

Notification No. 24/21/2009-LAB-II (8) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7, dated 24th May, 2016, the Government of Goa, after considering the advice of the Advisory Board appointed under section 7 of the said Act, hereby revises, with effect from the date of publication of this Notification in the Official Gazette, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely "**Employment in watch and ward**", as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	Minimum rates of basic wages per day
(1)	(2)	(3)
(I) UNSKILLED		
(1) Chowkidar		Rs. 407/- per day
(2) Watchman	Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.	
(II) SEMI-SKILLED		
(1) Security Guard (without arms)	Employees with any other designation which falls within the ambit of the foregoing entries and shall include such designated employees who in their skill are considered below a skilled person.	Rs. 468/- per day
(III) SKILLED		
(1) Security Guard (with arms);		Rs. 523/- per day
(2) Head Guards (fire fighting);		
(3) Supervisory;	Any other category, by whatever name called, which are of skilled nature.	

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

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

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

Explanations:—

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

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

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

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

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

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

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

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

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

Vivek Naik, Under Secretary (Labour).

Porvorim, 10th August, 2023.

Notification

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

Whereas, the Notification which is proposed to be issued by the Government of Goa under clause (b) of sub-section (1) of section 3, read with clause (i) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948) (hereinafter called the "said Act"), and in supersession of the Government Notification No. 24/21/2009-LAB-II (13) dated 23rd May, 2016, published in the Official Gazette, Extraordinary No. 3, Series I No. 7 dated 24th May, 2016, for revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, "**Employment in any Commercial or industrial establishment engaged in commercial, manufacturing and service activities, other than that covered under any of the other entries contained in the Schedule**", was published as required by clause (b) of sub-section (1) of section 5 of the said Act (hereinafter called the "said proposal"), inviting objections and suggestions from all persons likely to be affected thereby within a period of two months from the date of publication of the said Notification in the Official Gazette;