

OFFICIAL GAZETTE

GOVERNMENT OF GOA

NOTE: There is one Extraordinary issue to the Official Gazette, Series I No. 45 dated 9-2-95 namely, Extraordinary dated 9-2-95 from pages 553 to 554 regarding Notification from Department of Cooperation.

GOVERNMENT OF GOA

Department of Personnel

Notification

1/18/85-PER

In exercise of the powers conferred by the proviso to Article 309 of the Constitution, and in supersession of the existing recruitment rules for the relevant posts, the Governor of Goa hereby makes the following rules to regulate the recruitment to the Goa General Service, Group 'A' & 'B' Gazetted posts in the Directorate of Animal Husbandry and Veterinary Services, Government of Goa, namely:—

1. Short title, application and commencement. —
(1) These rules may be called the Government of Goa, Directorate of Animal Husbandry and Veterinary Services, Group 'A' & 'B' Gazetted posts, Recruitment Rules, 1994.

(2) They shall apply to the posts specified in Column 1 of the Schedule to these rules (hereinafter called as the "said Schedule").

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

2. Number, classification and scales of pay. —
The number of posts, classification of the said posts and the scales of pay attached thereto shall be as specified in Columns 2 to 4 of the said Schedule:

Provided that the Government may vary the number of posts in Column 2 of the said Schedule from time to time subject to exigencies of work.

3. Method of recruitment, age limit and other qualifications. — The method of recruitment to the said posts, age limit, qualifications and other matters connected therewith shall be as specified in Columns 5 to 13 of the said Schedule.

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

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

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

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

7. These rules are issued in consultation with the Goa Public Service Commission vide their letter No. COM/II/13/3(7)/94 dated 9-8-1994.

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

S. S. Keshkamat, Under Secretary (Personnel).

Panaji, 17th November, 1994.

SCHEDULE

Name/ Designation of post	Number of posts	Classi- fication	Scale of Pay	Whether Selection post or non- Selection post	Age limit for direct recruits	Whether the benefit of added years of service is admissi- ble under Rule 30 of CCS (Pension) Rules, 1972	Educational and other qualifications required for direct recruits	Whether age & edu- cational qualifica- tions pre- scribed for the direct recruits will apply in the case of promotees	Period of pro- bation if any	Method of recruitment whe- ther by direct or by promotion or by deputation/trans- fer/contract and percentage of the vacancies to be filled by various methods	In case of recruitment by promotion/deputa- tion/transfer, grades from which promo- tion/deputation/ transfer is to be made	If a D.P.C. exists, what is its com- position	Circum- stances in which Goa Public Commission is to be consulted in making recruitment
1	2	3	4	5	6	6(a)	7	8	9	10	11	12	13
Director of Animal Husbandry and Vete- rinary Services	1 (1994) sub- ject to varia- tion	Goa General Service Group 'A' Ga- zatted, Non- Minis- terial	Rs. 3700- 125- 4700- 150- 5000	Selection	Not ex- ceeding 45 years (Relaxa- ble for Govern- ment ser- vants by 5 years in accor- dance with the ins- tructions or orders issued by the Go- vernment)	No	<i>Essential:</i> (i) Post-Graduate De- gree in Veterinary Science or Animal Husbandry of a re- cognised Universi- ty or equivalent and registered with a State Vete- rinary Council. (ii) About 10 years' experience in a re- sponsible position in Live Stock De- velopment Work. <i>Desirable:</i> (i) Doctorate in any branch of Animal Husbandry or Vete- rinary Science. (ii) Knowledge of Kon- kani and/or Ma- rathi.	Age: No Qualifica- tions: No.	One year	By promotion falling which by direct recruitment.	<i>Promotion:</i> (i) Deputy Director with 5 years regular service in the grade. (ii) Falling (i) above, with 10 years combined regular service in the grade of Deputy Director and Assistant Director.	Group 'A' D. P. C. consisting of:— (1) Chair- man/ /Mem- ber, G. P. S. C. — Chair- man. (2) Chief Secre- tary or his nomi- nee — Mem- ber. (3) Admi- nistra- tive Secre- tary/ /Head of De- part- ment — Mem- ber.	As requi- red under the Goa Public Service Commis- sion (Ex- emption from con- sultation) Regula- tions, 1988.
Deputy Director	5 (1994) sub- ject to va- riation depend- ent work- load	Goa General Service Group 'A' Ga- zatted, Non- Minis- terial	Rs. 3000- 100- 3500- 125- 4500	Selection	Not ex- ceeding 40 years (Relaxa- ble for Govern- ment ser- vants by 5 years in accor- dance with the ins- tructions	No	<i>Essential:</i> (i) Master's Degree in Animal Husbandry or Veterinary Sci- ence of a recog- nised University/ Institution or equi- valent and regis- tered with a State Veterinary Council (ii) 5 years' experience in a supervisory	Age: No Qualifica- tions: No.	One year	By promotion falling which by direct recruitment.	<i>Promotion:</i> Assistant Director with 3 years regular service in the grade. <i>For Deputy Director (Gynaecologist)</i> <i>Promotion:</i> Assistant Director with 3 years' regular service in the grade	Group 'A' D. P. C. consisting of:— (1) Chair- man/ /Mem- ber, G. P. S. C. — Chair- man.	As requi- red under the Goa Public Service Commis- sion (Ex- emption from con- sultation) Regula- tions, 1988.

and with 3 years experience in Animal breeding work.

(2) Chief Secretary or his nominee — Member.

(3) Administrative Secretary/Head of Department — Member.

Group 'A' D. P. C. consisting of:—

(1) Chairman/Member, G. P. S. C. — Chairman.

(2) Chief Secretary or his nominee — Member.

(3) Administrative Secretary/Head of Department — Member.

Note:

The proceedings of the D. P. C. relating to confirmation of a direct recruit

capacity in the livestock development work.

Desirable:

Knowledge of Konkani and/or Marathi.

Assistant Director	13 (1994)	Goa General Service Group 'A' Gazetted, Non-Ministerial	Rs. 2200-75-2800-100-4000	Selection	Not exceeding 35 years (Relaxable for Government servants by 5 years in accordance with the orders or instructions issued by the Government)	No
						<p><i>Essential:</i></p> <p>(i) Master's Degree in Animal Husbandry and Veterinary Science of a recognised University/ Institution or equivalent and registered with a State Veterinary Council.</p> <p>(ii) 2 years' experience in a Supervisory capacity in the livestock development work.</p> <p>For Assistant Director</p> <p>(Nutrition)</p> <p>Master's Degree in Animal Nutrition from a recognised University/Institution or equivalent.</p> <p>For Assistant Director (Disease Investigation).</p> <p>Master's Degree in Veterinary Science in Pathology/Bacteriology (Microbiology)/Parasitology/ National Diploma in Preventive Medicine from a recognised University or Institute or equivalent.</p>

1	2	3	4	5	6	6(a)	7	8	9	10	11	12	13
							lent and registered with a State Veterinary Council.					shall be sent to the Commission for approval. If however, these are not approved by the Commission, a fresh meeting of the D. P. C. to be presided over by the Chairman or a Member of the G. P. S. C. shall be held.	
							<i>Desirable:</i>						
							Knowledge of Konkani and/or Marathi.						
Veterinary Officer	33 (1994) subject to variation dependent on workload	Goa General Service 'B' GAZETTED Non-Ministerial	Rs. 2000-60-2300-EE-75-3200-100-3500	Selection	Not exceeding 35 years (Relaxable for Government servants by 5 years in accordance with the orders or instructions issued by the Government)	No	<i>Essential:</i> Recognised Veterinary qualification included in the First or Second Schedule to the Indian Veterinary Council Act, 1984 (Central Act 52 of 1984) and registered with a State Veterinary Council.	N. A.	Two years	By direct recruitment.	N. A.	N. A.	As required under the Goa Public Service Commission (Exemption from consultation) Regulations, 1988.
							<i>Desirable:</i>						
							(i) Experience in Cattle Development/ Poultry Development or running of a Veterinary Dispensary.						
							(ii) Knowledge of Konkani and/or Marathi.						

Department of Labour

Notification

21/6/89-LAB

Whereas the draft of certain Rules which the Government of Goa, proposed to make in exercise of the powers conferred by section 13 read with section 18 of the Child Labour (Prohibition and Regulation) Act, 1986 (Central Act 61 of 1986), were pre-published as required by sub-section (1) of section 18 of the said Act, in the Official Gazette, Series I, No. 20 dated 18-8-1994 under Government Notification No. 21/6/89-LAB dated 21-7-94, inviting objections and suggestions from all persons likely to be affected thereby till the expiry of 30 days 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 18-8-94;

And whereas objections and suggestions received from the public on the said draft have been taken into consideration by the Government.

Now, therefore, in exercise of the powers conferred by section 13 read with section 18 of the Child Labour (Prohibition and Regulation) Act, 1986 (Central Act 61 of 1986), the Government of Goa hereby makes the following Rules, namely:—

1. *Short title and commencement.*— (1) These rules may be called the Goa Child Labour (Prohibition and Regulation) Rules, 1994.

(2) They shall come into force at once.

2. *Definitions.*— In these rules, unless the context otherwise requires,—

- (a) "Act" means the Child Labour (Prohibition and Regulation) Act, 1986 (Central Act 61 of 1986);
- (b) "Advisory Board" means the Child Labour (Health and Safety) Advisory Board constituted under rule 12;
- (c) "Form" means the forms appended to these rules;
- (d) "Government" means the Government of Goa;
- (e) "Register" means the register required to be maintained under section 11 of the Act;
- (f) "Schedule" means the Schedule appended to the Act;
- (g) "Section" means a section of the Act;
- (h) The words and expressions used but not defined in these rules but defined in the Act shall have the same meaning respectively assigned to them in the Act.

3. *Restriction for employment of children in certain occupation.*— No child shall be allowed or permitted to work in any of the occupation (set forth) in Part 'A' of the Schedule to the Act or in any workshop wherein any of the processes set forth in Part B of the Schedule to the Act is carried on.

4. *Hours of Work.*— (1) No child shall be employed or permitted to work in any establishment or class of establishments to which Part III of the Act applied, for more than five and a half hours in any day.

(2) No child shall be required or allowed to work on a day of rest fixed for him.

5. *Employer to display a notice of hours of work.*— Every employer of an establishment to which Part III of the Act applies, shall display a notice of hours of work in English and in a language understood by the majority of workers at a conspicuous place in the establishment.

6. *Normal working day.*— No child employed in any establishment or occupation specified in Part III of the Act shall be allowed to work more than 3 hours continuously in case of morning shift and two and a half hours in case of evening shift before he has an interval of rest, in case of morning shift for two hours and in case of evening shift for one hour, which shall constitute a normal working day.

7. *Working hours of the child.*— (1) The working hours of the child employed in an establishment shall be fixed that no working child shall work for more than three hours continuously in any normal working day without any interval of rest.

(2) No child shall be permitted or required to work between 7.00 p. m. and 8.00 a. m.

8. *Restriction for overtime.*— No child shall be required or permitted to work overtime during the normal working day.

9. *Wages on holidays.*— (1) A working child shall be entitled to wages on all holidays as well as for the weekly day of rest as if he was on duty.

(2) If a working child is required to attend on a holiday, a compensatory holiday shall be given to him within 30 days immediately following the holiday, on a day mutually agreed upon by him and his employer.

10. *Notice of employment to the inspector.*— Every employer of an establishment in which the child was/is employed or permitted to work shall send a notice thereto, to the inspector having jurisdiction over the area, in Form "A".

11. *Health and safety.*— The Government shall constitute a Child Labour (Health and Safety) Advisory Board for consultation regarding matters connected with the provision of health facilities and safety measures to be provided for children employed or permitted to work in any establishment or class of establishments.

12. *Composition of Advisory Board.*— The Advisory Board shall consist of —

- (i) Minister for Labour who shall be the Chairman of the Advisory Board;
- (ii) Secretary, Labour, who shall be the Vice-Chairman of the Advisory Board;
- (iii) Three representatives of the Government shall be as follows:

- (a) Director of Health Services.
- (b) Chief Inspector of Factories & Boilers;
- (c) Administrative Medical Officer.
- (iv) Three representatives each of the employers and employees to be nominated by the Government;
- (v) The Commissioner of Labour, Government of Goa, shall be the Convenor of the Advisory Board and shall also function as Member-Secretary of the Advisory Board.

13. *Term of office of the member.*— (1) A non-official member of the Advisory Board shall hold office for a period of three years from the date of nomination unless he resigns his office or is removed from office by the Government for reasons to be recorded in writing.

(2) The non-official members of the Advisory Board nominated to fill any casual vacancy, shall hold office for the remaining period of the term of office of the member in whose place he is nominated.

14. *Resignation.*— (1) A member may resign his office by writing under his hand addressed to the Chairman of the Advisory Board. (2) The resignation given by a member under sub-rule (1), shall take effect from the date of its acceptance or on the expiry of thirty days from the date of receipt of such resignation, whichever is earlier, by the Chairman of the Advisory Board.

15. *Cessation of membership.*— If a member—

- (i) is absent without leave of the Chairman of the Advisory Board for three or more consecutive meetings of the Advisory Board; or
- (ii) is of unsound mind and stands as declared by a competent court; or
- (iii) is or has been convicted of any offence which in the opinion of the Government, involves moral turpitude; or
- (iv) is an undischarged insolvent, then in such cases his membership of the Advisory Board shall stand terminated forthwith.

16. *Travelling allowances for the member.*— Every non-official member shall be entitled to draw travelling allowances at the rates applicable to Grade I officer of the Government for journeys performed for attending the meetings of the Advisory Board.

17. *Time and place of meeting.*— The Advisory Board shall meet at such times and place as the Chairman may fix in this behalf once in six months:

Provided that on a requisition in writing from not less than one half of the members, the Chairman shall call a meeting within 7 days from the date of the receipt of such requisition.

18. *Notice of meetings.*— The Convenor of the Advisory Board shall give at least ten days notice

to every member of the Advisory Board of the time and place fixed for each meeting alongwith the list of business to be transacted at the said meeting:

Provided that in the case of a meeting convened under proviso to rule 17, notice of only seven days may be given to every member.

19. *Presiding at meeting.*— The Chairman shall preside at every meeting of the Advisory Board at which he is present; if, however, the Chairman is unable to attend a meeting, any member elected by the members present among themselves shall preside at the meeting.

20. *Quorum.*— One third of the total number of members of the Advisory Board shall form a quorum and at least one representative each of both the employers and the employees should be present for transacting business at a meeting of the Advisory Board. If, at the time appointed for the meeting, a quorum is not present, the member presiding shall, wait for thirty minutes and if within such period there is a quorum, proceed with the meeting but if within such period there is no quorum, the person presiding shall adjourn the meeting to such hour on some future day as he may fix.

21. *Decision by majority.*— All recommendations and advice shall, unless otherwise specially provided, be decided by a majority decision of the members present, and in the event of inequality of decision, the Chairman, or in absence of the Chairman, the presiding member at the meeting, as the case may be, shall have the final say in the matter.

22. *Power and functions of the Advisory Board.*—

(1) The Advisory Board shall advise the Government as regards the standards of the health and safety to be provided by the employers under Rule 23.

(2) The Advisory Board shall consider and report on any matter connected with the provision of health facilities and safety measures which may be referred to it by the Government or the Chairman of the Advisory Board.

23. *Health facilities and safety measures.*— (1) At every establishment, where children are employed, First-aid Box containing necessary equipments shall be provided. Every First-aid Box shall be clearly marked "First-aid" and shall be kept stocked and in good order.

(2) At every establishment where more than 100 children are employed, a dispensary shall be provided and maintained with such equipment and drugs as the Government may direct.

(3) The dispensary shall be in charge of a qualified medical practitioner assisted by such staff as the Government may direct.

(4) The dispensary shall have a floor area of at least 100 sq. mts. and smooth, hard and impervious walls and floor and shall be adequately ventilated and lighted by both natural and artificial means. An adequate supply of wholesome drinking water shall also be provided.

24. *Register to be maintained under section 11 of the Act.*— (1) Every occupier of an establishment

shall maintain a register in respect of the children employed or permitted to work at the establishment, in Form 'B'.

(2) The register shall be maintained on yearly basis but shall be retained by the employer for a period of three years after the date of the last entry made therein.

25. *Certificate of age.*— (1) All young persons in employment in any of the occupations set forth in Part A of the Schedule to the Act or in any workshop wherein any of the processes set forth in Part 'B' of the Schedule to the Act is carried on, shall produce a certificate of age from the appropriate medical authority whenever required to do so by an inspector.

(2) The certificate of age referred to in sub-rule (1) shall be issued in Form 'C'.

Explanation.— For the purpose of sub-rule (1), the appropriate medical authority shall be a Government Medical Officer not below the rank of Medical Health Officer or an Officer of equivalent rank employed on a regular basis in Employees State Insurance Dispensaries or Hospitals.

26. *Medical authority.*— A medical health authority having jurisdiction over the area where the establishment or occupation is being carried out, shall be appropriate medical authority for the purpose of deciding the dispute as to age of the child under section 10 of the Act. The medical health authority before giving any decision, shall hear the concerned party or give them an opportunity of being heard and a certificate issued by the such medical health authority shall be final and binding on the parties.

27. *Charges.*— The charges payable to the medical health authority for issue of such certificate shall be the same as prescribed by the Government for their respective Medical Board.

28. *Charges to be borne by employer.*— The charges payable to the medical health Officer or medical health authority shall be borne by the employer of the young persons whose age is under dispute.

29. *Abstract of the Act.*— An abstract of sections 3 and 14 of the Act shall be displayed in Form 'D' appended to these rules.

Form 'A'

(See rule 10)

Notice to be sent by the employer of an establishment to the Inspector

- (i) Name and locality of the establishment;
- (ii) Name of the person in actual management of the establishment;
- (iii) Address to which communication to be sent;
- (iv) Nature of occupation or process carried on in the establishment;

Place:-

Date:-

To,

The Inspector

Signature of occupier

Form 'B'

(See rule 24)

Year

Name and address of employer.....Place of work.....

Nature of work being done by the establishment

Sr. No.	Name of child	Father's name	Date of Birth	Permanent address	Date of joining establishment	Nature of work on which employed	Daily hours of work	Interval of rest	Wages paid	Remarks
---------	---------------	---------------	---------------	-------------------	-------------------------------	----------------------------------	---------------------	------------------	------------	---------

FORM 'C'

(See rule 25)

Certificate No.

Certificate of Age

I hereby certify that I have personally examined Master/Kumari... son/daughter of... residing at... and that he/she completed his/her fourteenth year and his/her ages, as nearly as can be ascertained from my examination is... years (completed), His/her descriptive marks are...

(Thumb impression/signature of child ...)

Place:

Date:

Medical Authority

Designation

Form 'D'

(See rule 29)

Abstract of sections 3 and 14 of the Child Labour (Prohibition and Regulation) Act, 1986 (Central Act 61 of 1986)

3. *Prohibition of employment of children in certain occupations and processes.*— No child shall be employed or permitted to work in any of the occupations set forth in Part A of the Schedule or in any workshop wherein any of the processes set forth in Part B of the Schedule is carried on:

Provided that nothing in this section shall apply to any workshop wherein any process is carried on by the occupier with the aid of his family or to any school established by, or receiving assistance or recognition from Government.

14. *Penalty.*— (1) Whoever employ any child or permits any child to work in contravention of the provisions of section 3 shall be punishable with imprisonment for a term which shall not be less than three months but which may extend to one year or with fine which shall not be less than ten thousand rupees but which may extend to twenty thousand rupees or with both.

(2) Whoever, having been convicted of an offence under section 3, commits a like offence afterwards, he shall be punishable with imprisonment for a term which shall not be less than six months but which may extend to two years.

(3) Whoever.—

- (a) fails to give notice as required by section 9; or
 - (b) fails to maintain a register as required by section 11 or makes any false entry in any such register; or
 - (c) fails to display a notice containing an abstract of section 3 and this section as required by section 12;
- or
- d) fails to comply with or contravenes any other provisions of this Act or the rules made thereunder, shall be punishable with simple imprisonment which may extend to one month or with fine which may extend to ten thousand rupees or with both.

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

B. N. Bhat, Under Secretary (Labour).

Panaji, 10th January, 1995.

Law (Establishment) Department

Notification

3-1-87/ELEC-Vol. II

The following Notification No. 56/95(3), dated 13-1-1995 issued by the Election Commission of India, New Delhi is hereby published for general information.

B. S. Subbanna, Law Secretary/Joint Chief Electoral Officer.

Panaji, 27th January, 1995.

Election Commission of India

Nirvachan Sadan,
Ashoka Road,
New Delhi.

Dated 13th January, 1995

Pausa 23, 1916 (Saka)

Notification

No. 56/95(3).—In pursuance of clause (d) of sub-para (1) and sub-para (2) of paragraph 17 of the Election Symbols (Reservation and Allotment) Order, 1968, the Election Commission hereby makes the following amendments to its Notification No. 56/92, dated 7-1-1993 published as O.N. 2(E), dated 8-1-1993, in the Gazette of India, Extraordinary, Part II, section 3(iii), and as amended from time to time, namely:—

In TABLE IV appended to the said notification—

Against the name of the State "6-Gujarat" under column 1, the following entries shall be inserted under column 2:

"37. Almirah, 38. Apple, 39. Axe, 40. Balloon, 41. Basket containing vegetables, 42. Bat, 43. Bell, 44. Belt, 45. Black Board, 46. Boy and Girl, 47. Brick, 48. Candles, 49. Ceiling Fan, 50. Conch, 51. Cultivator winnowing grain, 52. Electric Bulb, 53. Fire Engine, 54. Frock, 55. Gas Cylinder, 56. Gas Stove, 57. Glass Jar, 58. Glass Tumbler, 59. Hockey and Ball, 60. Kettle, 61. Lady Purse, 62. Letter Box, 63. Plough, 64. Ring, 65. Ship, 66. Telephone, 67. Television, 68. Top, 69. Trumpet, 70. Two Swords and a shield, 71. Whistle."

By Order,

S. K. MENDIRATTA
Secretary