

**Order**

No. 28/5/2021-LAB/389

Whereas, the Government of Goa is of the opinion that an industrial dispute exists between management of M/s. The International Centre Goa, Dr. E. Borges Road, Dona Paula, Goa and its workperson Ms. Maria Silvia Mergulhao Desouza, Senior Executive - House Keeping, in respect of the matter specified in the Schedule hereto (hereinafter referred to as the "said dispute");

And whereas, the Government of Goa considers it expedient to refer the said dispute for adjudication.

Now therefore, in exercise of the powers conferred by Clause (c) of sub-section (1) of Section 10 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter referred to as the "said Act"), the Government of Goa hereby refers the said dispute for adjudication to the Labour Court-II of Goa at Panaji-Goa, constituted under Section 7(1) of the said Act.

**SCHEDULE**

- "(1) Whether Ms. Maria Silvia Mergulhao Desouza, Senior Executive Housekeeping could be construed as "Workman" as defined under Section 2(s) of the Industrial Disputes Act, 1947 (Central Act 14 of 1947)?
- (2) If answer to the above is in affirmative, then, whether the action of the management of M/s. The International Centre Goa, Dona Paula, Goa, in refusing employment to Ms. Maria Silvia Mergulhao Desouza, with effect from 02-01-2020, is legal and justified?
- (3) If answer to issue No. (2) above is in negative then, what relief the workperson is entitled to?"

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

Amalia O. F. Pinto, Under Secretary (Labour).  
Porvorim, 10th August, 2021.

**Notification**

No. 28/2/2021-LAB/341

The following Award passed by the Industrial Tribunal and Labour Court, at Panaji-Goa on 22-06-2021 in Ref. No. IT/03/21 is hereby published as required under Section 17 of the Industrial Disputes Act, 1947 (Central Act 14 of 1947).

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

Amalia O. F. Pinto, Under Secretary (Labour).  
Porvorim, 19th July, 2021.

IN THE INDUSTRIAL TRIBUNAL AND  
LABOUR COURT  
GOVERNMENT OF GOA  
AT PANAJI

(Before Ms. Bela N. Naik, Hon'ble Presiding  
Officer)

Ref. No. IT/03/21

The General Manager,  
M/s Sanofi India Limited,  
L-121, Phase III,  
Verna Industrial Estate,  
Verna, Goa- 403722.

.... Employer/Party I

V/s

Workmen,  
Rep. by the President,  
Bhartiya Kamgar Sena,  
C/o Shankar Murari Pandit,  
H. No. 86/1(85, Mahalaxmi Residency,  
Behind Kala Bhavan,  
Sancoale, Goa- 403726.

..... Workman/Party II

Employer/Party I represented by Ld. Adv. Shri M. S.  
Bandodkar.

Workmen/Party II represented by Ld. Adv. Shri P. J.  
Kamat.

**AWARD**

(Delivered on this the 22nd day of the month  
of June of the Year 2021)

By Order dated 21-12-2020, bearing No. 28/22/2020-LAB/1118, the Government of Goa in exercise of powers conferred by Section 10 (1)(d) of the Industrial Disputes Act, 1947 (for short The Act), has referred the following dispute to this Tribunal for adjudication.

"(1) Whether the action of the Bhartiya Kamgar Sena, c/o Shankar Pandit, H. No. 86/1 (85), Mahalaxmi Residency, Behind Kala Bhavan, Upasnagar, Sancoale, Goa, in refusing to concede the following demands raised by management of M/s Sanofi India Limited, Plot No. L-21, Phase III, Verna Industrial Estate, Verna-Goa, is legal and justified?"

**CHARTER OF DEMANDS**

(1) Demand No. 1: Period of settlement:

The period of settlement will be for a period of 4 years from the date of signing the settlement. No retrospective settlement to be signed by the management.

(2) Demand No. 2: Applicability:

Settlement arrived strictly to be extended only to the workmen who are on the rolls of the company