 1. Adult Farm Servant | Rs. 2756/- per month |
| 2. Adult Cleaner/Sweeper | Rs. 2496/- per month |

(II) AGRICULTURE OPERATION

- | | |
|--------------|--|
| 3. Ploughing | Rs. 103/-per day
Rs. 124/-per day with bullocks |
|--------------|--|

1	2	3
4.	Threshing	Rs.103/- per day
5.	Sowing	Rs.102/- per day
6.	Winnowing	Rs.103/- per day
7.	Transplanting	Rs.102/- per day
8.	Harvesting	Rs.102/- per day
9.	Uprooting	Rs. 94/-per day
10.	Irrigation	Rs. 94/- per day
11.	Weeding	Rs. 94/- per day
12.	Manuring	Rs. 94/- per day

(III) ALLIED OPERATION SKILLED LABOUR

13.	Carpenter	Rs. 109/- per day
14.	Blacksmith	Rs. 111/- per day
15.	Cobbler	Rs. 106/-per day

(IV) UNSKILLED OPERATION

16.	Mazdoor/Manai	Rs. 94/- per day
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(V) DAIRY FARMING AND RAISING OR LIVESTOCK

17.	Shed Attendant	Rs. 94/- per day
18.	Milkman	Rs. 95/- per day
19.	Cleaner/Sweeper Mazdoor	Rs. 94/- per day
20.	Grazer/Livestock Attendant	Rs. 94/- per day

(VI) POULTRY AND BEE FARMING

21.	Attendant	Rs. 94/- per day
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(VII) HORTICULTURE

22.	Gardener	Rs. 95/- per day
23.	Horticulture Assistant	Rs. 97/- per day

(VIII) FORESTRY AND TIMBERING

24.	Tree Feller	Rs. 97/- per day
25.	Mazdoor	Rs. 94/- per day

(IX) GENERAL

26.	Digging	Rs. 94/- per day
27.	Stacking	Rs. 94/- per day
28.	Pump Operator	Rs. 95/- per day
29.	Coconut/Arecanut Plucker	Rs. 125/- per day

EXPLANATION

- (1) Where, in any area in the Scheduled employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.

- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractor.
- (3) Both, men and women workers, shall 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 shall be at a rate not less than the minimum rates revised under this Notification.
- (5) The minimum rates of wages revised are all inclusive including for weekly day of rest.
- (6) The existing practice of giving meals, food grains, etc., shall continue in addition to the payment of cash wages as specified in this Notification.

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

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 26th June, 2003.

Notification

28/29/2001/LAB

Whereas a draft notification 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 Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 14 dated 4-7-2002 under Notification No. 28/29/2001-LAB dated 13-6-2002 of the Department of Labour, Government of Goa (hereinafter called the "said draft notification"), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft notification in the Official Gazette.

And whereas the said Gazette was made available to the public on 4-7-2002;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises with effect from 1-7-2003, the minimum rates of wages payable to the various categories of employees employed in various trades in scheduled employment namely, "Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house", as shown in the schedule below:—

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages	
		Zone "A"	Zone "B"
1	2	3	4

(I) SKILLED

- | | | |
|--|------------------|------------------|
| 1. Pharmacist/Chemist | Rs. 98/- per day | Rs. 95/- per day |
| 2. Driver | | |
| 3. Supervisor | | |
| 4. Shoemaker/Slippermaker | | |
| 5. Watch Repairer | | |
| 6. Cutter/Tailor/Sewing | | |
| 7. Turner | | |
| 8. Fitter | | |
| 9. Utensil maker (Brass and Copper) | | |
| 10. Machinist | | |
| 11. Electrician | | |
| 12. Welder | | |
| 13. Handicraftsman | | |
| 14. Metal Engraver | | |
| 15. Optician | | |
| 16. Glass Polisher (Optician) | | |
| 17. Sales Representative/Travelling Salesman | | |
| 18. Wireman | | |
| 19. Foreman | | |
| 20. Photographer/Retoucher | | |
| 21. Block Maker | | |
| 22. Hair Dresser | | |
| 23. Mill Operator | | |
| 24. Carpenter | | |
| 25. Tinsmith | | |
| 26. Vulcanizer | | |
| 27. Mechanic | | |
| 28. Blacksmith | | |
| 29. Moulder | | |
| 30. Painter | | |
| 31. Weighman | | |
| 32. Metal Sprayman | | |
| 33. Glass Cutter | | |
| 34. Pastryman | | |
| 35. Compounder (with Diploma) | | |
| 36. Computer Operator | | |

1	2	3	4
Any other category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.			

(II) SEMI-SKILLED

1. Salesman (Counter)	Rs. 90/-	Rs. 87/-	
	per day	per day	
2. Assistant Mechanic			
3. Assistant Fitter			
4. Assistant Electrician			
5. Assistant Blacksmith			
6. Assistant Carpenter			
7. Assistant Turner			
8. Assistant Welder			
9. Assistant Machinist			
10. Assistant Tinsmith			
11. Assistant Vulcaniser			
12. Assistant Sprayman			
13. Assistant Moulder			
14. Assistant Painter			
15. Assistant Trailer			
16. Assistant Glass Cutter			
17. Assistant Wireman			
18. Cushion Maker			
19. Compounder			
20. Dhobi/Washerwoman			
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			

(III) CLERICAL**(A)**

1. Accountant	Rs. 95/-	Rs. 92/-	
	per day	per day	
2. Steno-Typist			
3. Telephone Operator			

(B)

1. Clerk	Rs. 91/-	Rs. 88/-	
	per day	per day	
2. Store Clerk			
3. Tally Clerk			
4. Store Clerk			
5. Typist			
6. Receptionist			
7. Godown Keeper			

(IV) UNSKILLED

1. Chowkidar	Rs. 87/-	Rs. 84/-	
	per day	per day	
2. Cleaner			

1	2	3	4
3. Labourer		Rs. 87/-	Rs. 84/-
		per day	per day
4. Loader/Unloader			
5. Attendant			
6. Mazdoor			
7. Sweeper			
8. Helper			
9. Peon			
10. Delivery boy/Messenger			
11. Packer			
12. Assistant Salesman			
13. Watchman			
14. Office boy			
15. Pump Attendant			
16. Newspaper delivery boy			

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

EXPLANATION

- (I)(a) Zone 'A' shall comprise the areas within the Municipal limits of Panaji, Margao, Vasco, Mapusa, Ponda, Bicholim 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.
- (b) Zone 'B' shall comprise all other places in the State of Goa not covered under Zone 'A'.
- (II)(a) The minimum rates of wages shall consist of an all inclusive rates of wages.
- (b) The minimum rates of daily wages payable to an employee employed in any category in respect of which monthly rates of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient stepped up to the nearest paise.
- (c) The monthly rates of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.
- (III)(a) Unskilled work is one which involves simple operation requiring no skill or experience on the job.
- (b) Semi-skilled work is one which involves skill or competence 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 acquired through experience on the job or through training as an apprentice in a technical or vocational institution and the

performance of which calls for initiative and judgement.

- (IV) The minimum rates of wages shall be applicable to employees engaged by the principal employer or contractor or sub-contractor, etc.
- (V) Both, male and female workers, shall be paid the same rates of wages revised for the category and for similar work.
- (VI) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category to which he belongs under this notification.
- (VII) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this notification.
- (VIII) The minimum rates of wages revised is an all inclusive rate including the wages for the weekly day of rest.

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

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 26th June, 2003.

Notification

28/29/2002/LAB

Whereas a draft Notification 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 Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 14 dated 4-7-2002, under Notification No. 28/29/2001-LAB dated 17-6-2002 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 4-7-2002;

And whereas the objections and suggestions received on the said draft notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises with effect from 1-7-2003, the minimum rates of wages payable to the various categories of employees employed in various trades in Scheduled employment namely, "Employment in Public Motor Transport Undertakings and Employment in Private Motor Transport Undertakings", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages
(1)	(2)	(3)

(I) UNSKILLED

1.	Peon	Rs. 90/- per day
2.	Chowkidar	
3.	Sweeper	
4.	Porter	
5.	Cleaner	
6.	Helper	
7.	Mazdoor	
8.	Watchman	
9.	Coolie	

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

(II) SEMI-SKILLED

1.	Electrician (Helper)	Rs. 92/- per day
2.	Mechanic (Helper)	
3.	Fitter (Helper)	
4.	Blacksmith (Helper)	
5.	Carpenter (Helper)	
6.	Welder (Helper)	
7.	Turner (Helper)	
8.	Machinist (Helper)	
9.	Cushion Maker (Helper)	
10.	Vulcanizer (Helper)	
11.	Painter (Helper)	
12.	Boring Barman	
13.	Sprayman	
14.	Conductor	

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

(III) SKILLED

1.	Mechanic	Rs. 97/- per day
2.	Fitter	

1	2	3
3.	Electrician	Rs. 97/- per day
4.	Blacksmith	
5.	Carpenter	
6.	Welder	
7.	Turner	
8.	Boring Barman	
9.	Machinist	
10.	Cushion Maker	
11.	Tinsmith	
12.	Vulcanizer	
13.	Painter	
14.	Spray painter	
15.	Re-trader	
16.	Moulder	
17.	Lineman	

Any other category by whatever name called which is of skilled nature.

(IV) HIGHLY SKILLED

(A)

1.	Head Mechanic	Rs. 103/- per day
2.	Garage Supervisor	
3.	Driver (Goods Transport)	

(B)

	Driver (light vehicle, Passenger Transport and bus)	Rs. 94/- per day
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(V) GENERAL STAFF

(Clerical etc.)

(A)

1.	Clerk	Rs. 101/- 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. 104/- per day
2.	Auditor/Accountant	
3.	Head Cashier	

EXPLANATION

- (1) Where, in any area/establishment in the Scheduled employment, wages revised under this notification are lower than the wages fixed by agreement/settlement or contract or regulations attached to the conditions of contract, the higher

rates would be payable as minimum wages under this notification.

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

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

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

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

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

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

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

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

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 26th June, 2003.

Notification

28/29/2001/LAB

Whereas a draft Notification 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 Minimum Wages

Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 14, dated 4-7-2002, under Notification No. 28/29/2000-LAB dated 14-6-2002 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 4-7-2002;

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

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revised with effect from 1-7-2003, the minimum rates of wages payable to the various categories of employees employed in various trades in Scheduled employment, namely, "Employment in any residential hotel, restaurant or eating house", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages		
		Zone-A	Zone-B	Zone-C
1	2	3	4	5

(I) SKILLED

1) Cook or Head Cook	Rs. 2332/-	Rs. 2252/-	Rs. 2202/-
	per month	per month	per month
2) Achari			
3) Maharaj			
4) Basoya			
5) Ustad			
6) Bavarchi			
7) Khansama			
8) Manager			
9) Accountant			
10) Sweetmeat maker of Farsan-maker (Malwalla)			
11) Clerk			

1	2	3	4	5
12) Telephone Operator	Rs. 2332/-	Rs. 2252/-	Rs. 2202/-	
	per month	per month	per month	
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				
24) Cashier				
25) Head Baker				
26) Mistry				
27) Store Keeper				
28) Barman				

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

(II) SEMI-SKILLED

1) Assistant Manager	Rs. 2222/-	Rs. 2182/-	Rs. 2132/-
	per month	per month	per month
2) Assistant Malwala			
3) Samosa- Wala			
4) General Workers (relieved or one attend to two or more duties of semi-skilled categories)			
5) Rotiwala			
6) Chapatiwala			
7) Puriwala			
8) Dosawala			
9) Tandur-Rotiwala			
10) Bhajiwala			
11) Ice-cream wala (Ice cream proper one who takes out ice-cream and aerated waters)			
12) Pantry man (one who prepares sandwiches, toasts, faloodas, omlette etc.)			
13) Mandiwala-cum-coffee/tea maker			
14) Liftman			
15) Handiwala (Asst. Cook)			
16) Wireman			
17) Asst. Cook			
18) Billard Maker			

1	2	3	4	5	1	2	3	4	5
19) Standwala (Tek Maker)	Rs. 2222/-	Rs. 2182/-	Rs. 2132/-		(28) Dishwala	Rs. 2152/-	Rs. 2142/-	Rs. 2124/-	
	per month	per month	per month			per month	per month	per month	
20) Market Man					(29) Boadiwala				
21) Boiler Man					(30) Horiwala				
22) Fountain Barman					(31) Kholiwala (Room Boy not doing the work of waiter)				
23) Pumpman					(32) Madaniwala (one who fills the dishes)				
24) Gas Filer					(33) Lassiwala				
25) Fountainman (who prepares syrups, ice-cream, fruits salad etc.)					(34) Orderwala				
26) Falooda Maker					(35) Phatakwala				
27) Syrup Maker					(36) Vadpi (Service)				
28) Lassewala-cum-salesman					(37) Waterman				
29) Waiter-cum-tablewala					(38) Laundryman				
30) Vendor (who keeps accounts)					(39) Chatniwala				
31) Orderwala (shouting bill or writing bills)					(40) Lemonman				
32) Kabab seelwala					(41) Billard Boy				
33) Bhelpuriwala					(42) Grain Cleaner (male or female)				
34) Floor Waiter					(43) Miscellaneous workers (that is to say, workers doing all or some of the job of unskilled nature)				
					(44) Vendor or Bharwala not working on commission basis and not entrusted with responsibility of accounts				
					(45) Employees by whatever names called doing the work of the nature done by persons falling under the foregoing entries				

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

(III) UNSKILLED

(1) Gaze boy	Rs. 2152/-	Rs. 2142/-	Rs. 2124/-	
	per month	per month	per month	
(2) Game boy				
(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 Panika-chemburwala				
(26) Paniwala				
(27) Cupwala				

EXPLANATION

Zone A:- Comprises the area within the limits of Municipalities, such as, Panaji, Margao, Vasco, Mapusa and Ponda. The rates of wages in respect of Zone A shall apply to workmen employed in any Star hotel irrespective of its Zonal location.

Zone B:- Comprises the area within the limits of the places of Bicholim, Pernem, Valpoi, Canacona, Sanquelim, Sanguem, Cansaulim, Assolna, Colva, Colvale, Baga and Curchorem.

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

The minimum rates of wages shall consist of an all inclusive rate allowing for the basic rate, the cost of living allowance and the cash value of the concession.

The amount deductible as food allowance shall be uniformly Rs. 300/-, Rs. 280/- and Rs. 260/- per month in Zone "A", Zone "B" and Zone "C", respectively.

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

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

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

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

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

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

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

V. R. Ghaisas, Under Secretary (Labour).

Panaji, 26th June, 2003.