

# GOA LABOUR WELFARE BOARD

## SCHEME No. XVII

### RETRENCHED WORKERS ASSISTANCE SCHEME

#### Introduction:

Since 1991 there has been shift in Government policy to open up the economy. Attempts have been made to integrate the national economy with the global economy through deregulation, delicensing and decontrolling. This has resulted in severe pressure on all levels of employment relations system. There has been large scale shrinkage of jobs in some Industrial units notably the manufacturing sector on account of shift of emphasis from primary and secondary sector to service sector. Further, there is increase in rationalization and retrenchment and resultant displacement of labour.

Certain employers have been constrained to take recourse to out sourcing on a large scale on account of cyclical production and fluctuating output and demand. Besides, high productivity and reduced administrative cost are the two other compulsions behind outsourcing. The inevitable result is the progressive rise in the industrial reserve army in the form of premature retrenchment. It is high time that the problems of such surplus labour are properly addressed by a Nodal Welfare Organisation like Goa Labour Welfare Board by offering a helping hand to the destitute of the circumstances. It is therefore considered expedient to evolve a scheme.

#### **(I) Modalities of the scheme:**

i) The retrenched workman shall be eligible for monetary benefits as under:-

- |                               |                      |
|-------------------------------|----------------------|
| a. Upto the age of 40 years   | Rs. 3000/- per month |
| b. 41 years to 50 years       | Rs. 4000/- per month |
| c. Above 51 years to 58 years | Rs. 5000/- per month |

#### **(II) Duration of Benefits:**

- (a) Length of Service of Minimum 4 Years - Benefits upto one year from the date of retrenchment.
- (b) Two months for every additional year above 4 years subject to maximum of 30 months.

#### **(c) Eligibility:**

- i) The retrenched workman and the workman affected by closure claiming the benefit under the scheme should have atleast 4 years of continuous service.
- ii) No retrenched workman shall be eligible to the benefit on completion of the age of 58 years irrespective of eligibility as above.
- iii) Retrenched workmen having minimum 4 years of service in more than one company shall be eligible for the benefits under the Scheme -Burden of proof lies on workman.
- iv) Workman who has resigned or abandoned the service on his own accord or has enjoyed the benefits of Voluntary Retirement Scheme shall not be eligible to claim the benefits.

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- v) The retrenched workman shall cease to enjoy monetary benefits under the scheme the day he becomes gainfully employed. He shall also give undertaking to voluntarily disclose his employment.
- vi) It is desirable that the retrenched workman should possess social security card issued under Goa Employment (Condition of service) and Retirement Benefits Act, 2001.
- vii) The Scheme shall retrospectively come into effect from 1-4-2003.
- viii) Application for the benefits under the Scheme shall be approved by the Board or any Committee constituted by the Board.

In the scheme the word “Industrial Establishment “, workman”, “retrenchment” and “continuous service” shall have the meaning as defined under the Industrial Disputes Act, 1947.

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## ANNEXURE – I

### APPLICATION FOR CLAIMING THE MONETARY COMPENSATION BY THE RETRENCHED WORKMEN FROM GOA LABOUR WELFARE BOARD.

1. Name :
2. Father's name :
3. Age :
4. Sex :
5. Name & address of the Industrial Establishment where he has worked in the past prior to his retrenchment :
6. Designation :
7. Identity Card / Social Security No. :
8. Date of Appointment :
9. Total emoluments received at the time of retrenchment :
10. Date of retrenchment :

I hereby declare that the particulars furnished above are correct to the best of my knowledge and belief. If any of the particulars is found to be in-correct, I realize that I will be liable for suitable action apart from refund of financial assistance received by me.

**Signature of the Applicant  
or thumb impression  
(Name in block letters)**

**Place:**

**Date:-**

\* a) This column should be supported by the birth certificate as recorded in the Register of Births, Municipality or any local authority or Baptism certificate in the case of Christians.

b) Matriculation or school leaving certificate.

c) the age of employee as recorded with the company at the time of his employment shall be final and not thereafter be permitted to be altered by the employee

\*\* This should be supported by letter of appointment, wage slip or any other document.

\*\*\* This shall be supported by wage slip or certificate from the employer.

\*\*\*\* Notice of retrenchment or any other related document.

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