

# OFFICIAL GAZETTE



## GOVERNMENT OF GOA

### EXTRAORDINARY

#### GOVERNMENT OF GOA

Department of Labour

#### Notification

28/29/2001-LAB-Part (1)

Whereas a draft-Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (1) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons likely to be affected hereby 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on," as 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. 87/- per day
(2) Mazdoor		
(3) Cleaner		
(4) Helper		
(5) Delivery Bagman		
(6) Sweeper		
(7) Head Operator		
(8) Carpenter-Helper		
(9) Stone grinder		
(10) Rotary Baller		
(11) Store Baller		
(12) Labourer (Manai)		
(13) Cylinder Baller		
(14) Any other categories, by whatever names called, which are of unskilled nature.		
(II) SEMI-SKILLED		
(1) Assistant Camera Operator		Rs. 89/- per day
(2) Assistant Transfer Printer		
(3) Assistant Etcher		
(4) Letter Press feeder		
(5) Checker		

1	2	3	1	2	3
(6) Distributor		Rs. 89/- per day	(16) Carpenter		Rs. 95/- per day
(7) Packer			(17) Box Puncher		
(8) Embossing Machineman			(18) Mounter		
(9) Assistant Toucher			(19) Any other categories, by whatever names called, which are of skilled nature.		
(10) Assistant Copy Paster					
(11) Flat Bed Feeder			(IV) GENERAL		
(12) Varnisher			(a)		
(13) Wax Machineman			(1) Head Clerk		
(14) Cold Powderer			(2) Accountant		Rs. 100/- per day
(15) Wireman			(3) Supervisor		
(16) Type-cutter			(b)		
(17) Nine-Baller			(1) Clerk		
(18) Proof Puller			(2) Typist		Rs. 95/- per day
(19) Tally Pressman			(3) Cashier		
(20) Type Dresser			(4) Telephone Operator		
(21) Roller Maker			(5) Time Keeper		
(22) Roller Cutter			(6) Booking Clerks		
(23) Plate Grainer			(7) Receptionist		
(24) Knife Sharpner			(8) Accounts Assistant		
(25) Ink Grinder			(9) Steno Typist		
(26) Wire Stitcher			(10) Store Keeper.		
(27) Perforator					
(28) Label Puncher					
(29) Rulling Machine Feeder					
(30) Reaming Man					
(31) Metal Caster					
(32) Any other categories, by whatever names called, which are of semi-skilled nature.					
(III) SKILLED-WORKERS					
(a)					
(1) Lino Operator		Rs. 100/- per day			
(2) Mono Operator					
(3) Lino Mechanic					
(4) Foreman					
(5) Head Proof Reader					
(6) Sub Editor					
(7) Reporter					
(8) Offset Foreman					
(9) Camera Operator					
(10) Rotary Foreman					
(11) Flatbed Operator					
(12) Artist.					
(b)					
(1) Ludio Operator		Rs. 95/- per day			
(2) Proof Reader					
(3) Printer					
(4) Hand Pressman					
(5) Offset Plate Maker					
(6) Copy Paster					
(7) Punch Maker					
(8) Electrician					
(9) Assistant Foreman					
(10) Cylinder Pressman					
(11) Compositor					
(12) Imposer					
(13) Mono Caster					
(14) Binder					
(15) Cutter					

## Explanation:—

- (1) The wages for the categories specified in the Schedule are linked with the norms of work at Annexure 'A' 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 Wage Board in the Scheduled employment, namely employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on, or by agreement, settlement or contract or contractors' regulations attached to the conditions of contract, than the higher wages would be payable as minimum wages under this Notification.
- (3)(a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
- (b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.
- (c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.

- (4) The minimum rates of wages are applicable to employees engaged by the principal employer/s or Contractors or sub-contractors etc.
- (5) The minimum wages revised is an all inclusive rate including the wages for the weekly day of rest but does not include any bhatta/food allowance.
- (6) Both men and women shall be paid the same rates of wages revised for the same category and for equal work.
- (7) In case of employees employed on piece rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category, to which he belongs under this Notification.
- (8) The child worker shall be paid at the rate fixed/ revised for an adult worker.

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. Lino-Operator	12 points English		30.000 cms.
6. Hand Composing (with Distribution)	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)		3.000 corrected cms. 2.000 corrected cms. 1.600 corrected cms.
7. Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)		10.200 cms. 8.000 cms. 6.000 cms.
8. Type Casting	12 points Super Cast		12 kg. 30 kg.
9. Proof Reader	16 pages 19 cent x 13 cent. (Two Languages)		

1	2	3	4
10. Printing on Cylinder with make ready	44½ x 57 cent.		6.000 copies.
Platten (Power) with ready	25½ x 38 cent.		6.000 copies.
Printing on Cylinder without make ready	44½ x 57 cent.		7.500 copies.
Platten (Power) without make ready	25½ x 38 cent.		8.500 copies.
Printing on Traddle (on foot) with make ready.	25½ x 38 cent.		8.500 copies.
Printing on Traddle (on Foot) without make ready	25½ x 38 cent.		6.000 copies
11. Machine Folding	Double Fold other Large size paper	20.000 papers 15.000 papers	
12. Hand Folding	Form of the three folds		3.000 papers
13. Collating	44½ x 57 cent.		15.000 Forms
14. Ruling on hand fed machine	34 cms x 43 cms sheets		11.000 papers
15. Stitching by hand	6 quires, 3 stitching Sections		1.600 Forms
Stitching by machine	—do—		8.000 Forms
16. Wire Stitching (Power Driver Machine)			6.000 (two pins)
Wire Stitching (Foot Operated Machine)			10.000 (One pin) 6.000 (One pin)
17. Hand Numbering Consecutive	10.000 per day		1.20.000 digits per day.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

**Notification**

28/29/2001-LAB-Part (2)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in Breweries and Distilleries", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (2) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in Breweries and Distilleries", as shown in the Schedule below:—

**SCHEDULE**

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

**CATEGORY - I**

- |  |                   |
|--|-------------------|
| (1) Manager  | Rs. 113/- per day |
| (2) Head Clerk   |                   |
| (3) Accountant   |                   |
| (4) Chemist  |                   |
| (5) Section Head   |                   |
| (6) Sales Supervisor   |                   |
| (7) Head Operator  |                   |
| (8) Head Airconditioning Operator  |                   |
| (9) Any other category, by whatever name called, doing work of the nature done by the persons falling under the foregoing entries. |                   |

**CATEGORY - II****(A)**

- |  |                   |
|--|-------------------|
| (1) Machine Operator   | Rs. 106/- per day |
| (2) Air conditioning Operator  |                   |
| (3) Fitter Operator  |                   |
| Any other Category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. |                   |

**(B)**

- |  |                   |
|--|-------------------|
| (1) Mechanic   | Rs. 103/- per day |
| (2) Refrigeration Mechanic   |                   |
| (3) Mechanic Supervisory   |                   |
| (4) Cashier  |                   |
| (5) Steno Typist   |                   |
| (6) 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. 106/- 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  |                   |
| (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. 87/- per day |
| (2) Trainee Lab. Chemist |                  |
| (3) Trainee Operator     |                  |
| (4) Trainee Charge Hand  |                  |
| (5) Gardener             |                  |
| (6) Bottle Washer        |                  |
| (7) Peon                 |                  |
| (8) Worker               |                  |
| (9) Watchman             |                  |
| (10) Labourer/Sweeper    |                  |
| (11) Boiler Attendant    |                  |
| (12) Assistant Fitter    |                  |
| (13) Assistant Operator. |                  |

**Explanation:—**

- (1) Where, in any area/establishment of Scheduled Employment, wages revised under this Notification are lower than the wages fixed by the Central Government by Agreement or settlement or contract or Contractors' Regulations attached to the

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

- (2) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (3) The minimum rates of wages are applicable to employees engaged by the principal employer or Contractor or sub-contractor.
- (4) Both men and women workers shall be paid the same rates of wages revised for the category and for equal work.
- (5) In case of employees employed on piece-rate basis, the minimum rates of wages payable shall be at a rate not less than the minimum revised under this Notification.
- (6) The minimum rates of wages payable to adolescent shall be the same as payable to an adult, revised under this Notification.
- (7) Where part-time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

### Notification

28/29/2001-LAB-Part (3)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "Employment in Saw Mills" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (3) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in Saw Mills", as shown in the Schedule below:

### SCHEDULE

Sr. No.	Details of categories.	All inclusive minimum rates of wages
1	2	3
<b>UNSKILLED</b>		
(1) Helper		Rs. 87/- per day
(2) Mazdoor Coolie/Labourer		
(3) Office Boy		
(4) Peon		
(5) Cleaner		
(6) Gardener		
(7) Chowkidar/Watchman		
(8) Manai/Hamal		
(9) Sweeper		
(10) Weigh man		
(11) Bullock Cart Driver		
(12) Water Carrier		
(13) Attendant		
(14) Messenger		
(15) Porter		

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

### SEMI - SKILLED

- (1) Assistant Cutter
- (2) Assistant Sharpner
- (3) Assistant Operator
- (4) Assistant Bensaw Man
- (5) Assistant Carpenter
- (6) Assistant Polisher
- (7) Assistant Mistri
- (8) Assistant Dharwala
- (9) Coal man

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

1	2	3
<b>SKILLED</b>		
(1) Head Mistri		Rs. 103/- per day
(2) Cutter		
(3) Supervisory		
(4) Sharpner/Dharwala		
(5) Cutter Machine Operator		
(6) Polisher		
(7) Artist		
(8) Driver		
(9) Painter		
(10) Carpenter		
(11) Bensaw Men		
(12) Upholsterer		

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

**GENERAL STAFF**

A. (1) Supervisor in Charge	Rs. 114/- per day
B. (1) Accountant	Rs. 107/- per day
(2) Office in Charge	Rs. 107/- per day
C. (1) Accounts Clerks	Rs. 103/- per day
(2) Cashier	
(3) Clerk	
(4) Store Keeper	

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

**Explanation:—**

- (I) (a) The minimum rates of wages shall consists of all inclusive rates of wages.
- (b) The minimum wages of daily wages payable to an employees employed in any category in respect of which monthly rate of minimum wages is revised shall be computed by dividing the minimum rates of monthly wages revised for the class of employees to which he belongs by 26, the quotient being stepped up to the nearest paise.
- (c) The monthly rates of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is revised shall be computed by multiplying the daily rate by 26.
- (II) (a) Unskilled work is one which involves simple operation requiring the 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 Institution and the performance of which calls for initiative and judgement.

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

(IV) Both male and female workmen shall be paid the same rates of wages revised for the category and for equal work.

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

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

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

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

**Notification**

28/29/2001-LAB-Part (4)

Whereas a draft-Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in processing and canning of food stuffs including fish and beverages" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (4) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification") inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in processing and canning of foodstuffs including fish and beverages," as shown in the Schedule below:—

SCHEDULE

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

CATEGORY - I

(A)

- |  |                   |
|--|-------------------|
| (1) Supervisor-in-charge   | Rs. 113/- per day |
| (2) Accountant   |                   |
| (3) Head Operator  |                   |
| (4) Head Conditioning Operator   |                   |
| (5) Chemist  |                   |
| (6) Sales Supervisor   |                   |
| (7) Head Operator  |                   |
| (8) Office-in-Charge   |                   |
| (9) Any other Category, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. |                   |

(B)

- |                              |                   |
|------------------------------|-------------------|
| (1) Storekeeper              | Rs. 106/- per day |
| (2) Clerk                    |                   |
| (3) Steno Typist             |                   |
| (4) Supervisor               |                   |
| (5) Driver                   |                   |
| (6) Salesman Operator        |                   |
| (7) Grader                   |                   |
| (8) Washing Machine Operator |                   |
| (9) Cashier                  |                   |
| (10) Electrician             |                   |
| (11) Carpenter               |                   |
| (12) Refrigerator            |                   |
| (13) Mechanic/Operator       |                   |

- (14) Any other Categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries.

CATEGORY - II

- |  |                  |
|--|------------------|
| (1) Junior Mechanic  | Rs. 98/- per day |
| (2) Assistant Store Keeper   |                  |
| (3) Dealing Boy  |                  |
| (4) Mechanic Operator  |                  |
| (5) Processor  |                  |
| (6) Peeling Mechanic Operator  |                  |
| (7) Machine Operator   |                  |
| (8) Any other Categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. |                  |

CATEGORY - III

- |   |                  |
|---|------------------|
| (1) Grinder   | Rs. 87/- per day |
| (2) Mixer   |                  |
| (3) Cleaner/Washer  |                  |
| (4) Helper  |                  |
| (5) Peeler  |                  |
| (6) Labourer  |                  |
| (7) Bottle Loading Operator   |                  |
| (8) Gardener  |                  |
| (9) Ice Loader  |                  |
| (10) Loader   |                  |
| (11) Any other Categories, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. |                  |

Explanation:—

- 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 the Notification.
- The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- The minimum rates of wages are applicable to employees engaged by the principal employer or contractors or sub-contractors, etc.
- Both men and women workers shall be paid the same rates of wages revised for the same category or for equal work.
- The minimum rates of wages payable to an adolescent shall be the same as revised for an adult under this Notification.
- Where part time workers are employed, they shall be paid on pro-rata basis in accordance with the number of hours of work done.

- (7) Where payment is made on piece rate basis for any of the category for which time rate is fixed, the wages of the employers shall not be less than minimum time rate fixed for the normal days work.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

### Notification

28/29/2001-LAB-Part (5)

Whereas a draft-Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in Cashew Factories and Establishments", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (5) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons likely to be affected thereby before the expiry of two months from the date of publication of said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in Cashew Factories and Establishments", as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Details of categories	All inclusive rates
1	2	3
I.	(1) Grader	Rs. 75/- per day.
	(2) Roaster	Rs. 87/- per day.

1	2	3
(3) Packer		Rs. 87/- per day.
(4) Soldere		
(5) Dryer (bhattiwala)		
(6) Soaker		
(7) Carpenter		
(8) Stencillor		
(9) Bag Carriers		
(10) General Workers		
(11) Peon		
(12) Watchman		
(13) All other employees, by whatever name called, doing the work analogous to the work done by the category of Employees specified from Sr. No. (2) to (12) above.		Rs. 93/- per day.
(14) Supervisory (Grading)		
(15) All other employees, by whatever name called, doing the work analogous to the work done by the category of employees specified at Sr. No. (14) above.		Rs. 101/- per day.
(16) Clerk with qualification (matriculates and above)		
(17) Typist		
(18) Cashier		
(19) Storekeeper		
(20) Any other employee doing clerical or any other work analogous to the work done by the categories of employees from Serial Nos. (16) to (19) above.		
(21) Driver		Rs. 100/- per day.
(22) Sheller and Peelex		Rs. 6.25 per kg.
		with the work load of 12 kgs. of unbroken kernels for 8 hours, subject, however that, only 78% of such wages shall be payable if the said work load is not completed within said eight hours.

### Conditions:—

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



- (2) The minimum rates of wages are applicable to employees engaged by the principal employer or contractor of sub-contractor, etc.
- (3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (4) Both men and women workers have to be paid the same rates of wages revised for the category and for equal work.
- (5) Where part time workers are employed, they should be paid prorata wages in accordance with the number of hours of work done.
- (6) Where payment is made on piece-rate basis for any of the categories for which time rate is fixed, the wages of the employees shall not be less than the minimum rates revised for a normal day's work.
- (7) The child worker shall be paid at the rate revised for an adult worker.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

#### Notification

28/29/2001-LAB-Part (6)

Whereas a draft-Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in Readymade Garment Manufactory", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under the Notification No. 28/29/2001-LAB-Part (6) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in Readymade Garments Manufactory", as shown in the Schedule below:—

#### SCHEDULE

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

#### I. UNSKILLED

- (1) Helper Rs. 87/- 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.

#### II. SEMI-SKILLED

- (1) Button Stitcher Rs. 94/- per day.
- (2) Button Holders
- (3) Pattern 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.

#### III. SKILLED

- (1) Master Tailor Rs. 103/- per day.
- (2) Cutter
- (3) Designer
- (4) Checkers
- (5) Driver
- (6) Machine Operator
- (7) Stitcher

Employees with any other designation falling within the ambit of the foregoing category and shall include those directly connected with the manufacturing of readymade garments and employed for jobs connected with final finished products.

IV. CLERICAL

- (1) Typist Rs. 107/- per day.  
(2) Telephone Operator  
(3) Receptionist  
(4) Accounts Clerk  
(5) Store Keeper  
Employees with any other designation falling within the ambit of foregoing category.

**Explanation:—**

- (1) 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-contractors, etc.  
(3) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.  
(4) Both male and female workers shall be paid the same rates of wages fixed for the same category or for equal work.  
(5) Where, part-time workers are employed, they should be paid pro-rata wages in accordance with the number of hours of work done.  
(6) Where payment is made on piece rate basis for any of the categories for which time rate is fixed/revised, the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

**Notification**

28/29/2001-LAB-Part (7)

Whereas a draft-Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology

laboratories, surgical clinics including such establishments where medical treatment is given to patients" was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 10, dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (7) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients", as shown in the Schedule below:—

**SCHEDULE**

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

**HIGHLY SKILLED**

- (A) (1) Secretary Rs. 152/- 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. 124/- per day  
(2) Head Clerk  
(3) Supervisor  
(4) Accountant (Senior)

1	2	3
(5)	Steward	Rs. 124/- per day
(6)	Head Cook	
(7)	Slimming Coach	
(8)	Junior Physician	
(9)	Ayurvedic Physician (Diploma)	
(10)	Homoco Physician (Diploma)	
(11)	Office Superintendent	
(12)	Auditor (Senior)	
(13)	Malaria Inspector (Senior)	
(14)	Senior Surveillance Inspector	
(15)	Treatment Organizer	
(16)	B. C. G. Team Leader	

**SKILLED**

(A)	(1) Home Sister	Rs. 115/- per day
	(2) Theatre Sister	
	(3) Nursing Sister	
	(4) Public Health Nurse	
	(5) Ward Sister	
	(6) Theatre Master	
	(7) Medico Social Worker	
	(8) Staff Nurse	
	(9) Health Visitor	
	(10) Dietician	
	(11) Sr. Technical Asstt.	
	(12) Sr. Technical Asstt. (Resp.)	
	(13) Sr. Technical Asstt. (Nuclear)	
	(14) Sr. Scientifical Asstt. (Endocrine)	
	(15) Scientifical Asstt. (Dial)	
	(16) Sr. Scientifical Asstt. (Endlos)	
	(17) Sr. Pharmacist	
	(18) Siomicoscopic	
	(19) Tutor Radiology	
	(20) Theatre Supervisor	
	(21) Tech. Supervisor (Lab.)	
	(22) Sr. Photographer	
	(23) Physiotherapist	
	(24) Occupation Therapist	
	(25) Chief Hospital Pharmacist	
	(26) Selection Grade Pharmacist	
	(27) Sanitary Inspector	
	(28) Audio Usual Technician	
	(29) Telephone Operator	
	(30) Field Assistant	
	(31) Blacksmith (Class I)	
	(32) Malaria Inspector	
	(33) Surveillance Inspector.	

(B)	(1) Asstt. Home Sister	Rs. 101/- per day
	(2) Asstt. Theatre Sister	
	(3) Asstt. Public Health Nurse	
	(4) Asstt. Nursing Sister	
	(5) Asstt. Medico Social Worker	
	(6) Asstt. Chief Hospital Pharmacist	
	(7) Technical Asstt. Radiologist	
	(8) Technical Asstt. (CSSD)	
	(9) Technical (Bio-Chemistry)	

1	2	3
(10)	Technical (Dialysis)	Rs. 101/- per day
(11)	Technical (Contechtlence)	
(12)	Technical (B. Bank)	
(13)	Technical (Anesthesia)	
(14)	Technical (Allergy-Clinic)	
(15)	Technical (Life Saving)	
(16)	Statistical Assistant	
(17)	Asstt. Dietitian	
(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. Asstt.	
(29)	Urban Leprosy Asstt.	
(30)	Telephone Monitor	
(31)	Artist	
(32)	Cook	
(33)	Tailor	
(34)	Compounder.	

**SEMI-SKILLED**

(1)	Dresser	Rs. 92/- per day
(2)	Lab. Attendant	
(3)	C. S. S. D. Attendant	
(4)	Dark Room Attendant	
(5)	Sr. Ward Orderlies	
(6)	Animal Attendant	
(7)	Auxillary Nurse/Midwife	
(8)	Washerman (Dhobi)	
(9)	Barber (Hair Cutter)	
(10)	Optician	
(11)	Lift Operator	
(12)	Blacksmith.	

**UNSKILLED**

(1)	Sweeper	Rs. 87/- per day
(2)	Watchman	
(3)	Ward Boy	
(4)	Peon	
(5)	Ray Boy	
(6)	Laboratory Boy	
(7)	Dental Boy	
(8)	Ayas	
(9)	Mali	
(10)	Helper	
(11)	Laundry Boy	
(12)	Cook Mate	
(13)	Kitchen Mate	
(14)	Kitchen Servant	
(15)	Barber	
(16)	Attendant	
(17)	Table Maid/Ward Supplier	

1	2	3
(18) Scavenger		Rs. 87/- per day
(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 (Woman).		

## CLERICAL

(1) Clerk/Office Attendant	Rs. 109/- per day
(2) Telephone Attendant	
(3) Typist	
(4) Cashier	
(5) Steno Typist	
(6) Receptionist.	

*Explanation for the purposes of this Notification:—*

(1) Where, in any area/establishment of Scheduled employment, wages fixed under this Notification are lower than the wages fixed by the Central Wage Board in the Scheduled employment, namely "Employment in private hospitals, nursing homes, dispensaries, medical clinics, radiology, pathology laboratories, surgical clinics including such establishments where medical treatment is given to patients" or by agreement/settlement or contract or contractors' regulations attached to the conditions of contract, than the higher rate would be payable as minimum wages under this Notification.

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

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

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

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

(4) The minimum rates of wages fixed is an all inclusive rate including the wages for the weekly day of rest but does not include daily batta/food allowance.

(5) Both men and women have to be paid the same rates of wages fixed for the same category and for equal 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 fixed for the class/category to which he belongs under this Notification.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

**Notification**

28/29/2001-LAB-Part (8)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment namely, "Employment in watch and ward and security services", 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, Extraordinary, Series I No. 10 dated 3-6-2004, under Notification No. 28/29/2001-LAB-Part (8) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in Scheduled Employment, namely, "Employment in watch and ward and security service", as shown in the Schedule below:—

**SCHEDULE**

Sr. No.	Details of Categories	All inclusive minimum rates of wages
1	2	3
(I)	<b>UNSKILLED</b>	
	Chowkidar; Watchman;	Rs. 87/- per day
	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)	<b>SEMI-SKILLED</b>	
	Security Guards (without arms);	Rs. 99/- per day
	Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.	
(III)	<b>SKILLED</b>	
	Security Guards (with arms);	Rs. 111/- per day
	Head Guard (fire fighting); Supervisor;	
	Any other category, by whatever name called, which are of skilled nature.	

**Explanation:—**

(1) Where, in any area/establishment of 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-contractors.

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

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

(5) An ex-serviceman employed as security guard (with arms or without arms) shall fall in the respective skilled or semi-skilled category, as the case may be, and a security guard being a non-ex-serviceman, whether called Chowkidar or Watchman, shall fall in the unskilled category unless he is categorized as skilled or semi-skilled by the concerned employer.

(6) Where payment is made on piece rate basis for any of the categories for which time rate is fixed/revised, the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.

(7) Both men and women workers have to be paid the same rates of wages fixed/revised for the same category and for the equal work.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

**Notification**

28/29/2001-LAB-Part (9)

Whereas a draft-Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in units engaged in the manufacture, assembling of electronic goods and components and distributions and sale of electronic products", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (9) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in units engaged in the manufacture, assembling of electronic goods and components and distribution and sale of electronic products", as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of Work	All inclusive minimum rates of wages
1	2	3
I	Unskilled	Rs. 87.00 per day
II	Semi-Skilled	Rs. 93.00 per day
III	Skilled	Rs. 100.00 per day
IV	Highly Skilled	Rs. 114. 00 per day
V	Clerical	
(i)	Clerk/Typist	Rs. 107.00 per day
(ii)	Clerk with graduation	Rs. 122.00 per day

## Explanation:—

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

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

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

(4) Both men and women workers have to be paid the same rates of wages fixed for the same category and for equal work.

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

(6) The child worker shall be paid the rate fixed for an adult worker.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

## Notification

28/29/2001-LAB-Part (10)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in Bricks and Tiles Manufacture", was published as required by clause (b) of sub-section (1) of Section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 10 dated 3rd June, 2004, under Notification No. 28/29/2001-LAB-Part (10) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in Bricks and Tiles Manufacture," as shown in the Schedule below:—

## SCHEDULE

Sr. No.	Category of Work	All inclusive minimum rates of wages
1	2	3

## CATEGORY - I

- |  |                   |
|--|-------------------|
| (1) Foreman  | Rs. 109/- per day |
| (2) Mistri   |                   |
| (3) Production Superintendent  |                   |
| (4) Technician Grade   |                   |
| (5) Production In charge   |                   |
| (6) Chief Operator   |                   |
| (7) Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category. |                   |

1	2	3
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CATEGORY – II

- |  |                   |
|--|-------------------|
| (1) Pressman   | Rs. 104/- per day |
| (2) Mistry   |                   |
| (3) Operator   |                   |
| (4) Machine Operator   |                   |
| (5) Supervisor   |                   |
| (6) Moulder  |                   |
| (7) Machine Mechanic   |                   |
| (8) Mechanic   |                   |
| (9) Tiles Salter   |                   |
| (10) Colour Mixerer  |                   |
| (11) Draftman  |                   |
| (12) Electrician   |                   |
| (13) Carpenter   |                   |
| (14) Fitter  |                   |
| (15) Turner  |                   |
| (16) Welder  |                   |
| (17) Crusher Operator  |                   |
| (18) Technician  |                   |
| (19) Any other employee, whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. |                   |

CATEGORY – III

- |   |                  |
|---|------------------|
| (1) Asst. Supervisor  | Rs. 93/- per day |
| (2) Asst. Electrician   |                  |
| (3) Asst. Carpenter   |                  |
| (4) Asst. Fitter  |                  |
| (5) Asst. Turner  |                  |
| (6) Asst. Welder  |                  |
| (7) Asst. Machine Operator  |                  |
| (8) Asst. Fireman   |                  |
| (9) Any other employee, whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. |                  |

CATEGORY – IV

- |   |                  |
|---|------------------|
| (1) Clay slakers  | Rs. 87/- per day |
| (2) Helpers   |                  |
| (3) Labourer  |                  |
| (4) Sweeper   |                  |
| (5) Peon  |                  |
| (6) Gardener  |                  |
| (7) Hamal   |                  |
| (8) Worker  |                  |
| (9) Coolie  |                  |
| (10) Office Boy   |                  |
| (11) Any other employee, by whatever name called, doing the work of the nature done by the persons falling under the foregoing entries. |                  |

1	2	3
---	---	---

ADMINISTRATION – V

- |                          |                   |
|--------------------------|-------------------|
| (1) Manager              | Rs. 116/- per day |
| (2) Head Clerk           |                   |
| (3) Accountant           |                   |
| (4) Senior Store Keeper  |                   |
| (5) Store Superintendent |                   |
| (6) Stenographer         |                   |

CLERICAL – VI

- |                        |                   |
|------------------------|-------------------|
| (1) Clerk              | Rs. 109/- per day |
| (2) Store Keeper       |                   |
| (3) Store Clerk        |                   |
| (4) Accounts Clerk     |                   |
| (5) Cashier            |                   |
| (6) Typist             |                   |
| (7) Telephone Operator |                   |

*Explanation for the purpose of this Notification:—*

(1) Where, in any area/establishment of Scheduled employment, wages revised under this Notification are lower than the wages fixed by agreements/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 are applicable to employees engaged by the principal employers or contractors of sub-contractors, etc.

(3) The minimum rates of wages fixed are all inclusive rates including the wages for the weekly day of rest.

(4) Both men and women workers have to be paid the same rates of wages fixed for the same category and for equal work.

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

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

**Notification**

28/29/2001-LAB-Part (11)

Whereas a draft-Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in Cinema Exhibition Industry", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the

Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (11) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in Cinema Exhibition Industry", as shown in the Schedule below:—

#### SCHEDULE

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

#### Category-I

- |  |                   |
|--|-------------------|
| (1) Manager  | Rs. 100/- per day |
| (2) Head Clerk   |                   |
| (3) Auditor  |                   |
| (4) Head Operator/Chief Operator/First Operator  |                   |
| (5) Head Air-Conditioning Operator   |                   |
| (6) Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category. |                   |

#### CATEGORY - II

- |                        |                  |
|------------------------|------------------|
| (1) Assistant Manager  | Rs. 95/- per day |
| (2) Supervisor         |                  |
| (3) Stenographer       |                  |
| (4) Clerk              |                  |
| (5) Accounts Clerk     |                  |
| (6) Telephone Operator |                  |
| (7) Typist             |                  |
| (8) Wireman            |                  |
| (9) Car/Van Driver     |                  |
| (10) Operator          |                  |

1	2	3
(11) Electrician		
(12) Storekeeper		
(13) Store Clerk		
(14) Any other employee, by whatever name called, but doing the work of the nature done by persons falling under this category.		

#### CATEGORY - III

- |   |                  |
|---|------------------|
| (1) Assistant Operator                  | Rs. 89/- per day |
| (2) Assistant Air-Conditioning Operator |                  |
| (3) Carpenter                           |                  |
| (4) Tinsmith                            |                  |
| (5) Painter/Artist                      |                  |
| (6) Winder/Rewinder/Cabin Boy           |                  |
| (7) Booking Clerk                       |                  |
| (8) Assistant Store-keeper.             |                  |

#### CATEGORY - IV

- |                      |                  |
|----------------------|------------------|
| (1) Door Keeper      | Rs. 87/- 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.     |                  |

#### Conditions:—

(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 of 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, etc.

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



(4) Both men and women workers shall be paid the same rate of wages revised for the same category or for equal work.

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

(6) Where payment is made on piece rate basis for any of the categories for which time rate is fixed, the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

### Notification

28/29/2001-LAB-Part (12)

Whereas a draft Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in Pharmaceutical Industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) in the Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (12) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of

wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in Pharmaceutical Industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products," as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages
1	2	3
(I)	Unskilled	Rs. 87/- per day
(II)	Semi-Skilled	Rs. 101/- per day
(III)	Skilled	Rs. 121/- per day
(IV)	Highly Skilled/ /Supervisory	Rs. 141/- per day
(V)	Clerical	Rs. 119/- per day

### Explanation:—

- (1) (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 rate of minimum wages is fixed shall be computed by dividing the minimum rates of monthly wages fixed for the class of employees to which he/she belongs by 26, the quotient being stepped up to the nearest paise.
- (c) The monthly rate of minimum wages payable to an employee employed in any category in respect of which daily rate of minimum wages is fixed shall be computed by multiplying the daily rate by 26.
- (2) (a) Unskilled work is one which involves simple operation requiring no skill or experience 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 supervision or guidance.
- (c) Skilled work is one which involves skill or competence acquired through experience on the job or through training as apprentice or in technical or vocational institute and the performance of which calls for initiative and judgement.
- (3) The minimum rates of wages shall be applicable to employees engaged by the principal Employer or contractor or sub-contractors, etc. working in their employment.

(4) Both male and female workmen shall be paid the same rates of wages fixed for the category and for equal work.

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

(6) Where, in any area/establishment of Scheduled employment, if the wages as fixed by this Notification happen to be lower than the wages fixed/revised and payable as per any agreement/settlement or order or Notification or on account of contract and conditions of employment, if any, than the higher rates prevailing shall be payable as minimum wages.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.

### Notification

28/29/2001-LAB-Part (13)

Whereas a draft-Notification proposing to revise the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule", was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Extraordinary, Series I No. 10 dated 3-6-2004 under Notification No. 28/29/2001-LAB-Part (13) dated 3-6-2004 of the Department of Labour, Government of Goa (hereinafter called the "said draft Notification"), inviting objections and suggestions from all persons 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 3-6-2004;

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 19-12-2004, the minimum rates of

wages payable to the various categories of employees employed in various trades in the Scheduled Employment, namely, "Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule", as shown in the Schedule below:—

### SCHEDULE

Sr. No.	Details of Categories	All inclusive minimum rates of wages
1	2	3
(I)	Unskilled	Rs. 87/- per day
(II)	Semi-Skilled	Rs. 102/- per day
(III)	Skilled	Rs. 123/- per day
(IV)	Highly Skilled	Rs. 138/- per day
(V)	Clerical	Rs. 116/- per day

### Explanation:—

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

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

- (1) Where, in any area/establishment of Scheduled employment, wages fixed 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, contractors or sub-contractors.
- (3) Both men and women workers have to be paid the same rates of wages as fixed for the particular category and for equal work.
- (4) In case of employee employed in piece-rate basis, the minimum rates of wages payable shall be at the rate not less than the minimum rates fixed under this Notification.
- (5) The minimum rates of wages fixed are all inclusive including for weekly day of rest.
- (6) The child worker shall be paid at the rate fixed for adult worker.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th December, 2004.