

GOA LABOUR WELFARE BOARD

SCHEME NO. XVIII

SCHEME TO GRANT FINANCIAL ASSISTANCE TO LAID OFF WORKMAN

Introduction:-

Lay-off projects a peculiar state in Industrial gamut where a workperson is neither banished from services nor being paid full wages.

Although the act of lay-off has conditional approval under the statute, the workman affected is always in a state of suspended animation. Apart from sensing an atmosphere of insecure employment, the workman is faced with abrupt reduction in earnings which has adverse effect on his meagre family budget. With reduction in earning, the laid-off workman has to confront a market of fluctuation prices to satisfy his basic needs. Incidence of laid-off in the state has assumed alarming proportion on account of various reasons. Interplay of various factors such as market fluctuations, slump in supply of raw material, natural calamities, break-down of machinery, and impact of judicial pronouncements make way for unwarranted lay-off.

The Government being custodian of welfare of employees cannot remain silent spectator to these developments. Moreover, in such situations industrial harmony and public interest at large are also at stake. The Government is, therefore, of the opinion that there is impending need to device a Scheme to grant relief to sub serve the interests of laid-off workman.

The Scheme aims at minimizing the agony of laid-off workman to a considerable extent. The Scheme however, shall be financed by the Government.

(I) Modalities of the Scheme:

Laid off workmen will be eligible for benefits as under:

Wages drawn per mensum

- | | | | |
|----|-------------------|-----------------|------------------|
| a) | Upto Rs. 10,000/- | | Rs. 3,000/- p.m. |
| b) | Rs.10,000/- | to Rs.15,000 /- | Rs. 4,000/- p.m. |
| c) | Rs.15,001/- | to Rs.20,000/- | Rs. 5,000/- p.m. |
| d) | Rs.20001/- | to Rs.25,000/- | Rs. 6,000/- p.m. |
| e) | Rs.25001/- | and above | Rs. 7,000/- p.m. |

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Expl: Wages shall include basic, Dearness Allowance & VDA.

(II) Duration of Benefits:

- a) Benefits shall be granted initially for a period of 45 days.
- b) On review by the Committee the same shall be extended for maximum period of 90 days.

C) Eligibility:

- I. To claim the benefit under the scheme, the workman shall be employed in an industrial establishment covered under Chapter V-A and V-B of the Industrial Disputes Act, 1947.
- II. Minimum period of 45 days lay off is necessary to claim the benefit under the scheme.
- III. Application under the Scheme shall be addressed to the Secretary, Goa Labour Welfare Board.
- IV. Laid-off workman claiming the benefit under the Scheme should have at least one year of continuous service as defined in the Industrial Disputes Act, 1947.
- V. No laid-off workman shall be eligible to the benefit on completion of the age of 58 years irrespective of eligibility as above.
- VI. Laid-off workman having minimum one year of service in more than one company shall also be eligible for the benefits under the Scheme-Burden of proof to prove lies on workman.
- VII. 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.
- VIII. The laid-off 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.
- IX. It is desirable that the laid-off workman should possess Social Security Card issued under the Goa Employment (condition of service) and Retirement Benefit Act, 2001.
- X. Application for the benefits under the Scheme shall be approved by the Committee constituted by the Board.

In the Scheme the words “industrial establishment,” “workman,” “lay off” 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 WORKMAN LAID OFF FRPM GOA LABOUR WELFARE BAORD.

1. Name :
2. Father's name :
3. Age :
4. Sex :
5. Name and address of the Industrial Establishment where he has worked in the past prior to his lay off :
6. Designation :
7. Identity card/social security card no. :
8. Date of appointment :
9. ** Total emoluments received at the time of lay off :
10. Date of lay off :

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

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

***c) Notice of lay off or any other related document.