

**Notifications under the provision of the Shops and Establishments Act, 1973  
(Act 13 of 1974)**

Sr. No.	Notification No.	Section	Official Gazette reference	
			Series with No.	Date
1	<a href="#">1/459/74-LAB/1490 dated 11-12-1974</a>	Section 1(3)	I-40	2-1-1975
2	<a href="#">1/459/74-LAB/1491 dated 11-12-1974</a>	Section 1(3)	I-40	2-1-1975
3	<a href="#">1/15/78/LAB/S&amp;E dated 26-5-1978</a>	Rules 31(5)	I-10	8-6-1978
4	<a href="#">1/5156/75-LAB/MBA date d 19-10-1977</a>		I-30	27-10-1977
5	<a href="#">25/9/88-LAB dated 27-5-1992</a>		I-9 (Ext)	29-5-1992
6	<a href="#">1/459/74-LAB/112 dated 1-2-1975</a>	49	II-47	20-2-1975
7	<a href="#">CLE/LI/Notifs/75/649 dated 12-6-1975</a>	25(1) Cr.P.C.	II-12	19-6-1975
8	<a href="#">1/459/75-LAB(S.E.)/ Exempts/ (2)/899 dated 26-7-1975</a>	4,8(1),61(4)	II-18	31-7-1975
9	<a href="#">1/459/75-LAB(S.E.)/Exempts/ (2)/900 dated 26-7-1975</a>	4,8(1),10(1),61(4)	II-18	31-7-1975
10	<a href="#">1/459/75-LAB(S.E.)/Exempts/ (2)/901 dated 26-7-1975</a>	8(1),61(4)	II-18	31-7-1975
11	<a href="#">1/435/75-LAB(S.E.)/Exempts/(4) /1037 dated 22-8-1975</a>	11(1),13, 61(4)	II-22	28-8-1975
12	<a href="#">1/435/75-LAB(S.E.)/Exempts/(4) /1038 dated 22-8-1975</a>	5,7, 61(4)	II-22	28-8-1975
13	<a href="#">1/68/75-LAB(S.E.)/1059 dated 25-8-1975</a>	42	II-22	28-8-1975
14	<a href="#">1/435/75-LAB(S.E.)/Exempts/(4) /654 dated 6-4-1976</a>	4(1),61(4)	II-4	22-4-1976
15	<a href="#">1/459/75-LAB(S.E.)/Exempts/(3) /1227 dated 26-7-1975</a>	24(1), 61(4)	II-20	12-8-1976
16	<a href="#">1/459/75-LAB(S.E.)/Exempts/(3) / 1224 dated 5-8-1976</a>	24(1), 61(4)	II-20	12-8-1976
17	<a href="#">1/3262/76-LAB(Exempts)/SE /1223 dated 6-8-1976</a>	10,11(2),14, 61(4)	II-20	12-8-1976
18	<a href="#">1/487/75-LAB(SE)Holidays/1248 dated 9-8-1976</a>	24(1),61(4)	II-21	19-8-1976
19	<a href="#">1/459/75-LAB(SE)Exempts/1230 dated 6-8-1976</a>	61(4)	II-21	19-8-1976
20	<a href="#">1/227/75-LAB(SE)Exempts/1251 dated 10-8-1976</a>	4,5,10,11,13,14,24,57,61(4)	II-21	19-8-1976
21	<a href="#">1/487/75-LAB(SE)Holidays/1715 Dated 10-11-1976</a>	10,11(2),24(1),61(4)	II-35	25-11-1976
22	<a href="#">ILD/4198/79 dated 28-4-1979</a>	4(1),8(1),24	II-7	17-5-1979
23	<a href="#">25/3/80-ILD dated 26-5-1980</a>	61(4)	II-10	5/6/1980
24	<a href="#">21/12/83-ILD dated 6-2-1984</a>	49	II-45	9-2-1984
25	<a href="#">21/21/82-ILD dated 3-4-1984</a>	49	II-2	12-4-1984

26	<a href="#">21/6/83-ILD (VIII) dated 20-3-1985</a>	49	II-1	4-4-1985
27	<a href="#">25/25/79-ILD (Part) dated 13-10-1986</a>	61(4)	II-28(Ext)	15-10-1986
28	<a href="#">25/25/79-ILD dated 24-4-1987</a>	24,61(4)	II-4(Ext-2)	27-4-1987
29	<a href="#">CL/LWO/Notification/2001/2491 dated 23-5-2001</a>	49	II-12	21-6-2001
30	<a href="#">24/1/85-LAB-Part dated 14-5-2004</a>	8,61(4)	II-9	27-5-2004
31	<a href="#">24/1/85-LAB-Part dated 16-12-2005</a>	10,11,16, 61(4)	II-40	5-1-2006
32	<a href="#">24/17/2017-LAB/708 DATED 11-10-2017</a>	Business Reform Action Plan, 2017	I-29	19-10-2017
33	<a href="#">No. 24/17/2017-LAB/719 dated 16th October, 2017. 16th October, 2017.</a>	Addendum	Series II No. 30	26-10-2017
34	<a href="#">No. 1/459/74-LAB/966 dated 17-6-1976</a>	Section 49	Series II No. 13	24-6-1976
35	<a href="#">24/11/2018-LAB/672 dated 24-10-2019</a>	Section 61(4)	Series I No. 32	7-11-2019

GOVERNMENT OF GOA, DAMAN AND DIU

Labour and Information Department

Notification

1/459/74-LAB/1490

In Exercise of the powers conferred by sub-section (3) of Section 1 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (18 of 1974), the Administrator of Goa, Daman and Diu hereby appoints the **26th Day of January, 1975** as the date on which the provision of the said Act shall come into force in the District of Goa.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 11th December, 1974

*(Published in the Official Gazette Series-I No. 40 dated 2-1-1975)*

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Notification

1/459/74-LAB/1491

In Exercise of the powers conferred by sub-section (3) of Section 1 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (18 of 1974), the Administrator of Goa, Daman and Diu hereby appoints. the **1<sup>st</sup> Day of May, 1975** as the date on which the provision of the said Act shall come into force in the District of of Daman and Diu.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 11th December, 1974.

*(Published in the Official Gazette Series-I No. 40 dated 2-1-1975)*

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## Industries and Labour Department

### Notification

1/15/78/LAB/S &E

In pursuance of sub-rule (5) of rule 31 of the Goa, Daman and Diu Shops and Establishments Rules, 1974, the Administrator of Goa, Daman and Diu is pleased to notify the following extract of the provisions of the Goa, Daman and Diu Shops and Establishments Act, 1973 and the Rules framed thereunder, for the purpose of exhibiting the same by the employer in his establishments, namely:-

1. *Application.* - The Goa, Daman and Diu Shops and Establishments Act 1973 extends to the whole of the Union territory of Goa, Daman and Diu and it shall come into force in such areas and on such dates as the Government may from time to time, by notification appoint.

2. *Definitions.*

(1) "Child" - means a person who has not completed his twelfth year of age;

(2) "Commercial Establishment" - means any establishment which carries on any business, trade or profession or any work in connection with or incidental or ancillary to any business, trade or profession and includes. - (i) a society registered under Societies Registration' Act, 1860 or charitable or other trust whether registered or not, which carries on any business, trade or profession or work in connection with, or incidental or ancillary to such business, trade or profession; (ii) an establishment which carries on the business of advertising, commission agency, forwarding or commercial agency or which is a clerical department of a factory or of any industrial or commercial undertakings; (iii) an insurance company, joint stock company, bank, broker's office or exchange; and (iv) any other establishment which the Government may notify to be a Commercial establishment but does not include a factory, shop, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment;

(3) "Employee" - means a person principally or wholly employed in, and in connection with, any establishment, and includes an apprentice or any clerical or other staff of a factory Or industrial establishment which falls outside the scope of the Factories Act, 1948 (Central Act 63 of 1948) but does not include the husband, wife, son, daughter mother, father, brother, sister or dependent relative of an employer or his partner, who is living with and depending upon such employer or partner and is not in receipt of any wages;

(4) "Employee" - means a person having charge of or owning or having ultimate control over the affairs of an establishment and includes the manager, agent or other person acting in the general management or control of an establishment;

(5) "Establishment"- means a shop, commercial establishment, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment to which the Goa, Daman and Diu Shops and Establishments Act, 1973 applies and includes such other establishment as the government may by notification in the Official Gazette, declare to be an establishment for the purpose of the Act;

(6) "Residential hotel" - means any premises used for the reception of guests and travelers desirous of dwelling or sleeping therein and includes a club;

(7) "Restaurant or eating house" - means any premises in which is carried on wholly or principally the business of supplying meals or refreshment to the public or a class of the public for consumption on the premises and includes a Halwai shop but does not include a restaurant attached to a theatre or a restaurant or a canteen attached to a factory if the persons employed therein are allowed the benefits provided for workers under the Factories Act, 1948 (Central Act 63 of 1948) ;

(8) "Shop" - means any premises where goods are sold, either by retail or wholesale or where services are rendered to customers and includes an office, storeroom, godown, ware house, sale depot and work place whether in the same premises or elsewhere, used' mainly in connection with such trade or business, but does not, include a factory, commercial establishment, residential hotel, restaurant, eating house, theatre or other place of public amusement or entertainment or a shop attached to a factory where the persons employed are allowed the benefits provided under the Factories Act, 1948 (Central Act 63 of 1948) ;

(9) "Theatre" - includes any premises intended principally or wholly for the exhibition of pictures or other optical effects by means of cinematograph or other suitable apparatus or for dramatic or circus, performances or for any other amusement or entertainment;

(10) "Wages"- means every remuneration, whether by way of salary, allowances or otherwise expressed in terms of money or capable of being so expressed which would, if the terms of employment, expression implied were fulfilled be payable to an employee in respect of his employment or of work done in such employment, and includes: -(i) any remuneration payable under any settlement between the parties or order of a tribunal or court; (ii) any remuneration to which the employee is entitled in respect of overtime work or holiday or any leave period; (iii) any additional remuneration payable under the terms of employment whether called a bonus or by any other name; (iv) any sum which by reason of the termination of employment of the employee is payable under any law; contract or instrument which provides for the payment of such sum whether with or without deductions, but does not provide for the time Within which the payment is to be made; (v) any sum to which the employee is entitled under any scheme framed under any law for the time being in force, but does not include: (i) any bonus whether under a scheme of profit sharing or otherwise which does not form part of the remuneration payable under the terms of employment, or which is not payable under any award or settlement between the parties or order of a court; (ii) the value of any house accommodation or of the supply of light, water, medical attendance or other amenity or of any services excluded for the computation of wages by a general or special order of the Government; (iii) any contribution paid by the employer to' any pension or provident fund and the interest which may be accrued thereon; (iv) any travelling allowance or the value of any traveling concession; (v) any gratuity payable on the termination of employment or (vi) any sum paid to the employee to defray special expenses incurred by him on account of the nature of his employment;

(11) "Young person" - means a person who is not a child but has not completed eighteen years of age.

3. *House of Work.* -.: (1) Subject to other provisions of the Act, no employee in any establishment shall be required or allowed to work thereon for more than eight hours in any day or forty eight hours in any week.

(2) Any employee may be required or allowed to work in an establishment for any period in excess of eight hours a day, on payment of overtime wages, subject however that the maximum period of such excess in a week shall be' six hours.

(3) For the purposes of stock taking and preparation of accounts an employer may with the previous intimation to the Inspector require or allow any employee to work in an establishment for not more than any fifteen days in a year, in excess of the period fixed at (1) above, on payment of overtime wages, so however that the excess period shall not in aggregate exceed twenty four hours.

4. *Interval for rest and spread over of periods of work and closing of shops.* - (1) No employee in any establishment shall be required or allowed to work therein for more than five hours in any day unless he has had an interval for rest of at least one hour.

(2) The periods of work of an employee in any establishment shall be so arranged that, along with his interval for rest, they shall not spread over more than twelve hours in any

day provided that where an employee works on any day for the purpose of stock-taking and preparation of accounts the spread over shall not exceed fourteen hours in any such day, on payment of overtime wages.

(3) Every shop shall remain closed on one day of the week which shall be fixed at the beginning of the year.

(4) In case of establishments other than shops, every employee shall be allowed in each week a holiday of one whole day.

*5. Employment of children, young persons and women.* - (1) *Proof of age:* - An Inspector may require an employer to produce an authentic extract from the records of any school or from the Registrar of Birth, Deaths and Marriages, or in the absence of such extract, at least a certificate from a Government Medical Officer showing the age of an employee.

(2) No child shall be required or allowed to work in any establishment.

(3) No young person shall be required or allowed to work in any establishment before 6 am or after 7 p. m and for more than seven hours in any day or forty, two hours in any week nor shall he be allowed to work overtime.

(4) The periods of absence from duty in respect of which a woman employee is entitled, to maternity leave shall be treated as authorised absence from duty, and the woman employee shall be entitled to maternity leave but not to any wages for any of those periods.

(5) Every woman who has been for a period of not less than six months preceding the date of delivery, in continuous employment of the same employer whether in the same or different shops or commercial establishments shall be entitled to receive from her employer for the period of: - (i) six weeks leave immediately preceding the day of delivery and; (ii) six weeks leave following the day of delivery.

*6. Health and Safety.* - (1) The premises of every establishment shall be kept clean and healthy as prescribed under the rules.

(2) No person shall smoke or use a naked light or cause or permit any such light to be used in the immediate vicinity of any inflammable material in any establishment.

(3) Every dangerous part of a machinery in an establishment' other than a shop shall be securely fenced by safety guards of substantial construction, so also where manufacturing process is carried on with the aid of electric power, suitable devices for cutting off power in emergencies from running machines shall be provided and maintained.

*7. Wages.* - (1) Every employer shall be responsible for payment to his employees of all wages and sums required to be paid under this Act.

(2) Every employer shall fix period in respect of which wages shall be payable. No wage period shall exceed one month.

(3) Where any employee in any establishment is required to work overtime he shall be entitled, in respect of such overtime work, to wages at twice the ordinary rate of wages provided that where the normal hours of work are ordinarily less than eight hours a day and forty eight hours a week, he, shall be entitled' in respect 'of work in excess of such normal hours upto eight hours a day, and forty eight hours a week to wages at the ordinary rate of wages and in respect of work in excess of eight hours a day and forty eight hours a week at twice the Ordinary rate of wages in addition to the wages for the normal hours of work:

(4) Ordinary rate of wages per hour shall be calculated by dividing the total wages payable to a person employed for the hours actually worked by him during the wage period by the number of such hours in the wage period, provided that hours worked by a person employed in excess of the normal daily hours during the wage period shall be excluded in

calculating the number of hours actually worked by him.

(5) The wages of, employee shall be paid before the expiry of, the seventh day after the last day of the wage period in respect of which the wages are payable.

8. *Deductions.* - (1) The wages of an employee shall be paid to him without deductions of any kind, except those authorised by or under the Act.

(2) No deductions for breach of contract shall be made from the wages of an employee who is under the age of eighteen years;

(3) No deduction for breach of contract shall be made from the wages of an employee, unless:-

(a) There is a provision in writing, forming part of the terms of the contract of employment requiring the employer to give notice of the termination of such employment and the period of notice does not exceed either:

(i) Fifteen days or the wage-period, whichever is less;

(ii) The period of notice which the employer is required to give of the termination of that employment.

(b) This rule has been displayed' in English and in Marathi or Konkani at or near the main entrance of the establishment and has been, so displayed for not less than one month before the commencement of the absence in respect of which the deduction is made.

(c) a notice has been displayed at or near the main entrance of the establishment giving the names of the persons from whose wages the deduction is proposed to, be made, the number of days wages to be deducted and the condition if any, on which the deduction will be remitted.

(4) No deduction for breach of contract shall exceed wages of the person employed for the period by which the notice of termination of service given falls short of the period of such notice required by the contract of employment.

9. *Fines.* - (1) No fine shall be imposed on any employee save in respect of such acts and omissions on his part as the employer, without the previous approval of the Government or of the prescribed authority, may have specified by a notice.

(2) A notice specifying such acts and omissions shall be exhibited in the prescribed manner in the premises which the employment is carried on.

(3) No fine shall be imposed on any employee until he has been given an opportunity of showing cause against' the fine or otherwise than in accordance with such procedure as may be prescribed for the imposition of fines.

(4) The total amount of fine which may be imposed in anyone wage-period on any employee shall not exceed an amount equal to three paise in the rupee of the wages payable to him in respect of that wage- period.

(5) No fine shall be imposed on any employee who has not completed the age of fifteen years.

(6) No fine imposed on any employee shall be recovered from him after the expiration of sixty days from the day on which it was imposed.

(7) Every fine shall be deemed to have been imposed on the day of the act or omission in respect of which it was imposed.

10. *Leave.* -(1) Every employee who has served for a period of two hundred and forty days or more during a continuous period of twelve months in any establishment shall be entitled during the subsequent period of twelve months, to leave with wages for a period of fifteen days and such leave with wages may be accumulated upto a maximum period of



forty five days.

(2) An employee may apply in writing to the employer, not less than seven full working days before the date of availing himself of his leave to allow all the leave or any portion thereof to which he is entitled as at (1) above provided that the number of instalments for taking leave shall not exceed three during a period of twelve months.

(3) An employee who has been allowed leave for not less than five days shall, before his leave begins, be paid the wages due for the period of the leave allowed, if he makes a request therefore. Every employee in any establishment shall also be entitled during his first twelve months of continuous service and during subsequent twelve months of service;

(i) to leave with wages for a period not exceeding nine days, on the ground of any sickness incurred or accident sustained by him; and

(ii) to casual leave with wages for a period not exceeding six days on any reasonable ground.

(4) No application from an employee for leave on grounds of sickness of himself, his wife or child shall be refused but if in any case the employer is, not satisfied about the correctness, he may require the employee to submit a medical certificate in respect thereof or get the employee or the wife or the, child as the case may be, examined at his (Employees)own expenses by a registered medical practitioner (lady doctor in case of female).

(5) If an employee is discharged by his employer or if he quits employment before he has been allowed such leave as given at para 1 above, the employer shall pay him the amount payable in respect of period of leave.

11. *Termination of employment.* - (1) No employer shall without a reasonable cause and except for misconduct, terminate the service of an employee who has been in his employment for continuously for a period of not less than six months, without giving such employee at least one month's notice in writing or wages in lieu thereof and a gratuity amounting to fifteen days average wages for each year of continuous employment.

(2) An employee in any establishment shall be deemed to have been in continuous employment for a period of not less than six months if he has worked for not less than one hundred and twenty days in that establishment within a period of six months immediately preceding the date of termination of service of that employee.

(3) Every employer shall display or cause to be displayed at or near the main entrance of the establishment a copy of the list of acts and omissions in English and in Marathi or Konkani which shall be treated as misconduct on the part of the employees.

(4) Where any gratuity is payable to an employee, he shall be entitled to receive his wages from the date of termination of his service until the date on which the gratuity so payable is actually paid subject to maximum of wages for two months,

(5) No employer shall terminate the services of an employee unless an enquiry is held against the employee concerned in respect of any alleged misconduct;

(6) An employee against whom an enquiry has to be held shall be given a charge sheet clearly setting forth the nature and details of misconduct alleged against him and requiring explanation. He shall be given an opportunity to answer the charge. He shall be permitted to defend by another workman of the establishment as also to produce witnesses in his defence, and cross examine any witness on whose evidence the charge rests. A concise summary of evidence led on either side and the employees plea shall be recorded in a register to be maintained for this purpose.

12. *Appeal.* - (1) The Commissioner, Labour and Employment, shall be the appellate Authority for the purpose of hearing and deciding appeals arising out of the termination of

services of employees as well as the authority for purposes of matters specified in sub-section (7) of section 3 and section 62 of the Act.

13. *Miscellaneous.* - (1) Nothing in this Act shall apply to employees in any establishment whose average monthly wages exceed rupees' five hundred (Rs. 500/-).

(2) Every employer shall give an order of appointment to his employees in the establishment before such employer joins the service and obtain acknowledgement in token of having served the order.

(3) No employee shall work in any establishment, nor shall any employer knowingly permit an employee to work in any establishment on a day or part of a day on which the employee is given a holiday or is on leave in accordance with the provisions of this Act;

14. *Penalties.*- (1) Any person who 'contravenes any of the provisions of the rules made under the Goa, Daman and Diu Shops and Establishments Act, 1973, shall on conviction be punishable with fine which may extend to Rupees fifty (Rs.50/-).

(2) Any employer who contravenes any of the provisions of sections 4,5 to 8,10 to 25, 27 to 39, 41 and 57 shall be punishable for a first offence with fine which may extend to Rs. 25/- for a second offence with fine which shall not be less than Rs; 50/and which may extend to Rs. 100/- and for a third or subsequent offence with fine which shall not be less than Rs. 100/- and which may extend to Rs.250/-.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 26th May, 1978.

*(Published in the Official Gazette Series-I No. 10 dated 8-6-1978)*

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GOVERNMENT OF GOA, DAMAN AND DIU

Industries and labour Department

Notification

1/5156/75-LAB/MBA

Whereas the Government of Goa, Daman and Diu is of the opinion that the provisions of the Maternity Benefit Act, 1961 (Central Act 53 of 1961) should be made applicable to;

i) Shops and commercial establishments to which the Goa, Daman and Diu Shops and Establishments Act, 1973, applies;

ii) Hospitals;

iii) Local bodies such as Municipalities and Village Panchayats;

And whereas prior approval of the Central Government for the proposal has been obtained;

Now, therefore, in exercise of the powers conferred by proviso to sub section (1) of Section 2 of the Maternity Benefit Act 1961(Central Act 53 of 1961), the Government of Goa, Daman and Diu hereby gives notice of its intention to make the said Act applicable to above mentioned establishments.

Any suggestions or objections which may be received from any person in respect of the said additions on or before the expiry of a period of two months from the date of publication of this notification in the Official Gazette, will be considered by the Government of Goa, Daman and Diu.

All objections and suggestions, if any, may be sent to the Secretary to the Government of Goa, Daman and Diu, Industries and Labour Department, Secretariat, Panaji within the period stipulated above.

By order and in the name of the Administrator of Goa, Daman and  
Diu.

P. Noronha,

Under Secretary, Industries and Labour.

Panaji, 19th October, 1977.

Department of Labour

Notification

15/9/L88-LAB

Whereas three months notice of the intention of the Government to extend the provisions of the Payment of Wages Act, 1936 (Central Act 4 of 1936) (hereinafter called the "said Act"), to the payment of wages to all classes of persons employed in certain establishments was given vide Notification of even number dated 20- 11-1991, published in the Official Gazette, Series I, No. 36 dated 5-12-1991;

And Whereas; the said Gazette was made available to the public on the 5th December, 1991;

And Whereas; no objections and suggestions have been received from the public on the said Notification by the Government;

Now, therefore, in exercise of the powers conferred by sub section (5) of section 1 of the said Act, the Government of Goa hereby extends with immediate effect, the provisions of the said Act to the payment of wages to all classes of persons employed in, (i) establishments run by any local authority Municipal Councils; and (ii) Shops and establishments as defined under the Goa Shops and Establishments Act, 1973 (Act 13 of 1974) throughout the State of Goa.

By order and in the name of the Governor of Goa

V. G. Manerkar, Under Secretary (Labour)

Panaji, 27<sup>th</sup> May, 1992.

*(Published in the Official Gazette Series-I No.9 (Extraordinary) dated 29-5-1992)*

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Labour and Information Department

Notification

No. 1/459/74-LAB/112

In exercise of the powers conferred under Section 49 of the Goa, Daman and Diu Shops and Establishments Act 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby appoints, the officers mentioned under column (2) of the Schedule below to be the Inspectors for the purposes of the said Act and further directs that they shall exercise their powers within the local limits of jurisdiction specified in the corresponding entry in column (3) of the said Schedule.

SCHEDULE

Sr. No.	Officers	Area
1	2	3
1.	Commissioner, Labour and Employment, Panaji	Whole of the territory of Goa, Daman and Diu.
2.	Assistant Labour Commissioner Panaji	Whole of the territory of Goa, Daman and Diu.
3.	Labour Inspector , Panaji	Panaji, Bardez and Pernem Taluka
4.	Labour Inspector , Margao	Salcete and Canacona Taluka
5.	Labour Inspector , Bicolim	Bicholim and Satari Taluka
6.	Labour Inspector , Vasco da Gama	Marmagoa Taluka
7.	Labour Inspector , Curchorem.	Sangem and Quepem Taluka
8.	Labour Inspector, Ponda	Ponda Taluka

By order and in the name of the Administrator of Goa, Daman and Diu.

*P. Noronha,*

Under Secretary, Industries and Labour.

Panaji, 1st February, 1975

*(Published in the Official Gazette Series-II No. 47 dated 20-2-1975)*

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Labour and Information, Department

Notification

No. OLE/LI/Notifs./75/649

In exercise of the powers conferred by sub section (1) of section 25 of the Code of Criminal Procedure, 1973 (Act 2 of 1974), the Lieutenant Governor of Goa, Daman and Diu hereby appoints the officers mentioned in column (1) of the Schedule appended hereto, as Assistant Public Prosecutors for the purposes of conducting the prosecutions under the Acts mentioned in the corresponding entry of column (3) of the said Schedule in relation to the Industries, establishments and undertakings in respect of which the state Government is the appropriate Government.

SCHEDULE

1.	Senior Inspector of Factories and Boilers	i) Factories Act, 1948 (LXIII of Factories and Boilers, 1948) ii) Indian Boilers Act, 1923 (Act 5 of 1923)
2.	Factory Inspector.	iii) Payment of Wages Act, 1936 (IV of 1936) iv) Maternity Benefit Act, 1961 (53 of 1961). v) Payment of Bonus Act, 1965 (21 of 1965) vi) Motor Transport Workers Act, 1961 (27 of 1961); and the rules under the above Acts.
3.	Assistant Labour Commissioner	i) Payment of Wages Act 1936 (IV of 1936). ii) Maternity Benefit Act, 1961 (53 of 1961)
4.	Labour Inspector	iii) Motor Transport Workers Act, 1961 (27 of 1961). iv) Payment of Bonus Act, 1965 (21 of 1965). v) Working Journalists ( conditions of service and miscellaneous provisions) Act 1955 (45 of 1955) vi) Goa, Daman and Diu, Shops and, Establishments Act, 1973 (13 of 1974). vii) Contract Labour (Regulation and Abolition) Act, 1970 (37 of 1970). viii) Minimum, Wages Act, 1948 (XI of 1948). ix) Beedi & Cigar Workers (condition of Service) Act, 1966 (32 of 1966) and the rules under the above Acts.

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

*P. Noronha*, Under secretary (Industries and Labour).

Panaji, 12th June, 1975

*(Published in the Official Gazette Series-II No. 12 dated 19-6-1975)*

Notification

No. 1/459 /75-LAB(S,E.) /Exempts/899

In exercise of the powers conferred by sub section (4) of Section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts the Chemists and Druggists shops from the provisions of sub-section (1) of Section 4 and sub Section (1) of section 8 of, the said Act subject to the following, conditions namely:-

- i) that every employee in every such shop is allowed a holiday for a whole day in every week; and
- ii) the holiday given to the employees is notified to the inspector of the area in Form XXVI of the Rules.

By order and in the name of the Administrator of Goa, Daman and Diu.

*B. C. Pandey*, Secretary (Industries and Labour)

Panaji, 26th July, 1975.

*(Published in the Official Gazette Series-II No. 18 dated 31-7-1975)*

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Notification

No.1/459/75-LAB(S.E)/Exempts/(2)/900

In exercise of the powers conferred by sub section (4) of Section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts the Chemists and Druggists shops from the provisions of sub-section (1) of Section 4 and sub Section (10) of the said Act subject to the following, conditions namely:-

i) that every employee employed therein is allowed a holiday of one whole day in every week; and

II) notice specifying holidays given to the employees is sent to the Inspector of the local area in Form XXVI of the Rules.

By order and in the name of the Administrator, of Goa, Daman and Diu.

*B. C. Pandey*, Secretary (Industries and Labour).

Panaji, 26th July, 1975

*(Published in the Official Gazette Series-II No. 18 dated 31-7-1975)*

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Notification

No. 1/459/75/LA,B/(SE)/Exempts/(3)/901

In exercise of the powers conferred by sub-section (4) of Section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts all shops dealing all or any of the articles specified in the Schedule below from the provision of Sub-section (1) of Section 8 of the said Act subject to the following condition, namely:-

- (i) that every employee in such shops shall be allowed a holiday for a whole day in every week;
- (ii) notice specifying holidays given to the employees is sent to the Inspector of the local area In Form XXVI of the Rules; and
- (iii) that such shops shall not deal in cosmetics, talcum powders, soaps, hair oils and any other such items.

SCHEDULE

- (1) Shops dealing exclusively in
  - (a) vegetables and fruits;
  - (b) meat
  - (c) fish
  - (d) dairy products;
  - (e) bread;
  - (f) flowers;
  - (g) egg;
  - (h) pan;
  - (i) beedies, cigrattes, cigars and matches;
- (2) All stalls/ shops run by licencees in railway stations and within the limits of Mormugao Port;
- (3) Shops dealing with only the funeral requisites and coffins; and
- (4) Shops dealing exclusively in newspapers and magazines

By order and in the name of the Administrator, of Goa, Daman and Diu.

*B. C. Pandey*, Secretary (Industries and Labour).

Panaji, 26th July, 1975.

*(Published in the Official Gazette Series-II No. 18 dated 31-7-1975)*

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Notification

No. 1/435/75-LAB/(S. E.)/Exempts/4/1037

In exercise of under power a conferred under sub:-section (4) of section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974) the Administrator of Goa, Daman and Diu exempts all hotels, restaurants and eating houses, from the provisions of ,sub-section (1) of , section, 11 and section 13 of the said Act subject to the following conditions namely:-

- i) That no employee in the said establishment shall be required or allowed to work for more than 9 hours in any day or 48 hours in any Week.
- ii) Sub-section (2) and (3) of section 11 shall be applicable in respect of any work taken from employees beyond 9 hours on any day or 48 hours in any week;
- iii) Spread-over of periods of work in respect of no employee shall -exceed 14 hours in any day; and
- iv) Spread-over of periods of work shall not exceed 16 hours in any day, where an employee has to work overtime for stock biling and preparation of accounts.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary, (Industries and Labour).

Panaji 22nd August, 1975

*(Publish in the Official Gazette Series II No. 22 dated 28-8-1975)*

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Notification

No.1/435/75-LAB (S. E.)/(Exempts)/4/1038

In exercise of the powers conferred under sub-section (4) of section 61 of, the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts all Bakeries, Shops and Establishments wherein bread, cakes or biscuits are manufactured, from the provisions of Section 5 and Section 7 of the said Act subject to the following conditions namely:-

(1) that no employee in the said establishment shall be required or allowed to work for more than 9 hours in any day and 48 hours in any week;

(2) Sub-sections (2) and, (3) of section 5 shall, be applicable in respect of any work performed, by the employees beyond 9 hours on any day or 48 hours in any week;

(3) spreadover of periods of work in respect of no employee shall exceed 14 hours in any day; and

(4) spreadover of periods of work shall not exceed 16 hours in any day, when an employee has to work overtime or stock taking and preparation of accounts.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary, (Industries and Labour).

Panaji 25<sup>th</sup> August, 1975.

*(Publish in the Official Gazette Series II No. 22 dated 28-8-1975)*

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Notification

No. 1/6/V75-LAB(S.E.)/1059

In exercise of ,the powers conferred by Section 42 of the Goa, Daman and Diu Shops and Establishment Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu in consultation with the Judicial Commissioner hereby appoints ,the Civil Judges as specified in the Schedule appended hereto, as Judicial Authority to hear and decide all claims arising out of deductions from the wages or delay in payment, of the wages or gratuity payable under the Act to the employees in any establishment, in the District of Goa, within the local limits of their respective jurisdiction.

SCHEDULE

1. Civil Judges Junior Division, Panaji.
2. Civil Judges Junior Division, Margao.
3. Civil Judges Junior Division, Mapusa.
4. Civil Judges Junior Division, Ponda.
5. Civil Judges Junior Division, Vasco.
6. Civil Judges Junior Division, Quepem.
7. Civil Judges Junior Division, Bicholim.

By order and in the name of the Administrator of Goa ,Daman and Diu.  
S. C. Pandey, Secretary (Industries and Labour).

Panaji, 25th August, 1975.

*(Publish in the Official Gazette Series II No. 22 dated 28-8-1975)*

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Labour and Information Department

Notification

No. 1/435/75-LAB (S.E.)/(Exempts)/4/654

In exercise of powers conferred under sub-section (4) of Section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts and the Shops dealing exclusively in handicrafts situated within the municipal limits of Vasco da Gama in respect of closing hours, from the provisions of sub-section (1) of section 4 of the said Act subject to the condition that all such Shops shall be closed not later than 11 hours p. m.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary (Industries and Labour).

Panaji, 6th April, 1976.

*(Publish in the Official Gazette Series II No. 4 dated 22-4-1976)*

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Notification

No. 1/459/75/LAB(SE)/Exempts (3)/1227

In exercise of the powers conferred by sub-section (4) of Section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts all shops dealing all or any of the articles specified in the Schedule below from the provision of Sub-section (1) of Section 24 of the said Act subject to the following condition, namely:-

1) that every employee employed therein shall be allowed a compensatory holiday, in lieu therefore, with wages within 30 days from the date of such holiday and that such compensatory holidays shall not exceed 7 in a year; and

2) that where such an the employees in any such establishment is required to work on any such compensatory holiday, he shall be paid additional wages at the ordinary rate of wages in lieu of such holidays.

SCHEDULE

- (1) Shops dealing exclusively in
  - (a) vegetables and fruits;
  - (b) meat
  - (c) fish
  - (d) dairy products;
  - (e) bread;
  - (f) flowers;
  - (g) egg;
  - (h) pan;
  - (i) beedies, cigrattes, cigars and matches;
- (2) All stalls/ shops run by licencees in railway stations and within the limits of Mormugao Port;
- (3) Shops dealing with only the funeral requisites and coffins; and
- (4) Shops dealing exclusively in newspapers and magazines

By order and in the name of the Administrator, of Goa, Daman and Diu.

*B. C. Pandey*, Secretary (Industries and Labour).

Panaji, 26th July, 1975.

*(Publish in the Official Gazette Series II No. 20 dated 12-8-1976)*

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Notification

No.1/459/75-LAB (SE)/Exempts/(1)/ 1224

In exercise of the powers conferred by sub-section (4) of section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts the Chemists and Druggists shops, from the provision of sub-section (1) of section 24 of the said Act subject to the following conditions, namely:-

i) that every employee ,employed therein shall be allowed a compensatory holiday in lieu thereof, within wages Within 30 days from ,the date of Such holiday and that such compensatory holidays shall not exceed 7 in a year; and

ii) that where such an employee in any such establishment is required, to work on any such compensatory holiday, he shall be paid additional wages at the ordinary rate of wages in lieu of such holidays.

*(Publish in the Official Gazette Series II No. 20 dated 12-8-1976)*

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Notification

No. 1/3262/76LMI (Exempts )/SE/1223

In exercise of the powers conferred by sub-section 4 of Section 61 of the Goa, Daman and Diu Shops and Establishment Act, 1973 (13 of 1974) the Administrator of Goa, Daman and Diu hereby exempts the Establishment of Food Corporation of India, Mormugao, Goa from section 10, 11(2), and 14 of the said Act as the said Establishments engaged in loading, and unloading of food-grains, fertilizers, etc and is required to operate services on all days of the Week and all times of the day, subject to the conditions ;that the employer shall notify the existing arrangements With regard to opening and closing hours, weekly holiday for workmen and spreadover from time to time to the commissioner Labour and Employment, Panaji and further that the employees made to work on the weekly holiday shall be given a compensatory holiday on any day in the succeeding week.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary (Industries and Labour).

Panaji, 6th August, 1976.

*(Publish in the Official Gazette Series II No. 20 dated 12-8-1976)*

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Notification

No.1/459/75-LAB (SE)/Exempts/(1)/ 1248

In exercise of the powers conferred by sub-section (4) of section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts the Chemists and Druggists shops ,from the provision of sub-section (1) of section 24 of the said Act subject to the following conditions, namely:-

i) that every employee ,employed therein shall be allowed a compensatory holiday in lieu thereof, within wages Within 30 days from ,the date of Such holiday and that such compensatory holidays shall not exceed 7 in a year; and

ii) that where such an employee in any such establishment is required ,to work on any such compensatory holiday, he shall be paid additional wages at the ordinary rate of wages in lieu of such holidays.

By order and in the name of the Administrator of Goa, Daman and Diu.  
P. Noronha, Under Secretary (Industries and Labour).

Panaji, 9th August, 1976.

*(Publish in the Official Gazette Series II No. 21 dated 19-8-1976)*

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Notification

No.11/459/75-LAB(S.E.)/Exempts\1230

In exercise of the powers conferred by sub-section (4) of section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts the Chemists and Druggists shops, from the provision of sub-section (1) of section 24 of the said Act subject to the following conditions, namely:-

- i) That every employee employed therein shall be allowed a holiday or one whole day in every week;
- ii) Notice specifying holidays given to the employees sent to the Inspector of the local areas Form XXVI prescribed under Goa Daman and Diu Shops and Establishments Rules, 1975;
- iii) That every employee employed therein is allowed a compensatory holiday in lieu thereof, with wages within 30 days from the date of such holiday and that such compensatory holidays shall not exceed 7 in a year; and
- iv) That where such an employee in any such Establishments is required to work on any such compensatory holiday he shall be paid additional wages at the ordinary rate of wages in lieu of such holidays.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary (Industries and Labour).

Panaji, 6th August, 1976.

*(Publish in the Official Gazette Series II No. 21 dated 19-8-1976)*

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Notification

No. 1/227/75-LAB(SE-Exempts)/1251

In exercise of the powers conferred by sub-section (4) of section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts the establishments of "Indian Airlines" from the provisions of sections 4, 5, 10, 11, 13, 14,24 and 57 of the said Act as the said establishments are engaged in transportation of passengers and goods by air and are required to operate services on all days of the week and at all times of the day , subject to the condition that the employer shall notify the existing arrangements with regard to opening and closing hours weekly holiday for workmen, spreadover and holidays from time to time to the Commissioner, Labour, and Employment.

By order and in the name of the Administrator of Goa, Daman and Diu.

P. Noronha, Under Secretary (Industries and Labour).

Panaji, 10th August, 1976.

*(Publish in the Official Gazette Series II No. 21 dated 19-8-1976)*

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Labour and Information Department  
Notification  
No.1/487/75-LAB (SE)/Holidays/ 1715

In exercise of the powers conferred by sub-section (4) of section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts the all the Offices connected with "the Shipping and Stevedoring Agency" registered under the said Act from the provisions of sections 10, 11(2) and 24(1) of the said Act, subject to the following conditions, namely:- shops ,from the provision of sub-section (1) of section 24 of the said Act subject to the following conditions, namely:-

- 1) that the employees of such establishment shall be allowed at least 7 holidays, with wages in a year;
- 2) that the employees of such establishment, shall be allowed a compensatory holiday, with wages in lieu of the holidays prescribed under section 24(1) if they are made to work on such days;
- 3) that the employees of such establishment who re made to work overtime are given overtime cards in the forms given in the Annexure and are maintained regularly;
- 4) that prescribed registers are maintained in respect of the overtime worked and the wages thereof;
- 5) that the employees shall be subjected to work overtime only on the express willingness of such employees; and
- 6) that the existing arrangements as to the opening and closing hours are notified to the Commissioner, Labour and Employment, from time to time.

ANNEXURE

**Overtime Card**

(to be retained with the employee concerned)

Name of the Establishment and Address:-

Name of the Employee:-

Average wages per day:

Ticket No. (if any)

Sr. No	Date on which overtime worked	Extent of overtime	Overtime wages due	Overtime wages paid	Signature of the employer/ employee representatives	Remarks
1	2	3	4	5	6	7

By order and in the name of the Administrator of Goa, Daman and Diu.  
P. Noronha, Under Secretary (Industries and Labour).

Panaji, 10th November, 1976.

Notification

No. ILD/4198/79

In exercise of the powers by section 65 of the Goa, Daman and Diu Shops and Establishment Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby suspends the operation of the provisions of sub-section (1) of section 4, sub-section (1) of section 8 and section 24 on 1st May, 1979 and sub-section (1) of section 4 and sub-section (1) of section 8 on 2nd May, 1979 of the said Act in respect of all the shops and establishments in the village of Assonora in Bardez Talukan account of "Sirigao" Zatra and fairs in Assonora, subject to the following conditions namely:

- 1) The shops/establishments shall remain closed on any other two days in the 'week.
- 2) Employees shall be given holidays on any other two days within the week.
- 3) Employees who are made to work beyond 8 hours on any day or 48 hours in the week shall be paid overtime wages at double the normal rates.

By order and in the name of the Administrator of Goa, Daman and Diu.

G. M. Sardessai, Under Secretary, Industries and Labour

Panaji, 28th April, 1979.

*(Publish in the Official Gazette Series II No. 7 dated 17-5-1979)*

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Industries and labour Department

Notification  
No. 25/3/80-ILD

In exercise of the powers conferred by sub-section (4) of section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (13 of 1974), the Administrator of Goa, Daman and Diu hereby exempts M/s Bale Flour Mill and. Feeds, Margao, from the date of this Notification up to 30th June, 1980 from the provision of sub-section (1) Of section 8 of the said Act subject to the following condition: -

(1) That when an unemployee is required to work on Sunday, he shall be paid double the wages at the ordinary rate of wages for such work, on Sunday.

By order and in the name of the Administrator of Goa, Daman and Diu.

M. K. Bhandre, Under Secretary (Industries & Labour).

Panaji, 26th May, 1980.

*(Publish in the Official Gazette Series II No. 10 dated 5/6/1980)*

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Notification

No. 21/12/83-ILD

In exercise of the powers conferred by section 49 of the Goa, Daman and Diu Shops and, Establishments Act, 1973 (13 of 1974), and in continuation of the Government Notification No. 1/439/74-LAB/966 dated 17-6-1976, the Administrator of Goa, Daman and Diu hereby appoints the Assistant Labour Commissioner, Margao as Inspector for the purposes of the said Act for the whole of the Union territory of Goa, Daman and Diu.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 6th February, 1984.

*(Publish in the Official Gazette Series II No.45 dated 9-2-1984)*

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Notification

No. 21/21/82-ILD

In exercise of the powers conferred under section 49 of the Goa, Daman Diu Shops and Establishment Act, 1973 (Act No. 13 of 1974), the Administrator of Goa, Daman and Diu hereby appoints the Labour Enforcement Officer, Panaji as Inspector for all purposes of the said Act for the whole of the Union territory of Goa, Daman and Diu.

By order and in the name of the Administrator of Goa, Daman and Diu.

S. D. Sadhale, Under Secretary (Industries and Labour).

Panaji, 3rd April, 1984.

*(Publish in the Official Gazette Series II No.2 dated 12-4-1984)*

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Notification

No. 21/6/83-ILD (VIII)

In exercise of the powers conferred by section 49 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (13 of 1974), the Administrator of Goa, Daman and Diu hereby appoints the Deputy Labour Commissioner in the, Office of the Commissioner, Labour and Employment, Panaji Goa as an Inspector for the purposes of the said Act for the-whole of the Union territory of Goa, Daman and Diu.

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

Subhash V. Elekar; Under Secretary (Industries and Labour)

Panaji, 20thMarch, 1985.

*(Publish in the Official Gazette Series II No.1dated 4-4-1985)*

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GOVERNMENT OF GOA, DAMAN AND DIU  
Industries and Labour Department

Notification

No. 25/25/79-ILD.(Part)

In exercise of the powers conferred by sub-section (0 of section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Government of Goa, Daman and Diu is pleased to hereby exempt with effect from the date of issue of this Notification, all the establishments under the Food Corporation of India, set-up by the Food Corporation Act, 1964 (Central Act 37 of 1964), engaged in purchases, storage, movement, transport, distribution and sale of food grains situated in the Union territory of Goa, Daman and Diu from the operation of all provisions of the Goa, Daman and Diu Shops and Establishments Act, 1973.

By order and in the name of the Administrator of Goa, Daman and Diu.

Subhash V. Elekar, Under Secretary (Industries and Labour).

Panaji. 13th October, 1986.

*(Publish in the Official Gazette Series II No.28 (Extraordinary) dated 15-10-1986)*

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GOVERNMENT OF GOA DAMAN AND DIU

Industries and labour Department

Notification

No. 25/25/79-ILD

In exercise of the powers conferred by sub-section (4) of section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974) (hereinafter called the "said Act") the Administrator of Goa, Daman and Diu is hereby pleased to exempt with effect from the date of issue of this Notification and until further orders all the establishments under the Life Insurance Corporation of India in the Union territory of Goa, Daman and Diu from the provisions of section 24 of the said Act.

By order and in the name of the Administrator of Goa, Daman and Diu.

Subhash V, Elekar, Under Secretary Industries and Labour.

Panaji, 24th April, 1987.

*(Publish in the Official Gazette Series II No.4 (Extraordinary-2) dated 27-4-1987)*

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Department of Labour  
Office of the Commissioner of Labour  
Notification

No.CL/LWO/Noti./2001/2491

In exercise of the powers conferred by Section 49 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974) (hereinafter called the "said Act"), the Government of Goa hereby appoints the Labour Welfare Officer, in the Office of the Commissioner, Labour, Panaji, Goa, as Inspector, for the purposes of the said Act, for the whole of the State of Goa, with immediate effect.

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

R. S. Mardolker, Commissioner, Labour & Ex-Officio Joint Secretary.

Panaji, 23rd May, 2001.

*(Publish in the Official Gazette Series II No.12 dated 21-6-2001)*

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Notification

No. 24/1/85-LAB-Part

In exercise of the powers conferred by sub-section (4) of section 61 of the Goa, Daman and Diu Shops and Establishments (Act 13 of 1974) (hereinafter called the "said Act"), the Government of Goa hereby exempts M/s. Bharat Petroleum Corporation Ltd., from the provisions of Section 8 of the said Act for a period of 2(two) years from the date of issue of this Notification, subject to the condition that exemption granted is liable to be cancelled at any time by the Government for valid reasons.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Panaji, 14th May, 2004.

*(Publish in the Official Gazette Series II No.9 dated 27-5-2004)*

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Department of Labour

Notification

No. 24/1/85-LAB-Part

In exercise of the powers conferred by sub-section (4) of Section 61 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974) (hereinafter referred to as the "said Act"), the Government of Goa, hereby exempts all the Information Technology units including Information Technology Enabled Services Units in the State of Goa, from the provisions of sections 10,11 and 16 of the said Act, for a period of 5 (five) years, subject to the following conditions, namely:-

(1) For the work done beyond 8 hours per day and 48 hours per week, the employee shall be entitled for overtime wages at double the actual rate of wages.

(2) The management is permitted to engage young person's during the night shift, subject to provision of adequate security during the course of employment and to and fro transport from their respective residence.

(3) The employees shall be provided with Social Security Card and all other welfare measures to which they are eligible as per the rules in force.

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

Vasanti H. Parvatkar, Under Secretary (Labour).

Porvorim, 16th December, 2005.

*(Publish in the Official Gazette Series II No.40 dated 5-1-2006)*

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GOVERNMENT OF GOA

Department of Labour

Notification

24/17/2017-LAB/708

As per the recommendations proposed by Department of Industrial Policy and Promotion (DIPP), Government of India in Business Reform Action Plan, 2017, the Department of Labour & Employment, Government of Goa has considered to bring in more transparency in the existing system of inspections. For the purpose of inspection, an establishment would be selected based on the risk criteria of industry. All the high risk industries would be inspected by concerned Labour Inspectors. Medium risk establishments have an option to choose between departmental inspection and Third Party Inspection while all low risk establishment are exempted from inspection and third party certification in lieu of submission of self certification for compliance to all applicable labour laws.

Under the following Acts:-

1. The Equal Remuneration Act, 1976.
2. The Minimum Wages Act, 1948.
3. The Maternity Benefit Act, 1961.
4. The Goa, Daman and Diu Labour Welfare Act, 1986.
5. The Payment of Bonus Act, 1965.
6. The Payment of Wages Act, 1936.
7. The Inter State Migrant Workmen (Regulation of Employment and Condition of Service) Act, 1979.
8. The Motor Transport Workmen Act, 1961.
9. The Contract Labour (Regulation and Abolition) Act, 1970.
10. The Goa, Daman & Diu Shops and Establishments Act, 1973.

**Risk based Selection of Establishment for Inspection**

1. Risk based selection of establishments for inspection: Selection of establishments for inspection shall be on the basis of risk assessment as per the following criteria:

- (a) Number of workers.
- (b) Number of contract workers.
- (c) Nature of activity of the establishment.
- (d) Exemption from inspection/self-certification.
- (e) Third Party Certification.

2. Risk based assessment and categorization of establishments:

- (a) Risk categorization on the basis of number of workers:

The Department of Labour and Employment risk profiles, industries as high risk, medium risk and low risk establishments with respect to the risk to workers in terms of their entitlements viz. wages, bonus & other remuneration, leave, holidays, working hours, work site facilities, safety & health, welfare and social security measures like gratuity, EPF, ESI, accident compensation etc.

Experience of the department indicates that larger the establishment lower has been the compliance.

The risk based categorization on the basis of number of workers of establishment is as follows:

\* High Risk: Establishments employing above 100 workers (including contract/outsourced workers) on any day of the preceding calendar year.

\* Medium Risk: Establishments employing 10-100 workers (including contract/outsourced workers) on any day of the preceding calendar year.

\* Low Risk: Establishments employing less than 10 workers on any day of the preceding calendar year.

(b) Risk categorization on the basis of number of contract workers engaged:

There are certain establishments employing large number of contract workers and in some cases number of contract workers exceeds the number of regular workers. In such establishments the terms and conditions of employment of regular workers and contract workers are totally different and it is observed that in several such cases contract workers are prone to exploitation. The risk categorization of industries on the basis of number of contract workers is as follows:

\* High Risk: All such establishments employing contract workers, where total number of contract workers exceeds 25% of the total employed workers on any day of the preceding calendar year.

\* Medium Risk: All such establishments employing contract workers, where total number of contract workers is less than 25% of the total employed workers on any day of the preceding calendar year.

(c) Risk categorization on the basis of nature of activity of the establishment.—

In certain activities workers are prone to risk of accidents and health hazards, which has been classified as follows:

\* High Risk: The establishments under taking the following activities are categorized as high risk establishments.

1. Steel Industries.
2. Hotel Industries, Restaurants and Eating Houses.
3. Pharmaceuticals and Chemicals Industries.
4. Automobiles-Servicing and Repairing.
5. Construction Industries-maintenance of building and roads. 6. Brick and Kilns Industries.
7. Cashew Industries.
8. Glass Industries.
9. Jute and Coir Industries.
10. Lime kilns Industries.
11. Match and Fire Works/Explosive Industries.
12. Motor Transport undertaking.
13. Saw Mills Industries.
14. Stone breaking/crushing.
15. Cement and concrete products Industry.
16. Distilleries and Breweries Industries.
17. Paper Industries and Paper Boards.
18. Marine Industries (Ship Building).
19. Plastic Manufacturing Industries.
20. Ophthalmic lenses manufacturing industries.
21. Aluminum foil and PVC films manufacturing.
22. Freshener Industries.
23. Tobacco Industries.
24. Manufacturing of Agricultural equipments
25. Foam Industries.
26. Manufacturing Tyres, Tubes and other Rubber products.
27. Fertilizer Industries.
28. Manufacturing Ice blocks.
29. Aerated water.



30. Powder coating and painting Industries and Steel fabrication.
31. Fishnet Industries.
32. Manufacturing of Machine Tools.
33. Manufacture of Oxygen and Medical Oxygen.
34. Leather tanning.
35. Fish and Food canning.
36. Petroleum and Petroleum Products.
37. Slaughter Houses.
38. Liquefied Petroleum gas (filling plant)
39. Electrical and Electronic Industries.
40. Hydraulic fittings.
41. Zinc Oxide.
42. Insecticides and Pesticides.
43. Soap and Detergent Industries.
44. Metal products manufacturing.
45. Coal Industry.
46. Coke, Casting and Pig Iron.
47. Cashew Shell Oil Industries.
48. Gold and Silver plating Industries.
49. Manufacturing of Optic Fiber Cable.
50. Motor Winding Industry.
51. Wax Industry.
52. Explosive Industry

**\* Medium risk**

The following establishments are categorized as medium risk establishments:

1. Clubs and Canteens.
2. Garment Industries.
3. Private Hospital, Nursing Homes and Clinics.
4. Salt pans.
5. Handloom weaving.
6. Printing Press and Offset Printing.
7. Cinema Industry.
8. Laboratories (R&D).
9. Watch and Ward.
10. Bakery Products.
11. Masala Industries.
12. Laundry.
13. Cold Storage.
14. Warehouse.
15. Flour mills.
16. Poultry and other farms (Spice plantations).
17. Shoe making Industries.
18. Farming (Fish, Agriculture, Horticulture).
19. Tailoring.
20. Manufacturing of Sports Products.
21. Manufacturing of Household utensils.
22. Incense sticks Industries.
23. Handicrafts Industries.
24. Manufacturing of cardboards and plywoods.
25. Manufacturing of Stationery.
26. Assembling of Electronic and Electrical products.
27. Manufacturing of Funeral materials.
28. Manufacturing of Ice-cream.
29. Manufacturing of Cosmetics and Perfumes.

\* Low Risk

Establishments which are not included in High or Medium risk industry category would be categorized as low risk industries.

(d) Exemption from inspection/self-certification.—

\* Medium risk establishments with a history of satisfactory compliance under all the applicable Acts over 5 years from date of commencement of business, will be exempted from inspection subject to submission of self-certification (or third party certification) every year for a period of two years initially. This is subject to condition that no accidents, complaints and lock-down have been reported in the two years of self-certification/thirdparty certification.

\* Low risk establishments have been exempted from inspection subject to condition that the establishment will submit a self-certification every year with regards to compliance under all applicable Acts. However, Labour Inspectors may conduct random inspection of the establishment with prior approval from Labour Commissioner, in case of any receipt of complaints from workmen, union and others or any other grievances that may arise and may undertake compliance inspection once in five years.

(e) Third Party Certification.—

\*Medium risk establishments are also permitted to opt for Third Party Certification for a period of two years. After expiry of two years from the date of third party certification, the inspection shall be scheduled by the concerned Labour Inspector. After one year from the date of inspection by the Labour Inspector, the establishment may again opt for third party certification, continuing with the cycle as described before.

The employers of all medium risk establishments shall furnish combined annual return along with self- certificate or certificate by third party agency to the department every year.

Empanelment of agencies: For the purpose of carrying out Third Party certification, the Government shall empanel Third Party agencies. If any complaint is received against any establishment after the inspection from any source by the department and on enquiry the establishment is found guilty then the third party certification shall stand revoked by the issuing authority and fresh inspection would be carried out by Labour Department.

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

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 11th October, 2017.

Addendum

No. 24/17/2017-LAB/719

Read: 1) Notification No. 24/17/2017-LAB/708 dated 11-10-2017.

In the Government Notification read at preamble, the following paras shall be added after last para of the Notification.

“The Inspector has to upload the signed and scanned copy of the inspection report on department’s portal within 48 hours of completion of inspection.

If there is a re-inspection of any establishment due to any reason/complaint at the establishment would not be inspected by the same inspector”.

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

Georgina Saldanha, Under Secretary (Labour).

Porvorim, 16th October, 2017.

*(Published in the Official Gazette Series II No. 30 dated 26-10-2017)*

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Notification

No. 1/459/74-LAB/966

In exercise of the powers conferred under section 49 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974) and In supersession of all Government Notification issued in this behalf, the Administrator of Goa, Daman and Diu hereby appoints the Officer mentioned in column (2) of the Schedule hereto annexed as Inspectors for the purposes of the said Act, within the local limits specified in the corresponding entry in column (3) of the said Schedule.

SCHEDULE

Sr. No.	Officer	Local limits
1	2	3
1	Commissioner, Labour and Employment, Panaji,.	Whole of the Union Territory of Goa, Daman and Diu.
2	Assistant Labour Commissioner, Panaji.	-do-
3	Labour Inspector, Panaji.	-do-
4	Labour Inspector, Margao.	Salcete and Canacona Talukas.
5	Labour Inspector, Bicholim	Bicholim and Satari Talukas.
6	Labour Inspector, Vasco-da- Gama.	Marmagao Taluka.
7	Labour Inspector, Curchorem.	Sanguem and Quepem Talukas.
8	Labour Inspector, Ponda.	Ponda Taluka.
9	Labour Inspector, Mapusa.	Bardez and Pernem Talukas.
10	Labour Inspector, Daman	Daman and Diu Talukas.

By order and in the name of the Lt. Governor of Daman and Diu.

P. Noronha, Under Secretary, Industrial and Labour.

Panaji, 17<sup>th</sup> June, 1976.

*(Published in the Official Gazette Series II No. 13 dated 24-6-1976)*

Department of Labour

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Notification

24/11/2018-LAB/672

In exercise of the powers conferred by subsection (4) of section 61 of the Goa, Daman and Diu **Shops and Establishments Act, 1973 (Act 13 of 1974)**, the Government of Goa hereby exempts all the Information Technology units including Integrated Information Technology Township, Information Technology Parks, Information Technology (IT) Companies, Information Technology Enabled Services (ITeS), Startup, Electronic Manufacturing Cluster (EMC), Industry 4.0. in the State of Goa, which are registered with Government of India under the Start-Up India programme and registered with the Start-Up Promotion Cell and IT Policy of Department of Information and Technology, Government of Goa, from the provisions of Section 8, 10, 11, 16 and 50 of the said Act, for a period of 5 (five) years, from the date of publication of this Notification in the Official Gazette, subject to the following conditions, namely:—

1. For the work done beyond 8 hours per day and 48 hours per week, the employee shall be entitled for overtime wages at double the ordinary rate of wages.
  2. The employer/management is permitted to engage young person during the night shift, subject to provision of adequate security during the course of employment and to and fro transport from their respective residence.
  3. Every employee shall be provided with weekly off.
  4. The employee shall be provided with identity cards and all the welfare measures to which they are eligible as per the rules in force.
  5. The registers and records prescribed under the Goa, Daman and Diu Shops and Establishments Rules, 1975 shall be maintained.
  6. The exemption granted may be revoked at any time without any prior notice.
- This Notification shall come into force with immediate effect.

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

A. S. Mahatme, Under Secretary (Labour).

Porvorim, 24th October, 2019.

*(Published in the Official Gazette Series I No. 32 dated 7-11-2019)*

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