



OFFICE OF THE COMMISSIONER, LABOUR AND EMPLOYMENT
Shram Shakti Bhavan, 2nd Floor, Patto Plaza, Panaji, Goa - 403 001
Ph: (0832) 2437081/82/83 Fax: (0832) 2437085

No. CLE/PA/MWA-VDA/(10)/2016/3173

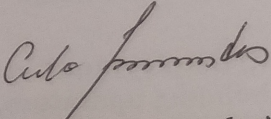
Dated : 15/11/2023

ORDER

In exercise of the powers conferred by the Government **vide different Notifications dated 10th August, 2023**, revising the minimum rates of wages in various Scheduled Employments, the undersigned, hereby, revises the rates of Variable Dearness Allowance on the basis of the average Consumer Price Index number for the preceding period of six months i.e. January, 2023 to June, 2023 reaching 385.83 (rounded to 386 points) from 269 (Base 2001=100) and thereby resulting in an increase of 117 points for Industrial Workers. The rate of Variable Dearness Allowance so calculated is **Rs. 111/- per day** for various categories of employees employed in Scheduled Employments as shown below and becomes **effective from 01.10.2023**.

- 1) **Employment in any shop and commercial establishment other than a residential hotel, restaurant or eating house.** Notification No. 24/21/2009-LAB-III/(01)/551 dated 10.08.2023.
- 2) **Employment in any residential hotel, restaurant or eating house.** Notification No. 24/21/2009-LAB-III/(02)/552 dated 10.08.2023.
- 3) **Employment in Watch and Ward.** Notification No. 24/21/2009-LAB-III/(03)/553 dated 10.08.2023.
- 4) **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.** Notification No. 24/21/2009-LAB-III/(04)/554 dated 10.08.2023.
- 5) **(i) Employment in construction or maintenance of roads or in building operators, (ii) stone breaking and stone crushing; and (iii) Maintenance of building.** Notification No. 24/21/2009-LAB-III/(05)/555 dated 10.08.2023.
- 6) **Employment in Pharmaceutical industry and Units engaged in the manufacture, sale and distribution of medicines and pharmaceutical products.** Notification No. 24/21/2009-LAB-III/(06)/556 dated 10.08.2023.
- 7) **Employment in Cashew Factories and Establishments.** Notification No. 24/21/2009-LAB-III/(07)/557 dated 10.08.2023.
- 8) **Employment in Cinema Exhibition Industry.** Notification No. 24/21/2009-LAB-III/(08)/558 dated 10.08.2023.
- 9) **Employment in Units engaged in the manufacture, assembling of Electronic Goods and Components and distribution and sale of Electronic products.** Notification No. 24/21/2009-LAB-III/(09)/559 dated 10.08.2023.

- 10) **Employment in Automobile Repairing Workshops and Garages**
Notification No. 24/21/2009-LAB-III/(10)/560 dated 10.08.2023.
- 11) **Employment in Public Motor Transport Undertaking and
Employment in Private Motor Transport Undertaking.**
Notification No. 24/21/2009-LAB-III/(11)/561 dated 10.08.2023.
- 12) **Employment in Private Hospital, nursing homes, dispensaries,
medical clinics, radiology, pathology laboratories, surgical clinics
including such establishments where medical treatment is given to
patients.** Notification No. 24/21/2009-LAB-III/(12)/562 dated
10.08.2023.
- 13) **Employment in any industry in which any process of printing by
letter press, lithography, photogravure or other similar work
incidental to such process or book binding is carried on.** Notification
No. 24/21/2009-LAB-III/ (13)/563 dated 10.08.2023.
- 14) **Employment in processing and canning of food stuff including fish
and beverages.** Notification No. 24/21/2009-LAB-III/ (14)/564 dated
10.08.2023.
- 15) **Employment in Breweries and Distilleries.** Notification No.
24/21/2009-LAB-III/ (15)/565 dated 10.08.2023.
- 16) **Employment in Readymade Garments Manufactory.** Notification No.
24/21/2009-LAB-III/ (16)/566 dated 10.08.2023.
- 17) **Employment in Bricks and Tiles Manufacture.** Notification No.
24/21/2009-LAB-III/ (17)/567 dated 10.08.2023.
- 18) **Employment in Saw Mills.** Notification No. 24/21/2009-LAB-III/
(18)/568 dated 10.08.2023.
- 19) **Employment in Agriculture.** Notification No. 24/21/2009-LAB-III/
(19)/569 dated 10.08.2023.
- 20) **Employment in cotton Textile, cotton spinning, cotton pressing,
manufacture of cotton fiber, thread yarn spinning and weaving
including handloom weaving.** Notification No. 24/21/2009-LAB-III/
(20)/570 dated 10.08.2023.


(Agnelo A. J. Fernandes)
Commissioner,
Labour & Employment

To,
All Concerned.
As per list attached.



GOVERNMENT OF GOA
GENERAL ADMINISTRATION DEPARTMENT
SECRETARIAT, PORVORIM, GOA- 403 521

TEL- 0832 2419784

FAX- 0832 2419753

No.37/1/2023-GAD-III /3993

Dated:-25/10/2023

03 Kartika, Saka-1945

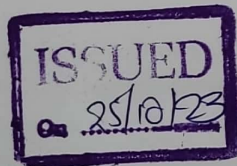
NOTIFICATION

The Government of Goa is pleased to direct that the days specified in the Annexure-I shall be observed as Public Holidays and the days specified in the Annexure-II as Special Holidays in all Government Offices in the State of Goa during the year 2024 (Saka 1945-1946). All Government Offices will be functional on Special Holidays except if the Special Holidays occur on Saturday or Sunday.

2. In addition to the Holidays specified in Annexure-I and Annexure-II, employees are permitted to avail of any two holidays from the list of Restricted Holidays specified in Annexure-III for the year 2024.

3. The Government is also pleased to declare Commercial and Industrial Holidays for the Commercial and Industrial Workers in Goa, as specified in Annexure-IV for the year 2024.

4. Further, in exercise of the powers conferred under explanation to Section 25 of the Negotiable Instrument Act, 1881 (Act 26 of 1881) read with Government of India, Ministry of Home Affairs, New Delhi, vide Notification No. U.11030/2/73-UTL dated 28/6/1973, the Government of Goa is also pleased to declare the days specified in Annexure -V as Bank Holidays in the State of Goa for the year 2024.



By Order and in the name of
the Governor of Goa

(Shaila G. Bhosle)
Under Secretary (GA-I)

To,


1. The Director, Printing & Stationery, Government Printing Press, Panaji - Pincode 403 001 - for favour of publication in the Official Gazette and supply 5 copies of the said Gazette to this Department.
2. The Director of Information & Publicity, Panaji - Pincode 403 001 - with a request to issue a suitable press note for general information of the public.

Cont... 2/-



Copy to:-

1. Secretary to Governor/Secretary to Chief Minister
2. All Secretaries to Government.
3. O.S.Ds./Under Secretaries to Chief Minister/ Dy. Chief Minister/Ministers/Speaker/Dy. Speaker/Leader of Opposition /Adv. General.
4. The Under Secretary to Chief Secretary, Secretariat, Porvorim.
5. The Secretary, Legislature Secretariat, Assembly Complex, Porvorim.
6. All Branch Officers in the Secretariat
7. All Heads of Departments/Offices/Corporations/Autonomous bodies.
8. Office of Goa State Election Commission, Near BSNL Tower, Opp. Joggers Park, Altinho, Panaji Goa.
9. Corporation of the City of Panaji/All Municipal Councils in the State of Goa.
10. The Collector, North Goa District, Panaji. Pin – 403 001.
11. The Collector, South Goa District, Margao-Goa . Pin – 403 601.
12. The Chairman, Mormugao Port Trust, Mormugao- Goa. Pin – 403 803.
13. The Dy. General Manager, State Bank of India, Zonal Officers State Bank Bhavan, St.Inez Panaji. Pin – 403 001.
14. The Sr. Divisional Manager, New India Insurance Company, Velho Filhos Building, Panaji. Pin – 403 001.
15. The Station Director, All India Radio Altinho, Panaji. Pin – 403 001.
16. The Station Director, Doordarshan Altinho, Panaji. Pin – 403 001.
17. The Dy. Collector of Customs and Central Excise, Panaji. Pin – 403 001.
18. The Resident Commissioner, Government of Goa, Goa Sadan, 18, Amrita Shergil Marg, New Delhi.
19. The Director, National Institute of Oceanography, Dona Paula - 403 002.
20. The Sr. Dy Accountant General, Office of R.A.O Porvorim. Pin – 403 501.
21. The President Goa Chamber of Commerce and Industry, Opposite Azad Maidan, Panaji. Pin 403 001.
22. The Superintendent of Posts, Goa Division, Mapusa. Pin – 403507.
23. Officer-in -Charge, Naval Base; Headquarters, Vasco da Gama. Pin 403 802.
24. Commanding Officer, I.N.S., Mandovi, Verem, Bardez-Goa. Pin – 403 501.
25. Station Manager Military Headquarters, Panaji. Pin – 403 001.
26. Station Manager, Indian Airlines, Campal, Panaji. Pin – 403 001.
27. South Central Railway, Vasco da Gama, Goa. Pin – 403 802.
28. Aerodrome Officer, Civil Enclave, Dabolim Airport, Dabolim. Pin 403 801.
29. The Archbishop of Goa, Paco Patriarchal, Altinho, Panaji. Pin – 403 001.
30. The President, Association Anjuman Nurul Islam, Cujira Complex, Bambolim – Goa
31. The Registrar, High Court at Delhi, New Delhi/Registrar Bombay High Court, Panaji Bench at Porvorim.
32. The Dy. Controller, Reserve Bank of India, Exchange Control Department, Panaji, Goa – 403 001.
33. The Chief Electoral Officer, Altinho, Panaji. Pin – 403 001.
34. The Senior Manager (PERS), Goa Shipyard Limited, Vasco-da-Gama, Goa, 403 802.


Cont....3/-

35. The General Manager, National Bank for Agriculture and Rural Development, Goa Regional Office, 3rd Floor, Nizari Bhavan, Menezes Braganza Road, Panaji, Goa, Pin – 403 001.
36. The Dy. General Manager (Personnel), Reserve Bank of India, Mumbai Office, Human Resource Management Department, Industrial Relations & Discipline Cell, Main Building, Shahid Bhagat Singh Road, Post Box No.901, Fort, Mumbai – 400 001.
37. Office of the Election Commission of India, Nirvachan Sadan, Ashoka Road, New Delhi, Pin – 110 001.

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ANNEXURE - I

LIST OF PUBLIC HOLIDAYS FOR THE YEAR 2024

| <i>Sr. No.</i> | <i>Holidays</i> | <i>Date</i> | <i>Saka</i> | <i>Days of the weeks</i> |
|----------------|---|---------------|----------------|--------------------------|
| 1. | Republic Day | January, 26 | Magha, 06 | Friday |
| 2. | Holi | March, 25 | Chaitra, 05 | Monday |
| 3. | Good Friday | March, 29 | Chaitra, 09 | Friday |
| 4. | Gudi Padava | April, 09 | Chaitra, 20 | Tuesday |
| 5. | Id-Ul Fitr* | April, 11 | Chaitra, 22 | Thursday |
| 6. | Birth Anniversary of Dr. Babasaheb Ambedkar | April, 14 | Chaitra, 25 | Sunday |
| 7. | Ram Navami | April, 17 | Chaitra, 28 | Wednesday |
| 8. | May Day | May, 01 | Vaisakha, 11 | Wednesday |
| 9. | Id-Ul-Zuha (Bakri Id) * | June, 17 | Jyaishtha, 27 | Monday |
| 10. | Independence Day | August, 15 | Sravana, 24 | Thursday |
| 11. | Ganesh Chaturthi (1 st Day) | September, 07 | Bhadra, 16 | Saturday |
| 12. | Ganesh Chaturthi (2 nd Day) | September, 08 | Bhadra, 17 | Sunday |
| 13. | Gandhi Jayanti | October, 02 | Asvina, 10 | Wednesday |
| 14. | Dussehra (Vijaya Dashmi) | October, 12 | Asvina, 20 | Saturday |
| 15. | Diwali (Deepavali) | October, 31 | Kartika, 09 | Thursday |
| 16. | Feast of St. Francis Xavier | December, 03 | Agrahayana, 12 | Tuesday |
| 17. | Goa Liberation Day | December, 19 | Agrahayana, 28 | Thursday |
| 18. | Christmas Day | December, 25 | Pausha, 04 | Wednesday |

* The Holiday mentioned at Sr. No. 5 & 9 are subject to appearance of moon.



ANNEXURE - II

LIST OF SPECIAL HOLIDAYS FOR THE YEAR 2024

| <i>Sr. No.</i> | <i>Holidays</i> | <i>Date</i> | <i>Saka</i> | <i>Days of the weeks</i> |
|----------------|---|---------------|--------------|--------------------------|
| 1. | Mahashivratri | March, 08 | Phalguna, 18 | Friday |
| 2. | Milad-Un-Nabi or Id-e-Milad (Birthday of Prophet Md.) | September, 16 | Bhadra, 25 | Monday |

N.B:-

1. Special Holidays at Sr. Nos. 1 & 2 applied shall be necessarily sanctioned. In case where employees do not avail of the Special Holidays on the designated days, the holidays may be availed of on any working days during the calendar year 2024 only.
2. Special Holiday mentioned at Sr. No. 2 is subject to appearance of moon.
3. Special Holidays can be prefixed or suffixed to any kind of Leave.

ANNEXURE – III

LIST OF RESTRICTED HOLIDAYS FOR THE YEAR 2024

| <i>Sr. No.</i> | <i>Holidays</i> | <i>Date</i> | <i>Saka</i> | <i>Days of the weeks</i> |
|----------------|--|---------------|----------------|--------------------------|
| 1. | New Year Day | January, 01 | Pausha, 11 | Monday |
| 2. | Makarsankranti | January, 15 | Pausha, 25 | Monday |
| 3. | Feast of St. Joseph Vaz | January, 16 | Pausha, 26 | Tuesday |
| 4. | Shivaji Jayanti | February, 19 | Magha, 30 | Monday |
| 5. | Guru Ravi Das Birthday | February, 24 | Phalguna, 05 | Saturday |
| 6. | Maundy Thursday | March, 28 | Chaitra, 08 | Thursday |
| 7. | Vaisakhi/Vishu | April, 13 | Chaitra, 24 | Saturday |
| 8. | Mahavir Jayanti | April, 21 | Vaisakha, 01 | Sunday |
| 9. | Budha Purnima | May, 23 | Jyaishtha, 02 | Thursday |
| 10. | Feast of Sacred Heart of Jesus | June, 07 | Jyaishtha, 17 | Friday |
| 11. | Muharam | July, 17 | Ashadha, 26 | Wednesday |
| 12. | Raksha Bandhan | August, 19 | Sravana, 28 | Monday |
| 13. | Janmashtami | August, 26 | Bhadra, 04 | Monday |
| 14. | Hartalika | September, 06 | Bhadra, 15 | Friday |
| 15. | Onam | September, 15 | Bhadra, 24 | Sunday |
| 16. | All Souls day | November, 02 | Kartika, 11 | Saturday |
| 17. | Govardhan Puja | November, 02 | Kartika, 11 | Saturday |
| 18. | Bhaubij | November, 03 | Kartika, 12 | Sunday |
| 19. | Guru Nanak's Birthday | November, 15 | Kartika, 24 | Friday |
| 20. | Guru Teg Bahadur Martydom Day | November, 24 | Agrahayana, 03 | Sunday |
| 21. | Feast of Immaculate Conception of Mary | December, 09 | Agrahayana, 18 | Monday |
| 22. | Christmas Eve | December, 24 | Pausha, 03 | Tuesday |
| 23. | New Year' Eve | December, 31 | Pausha, 10 | Tuesday |

ANNEXURE - IV

LIST OF COMMERCIAL & INDUSTRIAL HOLIDAYS
FOR THE YEAR 2024

| <i>Sr. No.</i> | <i>Holidays</i> | <i>Date</i> | <i>Saka</i> | <i>Days of the week</i> |
|----------------|---|---------------|----------------|-------------------------|
| 1. | Republic Day | January, 26 | Magha, 06 | Friday |
| 2. | Birth Anniversary of Dr. Babasaheb Ambedkar | April, 14 | Chaitra, 25 | Sunday |
| 3. | May Day | May, 01 | Vaisakha, 11 | Wednesday |
| 4. | Independence Day | August, 15 | Sravana, 24 | Thursday |
| 5. | Ganesh Chaturthi (1 st Day) | September, 07 | Bhadra, 16 | Saturday |
| 6. | Gandhi Jayanti | October, 02 | Asvina, 10 | Wednesday |
| 7. | Diwali (Deepavali) | October, 31 | Kartika, 09 | Thursday |
| 8. | Goa Liberation Day | December, 19 | Agrahayana, 28 | Thursday |
| 9. | Christmas Day | December, 25 | Pausha, 04 | Wednesday |

According, to the decision communicated by Government of India Ministry of Finance in Memorandum No. F.8 (7) EST (SPI) dated 7th November, 1963 casual employees including daily rated staff will be entitled to paid holidays if they are in service on the preceding and succeeding working days.

ANNEXURE – V

LIST OF BANK HOLIDAYS FOR THE YEAR 2024

| <i>Sr. No.</i> | <i>Holidays</i> | <i>Date</i> | <i>Saka</i> | <i>Days of the weeks</i> |
|----------------|---|---------------|----------------|--------------------------|
| 1. | Republic Day | January, 26 | Magha, 06 | Friday |
| 2. | Holi | March, 25 | Chaitra, 05 | Monday |
| 3. | Good Friday | March, 29 | Chaitra, 09 | Friday |
| 4. | Yearly Closing of Account | April, 01 | Chaitra, 12 | Monday |
| 5. | Gudi Padava | April, 09 | Chaitra, 20 | Tuesday |
| 6. | Id-Ul Fitr* | April, 11 | Chaitra, 22 | Thursday |
| 7. | Birth Anniversary of Dr. Babasaheb Ambedkar | April, 14 | Chaitra, 25 | Sunday |
| 8. | May Day | May, 01 | Vaisakha, 11 | Wednesday |
| 9. | Id-Ul-Zuha (Bakri Id) * | June, 17 | Jyaishtha, 27 | Monday |
| 10. | Independence Day | August, 15 | Sravana, 24 | Thursday |
| 11. | Ganesh Chaturthi (1 st Day) | September, 07 | Bhadra, 16 | Saturday |
| 12. | Ganesh Chaturthi (2 nd Day) | September, 08 | Bhadra, 17 | Sunday |
| 13. | Gandhi Jayanti | October, 02 | Asvina, 10 | Wednesday |
| 14. | Dussehra (Vijaya Dashmi) | October, 12 | Asvina, 20 | Saturday |
| 15. | Diwali (Deepavali) | October, 31 | Kartika, 09 | Thursday |
| 16. | Feast of St. Francis Xavier | December, 03 | Agrahayana, 12 | Tuesday |
| 17. | Goa Liberation Day | December, 19 | Agrahayana, 28 | Thursday |
| 18. | Christmas Day | December, 25 | Pausha, 04 | Wednesday |

* The holiday mentioned at Sr. Nos. 6 & 9 are subject to appearance of moon.