

1	2	3	4	5
3	Assistant Sub-Inspector	Level 4	03	03
4	Head Constable	Level 4	12	06
5	Head Constable (RTO)	Level 4	02	—
6	Police Constable	Level 2	20	09
7	Police Constable Driver (Gr. III)	Level 2	03	—
<b>Total</b>			<b>43</b>	<b>21</b>

This issues with the approval of the Administrative Reform Department vide their U. O. No. 267 dated 26-06-2022, approval of Personnel Department vide their U. O. No. 2641/F dated 01-08-2022, concurrence of Finance Department vide their U. O. No. 1400080480 dated 04-09-2022 and approval of the Council of Cabinet in its Xth Cabinet Meeting held on 21-09-2022 and duly conveyed by General Administration Department vide letter No. 1/23/2022-GAD-II dated 23-09-2022.

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

Vivek Naik, Under Secretary (Home-I).

Porvorim, 30th September, 2022.



Department of Industries

**Notification**

3/10/2022-IND/228

Sub.: Goa Industrial Growth and Investment Promotion Policy, 2022.

1. *Preamble.*— 1.1 Industrial activity in Goa received a boost during the period from 1993 to 2002 as a result of special income tax status from the Government of India and a sales tax holiday from the Government of Goa. Post these incentives, the State economy continued to grow at a variable pace. Goa's Gross State Domestic Product (GSDP) grew at a rate of 18% in the 2004-05 to 2009-10 period with the manufacturing sector growing at a healthy 14%. However, the GSDP

increased at a much lower CAGR of 8.16% between 2015-16 and 2020-21.

1.2 There has been an economic slowdown in the State due to the lack of a robust framework for industrial growth. The closure of mining activities in the State has further adversely impacted the State economy. In recent years, due to the COVID-19 pandemic and the resulting lockdowns, the State also saw an initial decline in tourism and hospitality sectors. However, this was swiftly replaced by an influx of people from all over the country relocating to the State to take advantage of remote working culture. While the lockdowns are over, the trend continues to grow, giving a boost to local economy and the hospitality sector as well as opening doors to sectors such as IT and IT-enabled services (ITeS).

1.3 The Government of Goa recognizes the current opportunities and the immediate need to kick-start investment in the Goan economy. The State has several inherent strengths like human capital, natural resources, as well as those that are being developed through the efforts of the Government, such as infrastructure and logistics channels. The Government also recognizes the need to reinvent the brand Goa and attract the right kind of investment to the State to support the growth and development of its people while preserving its environment.

1.4 With this Policy, the Government strives to create the required governance and institutional framework that will make doing business in the State efficient, transparent and reliable. The Government will take necessary measures to empower local businesses and youth. Furthermore, the Government will strive to make Goa an attractive and preferred destination for sustainable industrial development.

2. *Goa Statistics.*— 2.1 Goa is the smallest State in India by area and the fourth smallest

by population. It is bordered by Karnataka to the East and South, Maharashtra to the North and the Arabian Sea all along its coast. Goa comprises of 2 districts, each of which has 6 talukas. Of the 12 talukas, 7 talukas have been designated as backward talukas viz. Pernem, Sattari, Sanguem, Quepem, Canacona, Bicholim and Dharbandora.

2.2 Some key statistics for Goa as of 2021 are shown below:-

Sr. No.	Statistics	Value
1.	Area	3,702 sq. km.
2.	Population	1,458,545
3.	Human Development Index (HDI)	0.779
4.	Literacy	88.70%
5.	Gross State Domestic Product (GSDP)	Rs. 53,959.86 crores
6.	Net State Domestic Product (NSDP)	Rs. 29,396 crores
7.	No. of Industrial Estates	24
8.	No. of operating Industrial Units	~ 4000 units
9.	Power demand	~ 500 MW
10.	Road Network	10,768 km. (260 km. National Highways).
11.	Rail Network	167 km. (156 km. Konkan Railway and 69 km.-South-Western Railway).
12.	Navigable Internal Waterways	255 km. Ports 1 Major (Mormugao), 5 Minor.
13.	No. of Airports	2 (Dabolim and Mopa).
14.	No. of Bank Branches	668
15.	No. of Hotels (including starred hotels), hostels and other lodging	3,672
16.	No. of Hotel rooms/beds	46,214/75,975

3. *Vision.*— To create an environment of Trust and Collaboration between the State and Industry by bringing in transparency and predictability to achieve the shared goals of prosperity and sustainable development for all.

4. *Mission.*— The mission of the Government of Goa includes:-

(i) Create transparent, predictable and seamless governance structures.

(ii) Improve the business ecosystem and provide Ease of Doing Business in the State.

(iii) Skill development and employment for local population.

(iv) Undertake responsible development to promote growth and conserve environment.

5. *Objectives.*— In furtherance of the above Vision and Mission, the objectives of this policy are:-

(i) Strengthening of the online single window to provide time-bound clearances with no physical touchpoint.

(ii) To provide support to local and existing businesses as well as attract new investment in the State by providing specific incentives and enabling infrastructure.

(iii) To promote local employment and skill development through incentives and other policy provision.

This policy envisages to create 30,000 jobs and bring investments worth INR 20,000 crore in the State over the period of 5 years.

6. *Scope.*— 6.1. This policy is open to all sectors and types of investments in the State except those included in the Exclusions section.

6.2. Thrust areas of the policy are eco-tourism, adventure tourism, entertainment, food processing, education and R&D, and other white and green category industries.

6.3 Focus Sectors: The Government has identified the following focus sectors that align with the sustainable development goals of the State. Focus sector projects will be provided fast-track clearances, special incentives and other assistance to help them ground in the State.

(a) Information Technology (IT) and ITeS: IT and ITeS sector has been one of the top focus sectors of the State. IT sector causes minimal pollution and does

not require vast areas of land for development. Furthermore, Goa has become home to many IT professionals who are taking advantage of the remote-working culture. The Government is also taking several initiatives to further strengthen the technological infrastructure in the State, such as the newly launched Telecom Policy, initiatives of the IT Department, etc. that will further facilitate establishment of a strong base for the IT industry in Goa. IT companies seeking to set up offices in Goa that do not require land from the Government may be provided fast-track clearances to commence operations in a time-bound manner. It is envisaged that during the tenure of this policy, 100 IT and ITeS companies will be grounded in the State creating opportunity for skill development and employment for the local youth.

(b) High-end Hospitality: Hospitality has been at the heart of Goa's growth. During the period of 2015-2020, the State received and approved projects with proposed investment of over INR 8000 crore. During this policy period, the Government will strive to increase its focus on high-end hospitality, including high spending tourists and professionals relocating to Goa, with a potential to significantly impact the State economy and provide employment. Towards this, the Government welcomes investment in high-end projects including, but not limited to, the following:-

(i) Tourism hubs including oceanariums, theme parks, shopping malls, food & beverage outlets, entertainment centres, handicraft centres, film city and studios, etc.

(ii) Convention centres, coworking spaces, plug-and-play fairgrounds and event centres.

(iii) Heritage tourism & home stays in heritage houses.

The above projects are envisaged to be completed through private investment or through Public Private Partnership models. The Government may provide facilitation, handholding and fast-track clearances to expedite the implementation of such projects.

(c) Niche Tourism: Goa is well known for its beaches and thriving night life. Typically, tourist season in Goa lasted from October through April, however, with more people relocating to Goa on short-term basis, Goa is seeing tourism-related activities extend throughout the year. The Government is eager to take advantage of the changing trend and encourage development of niche tourism in collaboration with the private sector. This is in furtherance of the objective to rebrand Goa and attract more high-spending, environmentally conscious visitors to boost local economy, create opportunities for gainful employment for the local youth and preserve the natural beauty of the State. Some niche areas of tourism where investments are encouraged are:-

(i) Eco-tourism, eco-resorts, plantations and farm-stays.

(ii) High-end water sports and adventure sports.

(iii) Marinas at designated locations and hinter land river cruise tourism.

(iv) Health and wellness tourism, AYUSH treatment centres, wellness resorts.

The Government may facilitate and simplify the process for obtaining clearances for private landowners who are interested to start such activities requiring minimal development and destruction of natural habitats. Furthermore, clearances will be simplified projects in areas that are notified under the Tourist Places Act of Tourism Department.

(d) Agro and Food Processing:- Agriculture and allied activities are

encouraged in the State. Agro and Food Processing is a rapidly growing sector nationally and will help the State achieve self-sufficiency. While Goa has been traditionally agriculture-focused, agricultural activity has declined recently. The Government recognizes that while the sector contributes approximately 17% to the national GDP, in the State, its contribution to SGDP remains close to 7% as per recent reports.

The Government of Goa is committed to reviving agriculture and has announced several schemes for agricultural promotion including schemes for new agriculturists as well as for usage of modern techniques to increase yield and quality. Goa also has a large fish catch and around 4000 hectares of marshy khazan lands for shrimp farming. The Government seeks to create an enabling environment conducive to attracting investment in agro-based industry to accelerate the revival of agricultural production and animal husbandry activities, provide remunerative price to the farmers, and generate employment opportunities in rural areas. Environmentally friendly processing of agro-products that add value to the agricultural, fish and animal husbandry produce and open up export potential of the produce are also being encouraged.

The Government will endeavour to leverage Central Government schemes such as those for promotion of ODOP (One District One Product), PMFME (PM Formalisation of Micro Food Processing Enterprises), MSE-CDP (Micro and Small Enterprises Cluster Development Programme), SFURTI (Scheme of Fund for Regeneration of Traditional Industries).

To facilitate growth of agro-based and food processing industry, the Government may undertake to set up enabling infrastructure such as cold-chain facilities, integrated logistics network, specialised food parks, etc., through private investments and Public Private Partnership.

The Government may also create a dedicated logistics policy to further facilitate such development. In order to further incentivize agro-based industries, the Government may, through suitable notifications, relax land use coverage limit in orchard zones to be used for approved agro-based activities.

(e) White and Green Category Industry: All other white and green category industries that are not covered under the above focus sectors will also be eligible to be considered as focus sector industry upon review of detailed project reports. The Government is eager to promote industrial growth in the State that is aligned with its environmental sustainability goals. Projects in white/green categories that have potential for high local employment generation and are overall beneficial for the State will be considered as focus sector projects. These projects may be eligible for special incentive packages, facilitation and fast-track clearances.

For example, low-polluting industries which promote the State's vision under the Goa Electric Mobility Promotion Policy, 2021 of making Goa a model State for Electric Vehicle adoption and creation of world-class charging infrastructure and eco-system will be considered focus sector industry.

7. *Exclusions.*— The following categories of projects/businesses are excluded from the scope of this policy:-

(i) Prohibited sectors as per the FDI policy of the Central Government or any other policies of the Government of India.

(ii) Projects in restricted areas of Goa Regional Plan 2021 such as khazan lands, low-lying paddy fields, sloppy lands, land falling under Coastal Regulatory Zone, areas prohibited under the Environment Management Plan and other restricted areas as per other State rules and regulation.



(iii) Certain Red category industries that are deemed detrimental to the environmental and sustainability goals of the State. The State may notify a list of such industries/sectors from time to time.

8. *Chapter 1: Investing in Goa.*— 8.1 The Process:- The process of investing in Goa has been transforming and the Government of Goa, through a process of continuous research and feedback, is working towards making it increasingly investor-friendly. In this regard, the following steps will be taken to simplify the process and make it transparent and reliable:-

1. The Goa Investment Promotion and Facilitation Board (IPB):- Goa IPB is the single window agency of the State and its roles and functions will be suitably modified to provide end-to-end facilitation to all types and sizes of investments in the State of Goa.

Goa IPB may be granted monitoring and enforcing powers to ensure timely delivery of clearances in accordance with Goa (Right of Citizens to Time-bound Delivery of Public Services) Act, 2013 through a dedicated committee for the same. Such a committee may be brought into force through notification with prior approval from the Board.

Furthermore, land allotment may be simplified in the following ways:-

(a) For investors seeking land in notified industrial estates, application to be received by IPB through its single window and routed to Goa Industrial Development Corporation (GIDC) for due diligence and allotment. IPB will monitor the application under its single window clearance and ensure allotment within notified timeline.

(b) For investors seeking to start operations on private land, IPB to provide change in zoning through declaration of Investment Promotion Area (IPA), where required. For all private lands, Sanad conversion, if required, may also be given by the Planning, Development and

Construction Committee (PDCC), or other relevant committee approved by the Board. In case where IPA as well as Sanad conversion are required, both may be provided concurrently. The timeline for IPA may be further reduced and all pre-establishment clearances may be given through the PDCC to ensure investors can start pre-operation activities at the earliest possible.

(c) For Mega projects with investment of INR 100 crore or more and/or employment generation for 1000 or more Goans, the Board may identify and recommend land parcel(s) from the industrial land bank to GIDC for further allotment.

In addition to above, IPB may formulate an exit policy for businesses that wish to close their operations in the State. In case the business is facing financial difficulties, it may be referred for incentive for sick units as outlined in later section of this policy. Further as part of the closure process, the impact on the existing labour workforce will be taken into account with provision to create alternative means of employment generation and financial support. State-level corpus fund may be created for the same along with contribution from CSR funding through private sector.

In order to carry out its enhanced functions effectively and efficiently, IPB will continue to remain professionally staffed.

2. The Goa Industrial Development Corporation (GIDC):- GIDC is mandated to identify and acquire land for development of new industrial estates and maintenance of existing industrial estates across the State of Goa. There are 24 industrial estates operational in the State. The land allotment process is done via two methods, namely, advertisement-based and auction. 40% of land is also earmarked for special projects, the land bank for which is advertised by IPB.

As indicated in Clause 8.1.1(c), IPB may direct MD, GIDC to allot recommended

plot(s) for a Mega project. In addition to this, GIDC may undertake following reforms to bring transparency in the process of advertisement-based land allotment:-

(a) Identify complete available land bank across all the industrial estates and publish the same on its own website as well as that of IPB and State single window system. Also adopt GIS-based platform to enable real-time data regarding land bank.

(b) Reengineer the application process for land allotment to simplify the application form and document requirement.

(c) Suitably amend its regulations to make advertisement-based land allotment a pre-establishment service under the single window and accept applications from IPB's online single window system.

(d) Undertake necessary actions to ensure timely allotment of land and notify the updated timeline.

In addition to above, GIDC may also amend its regulations suitably to allow logistics as an industry. GIDC may further like to reserve a fixed percentage of land for this purpose across its industrial estates. GIDC may also take up simplification of other norms such as permissible FAR limits within industrial estates for specific sectors such as tech-based industry.

GIDC may take up development of new industrial parks, either on its own or through PPP mode, with built-in plug-and-play facilities, common waste management infrastructure and facilitation cells for MSMEs.

In order to provide self-governance to the occupants of the industrial parks to take up matters that are of highest priority to them, the Government of Goa may notify special local bodies that will be operational within each industrial estate. These local bodies will comprise of members from the Government as well as industry and will use a portion of the tax revenue collected to take up park-level maintenance projects.

Finally, GIDC may also make specific provisions to rejuvenate sick or defunct units. Units that have not been financially viable for a prolonged period of time may be allowed to change the nature of operations on the basis of self-declaration. Application fee and other approvals may be waived for initial years of operations.

9. *Chapter 2: Ease of Doing Business.*— 9.1 Ease of Doing Business has been a key focus area of the Government of Goa since 2017. In the latest assessment report released by the Department for Promotion of Industry and Internal Trade (DPIIT), on June 30, 2022, the State recorded an improvement in rank from 24 to 16. This is based on 100% user feedback. The State is committed to maintain the pace and has been onboarding services on the online single window system on a continuous basis. The State will continue to strengthen the single window system by taking following steps:-

(i) Continuously onboarding new services on the online portal and making them available through the Single Window System.

(ii) Creation of a common application form to be accepted by IPB and routed to concerned departments, including land allotment by GIDC.

(iii) Process re-engineering to simplify department clearances.

(iv) Monitoring of applications by IPB.

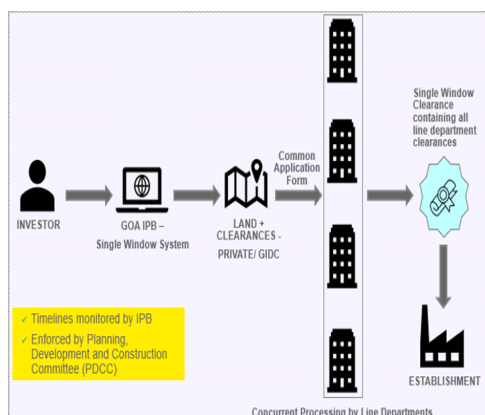
(v) Amendment of Goa (Right of Citizens to Time-bound Delivery of Public Services) Act, 2013 to include timelines for all business and citizen services of the State.

(vi) Enforcement of above timelines through IPB.

(vii) Strengthening of the grievance redressal system to address delays in service delivery and levy of fines on concerned personnel/officers/Competent Authority responsible for such delays.

All line departments will suitably amend their rules and regulations to accept the common application form and notify revised timelines where necessary.

IPB may issue a Single Window Clearance Certificate containing all clearances and approvals required to commence establishment activities. Indicative application flow shown below:-



9.2 Furthermore, some other areas have also been identified where business processes may be simplified. They are:-

(i) In case of private land where zone change is required, the Government may undertake reforms to provide Sanad conversion concurrently with zone change against payment of prescribed fees. When IPA is declared, Sanad conversion may be given concurrently through the PDCC of IPB. In other cases, where zone change is done to industrial use, Sanad conversion may be issued in parallel by the SLAO, GIDC.

(ii) As per the Section 42A of the Goa, Daman and Diu Town and Country Planning Act, 1974 and Rules, 1976, and subsequent Government decision dated 15-12-2021, an investor seeking to start eco-tourism or such other related activity as covered under the Eco Sensitive Zone Notification, may be provided waiver from obtaining Change in Land Use (Sanad Conversion)

and Change in Zoning, given that the project is set up in no more than 5% of the total area and such area is at least 5,000 sq. meters. Further to above, for eco-tourism projects or projects in other focus sectors of the State that are beyond the scope of the Eco Sensitive Zone Notification, where the land requirement is as indicated above, change in land use and change in zoning may be waived. Relevant departments may issue notifications for the same.

(iii) Town and Country Planning Department may further like to relax the requirements for starting eco-tourism activities and other activities falling under the thrust areas of this Policy.

(iv) In order to further expedite the process of establishing business in the State, other departments may also consider implementing provisions for deemed approvals and approvals on the basis of self-declaration. IPB will make recommendations to the Government from time to time to implement such measures.

Further, to ensure end-to-end online delivery of Government services, requisite capacity building and infrastructure upgrade within the State departments is required. The Government may take necessary actions to provide training and hand-holding to department staff along with access to computers, high speed internet, printer and plotters, and other IT hardware and software.

### 10. Chapter 3: Infrastructure Enablers.—

10.1 Goa is a land-scarce State, so careful and innovative measures are required to manage the limited land resources to encourage industrial growth. Besides being selective about the sectors that will be encouraged in the State, the Government may also collaborate with the private sector to optimise the use of land. The Government

may further notify a PPP policy to provide specific guidelines for the development of private industrial/sectoral parks, development of infrastructure within Government industrial/sectoral parks in PPP mode and other industrial infrastructure development in the State in PPP mode.

10.2 Some of the key initiatives are:-

(i) Provision for development of industrial infrastructure in PPP model, such as industrial/sectoral parks, incubator and accelerators, logistics park, convention centre, food parks, etc.

(ii) Since Goa is a popular tourism destination, the Government may support development of entertainment-themed infrastructure to promote year-around activities. A single window system for all events-related clearances may also be developed. Facilities such as plug-and-play event centres and fair grounds, entertainment parks, television and film studio complexes and theme parks will be encouraged.

(iii) Facilitation for private landowners to lease/sell to investors for setting up industry. IPB/GIDC may invite landowners to register their land with the department. Fixed rates, zoning change and other clearances may be facilitated through IPB/GIDC. Database of such land parcels will be maintained and shared with prospective investors when required.

(iv) Facilitation for Comunidade land owners may be provided to lease land for industrial or commercial use.

(v) Anchor units may be identified and incentivised to support the growth of ancillary industry and sector-specific ecosystem.

11. *Chapter 4: Logistics.*— Logistics is a key contributor to the development of industry. Goa has an extensive road network, access to Konkan and South-Western

Railway lines, one major seaport (Mormugao) and two airports (Dabolim and Mopa). The Government will undertake well-planned and integrated approach to further strengthen and link these individual channels. In this regard, a dedicated logistics policy may be formulated. The key pillars of such policy will be—regulatory framework, enabling infrastructure, skill development, incentives. Policy-level promotion may be provided for establishment of the following, either through PPP mode or by private investors:-

(i) Logistics Hub—Logistics hubs are required to integrate various modes of transport to provide seamless connectivity via land, water and air. The Government may seek private partners to develop such hubs in PPP mode.

(ii) Cold Chain Logistics—Goa has a big pharmaceuticals base. Food and agro-based industry are also present and will continue to grow. Cold Chain Logistics is crucial for the development of some of these sectors. Development for the same may be taken up in PPP mode.

(iii) Container Freight Station (CFS)—Such stations are essential for the consolidation activities required for export purpose. In order to promote exports from Goa, CFS development will be undertaken.

(iv) Ports & Waterways—With over 140 km. of coastline and number of river channels inland, there is potential to develop ports, private terminals, jetties and waterways transport to facilitate commercial movement as well as tourism-related activities such as passenger cruises.

(v) Micro Industrial Zones (MIZ)—In addition to industrial estates and sectoral parks, the Government may identify smaller industrial zones to promote development of MSME, especially those dealing with local arts and crafts, coir, textile and handicraft units. As indicated in Clause 10, Chapter 3, the Government may engage with private landowners for developing



such facilities. The MIZs will provide an economical and readily available facility for establishing micro units. Physical infrastructure such as water, electricity and other utilities will be provided within the MIZ.

(vi) Cluster Development-Cluster-based development refers to development of dedicated business centres that contain similar industries or industries in a specific sector that have similar challenges and/or requirements. Such type of development is also encouraged through the Cluster Development Programme of the Government of India. The State may promote such projects to invite funding through the Central Government schemes for the same.

12. *Chapter 5: Other Industry Enablers.*— The Government will continue to work with various State and Central departments and the private sector to create a well-rounded ecosystem that is conducive to sustenance and development of industry. This includes:-

(i) Development of human capital by investing in training and upskilling of local youth.

(ii) Reliable and uninterrupted power supply.

(iii) Water supply for industrial/commercial use.

(iv) High speed internet and mobile connectivity across State.

(v) Waste management plan.

13. *Chapter 6: Incentives.*— 13.1 The Government envisages to provide fiscal and non-fiscal incentives to promote industrial development in the State. For this purpose, the Government may engage with local industry to encourage uptake of existing incentives and identify gaps where new incentives may be offered.

13.2 A list of incentives to be offered to new and existing businesses in the State is

given below. The quantum of incentive disbursed may be contingent upon local employment generated with provision for increased benefits to those businesses that employ over 60% locals. Detailed notification for the schemes will be issued.

(i) Incentives for businesses with special emphasis on existing businesses/units:-

(a) Production-Linked Incentive:- The Government is keen to support the growth of industry in the State. In order to expand production and increase sales, businesses are required to make investments in modern technology and/or increase their work force. In order to support the industry and offset some of the costs, the Government may offer production-linked incentive at the rate of 2-5% of the incremental sales for a period of 5 years.

(b) Export Promotion:- The Central Government of India is taking various initiatives to simplify the export regulations and improve the conditions for export to other countries. In order to provide support and promotion to local export, the State Government may create an Export Promotion Cell that will address the needs of the industries and facilitate exporters from the State. The Cell will help exporters obtain benefits through the various schemes of the Government of India, showcase local export potential and liaise with relevant stakeholders to develop new and existing markets.

(c) Training and employment of locals:- The Government recognizes that in some areas there is a gap between employer expectations and skill sets available in Goa. The Government, through the relevant departments, is taking strong steps to improve the quality of education as well as introducing new courses to meet industry requirements.

However, the Government also realizes that the best way to address the gaps in skillset

is to work directly with the industry to firstly, identify such gaps, and then, to come up with programs that are tailored to fill those gaps. While the right training is important, it is equally important to create sufficient employment opportunities upon completion of such trainings so that people are encouraged to participate in these courses.

In order to incentivise the training process for all concerned, the Government may initiate a joint program in collaboration with the industry associations and educational institutes in the State and undertake strategic tie-ups up with independent industries. Incentives will be offered to those industries that offer vocational and other technical training to local persons with a commitment for probationary employment for a minimum duration of 6 months post completion of such training. These programs will be conducted in partnership with local educational institutions at a subsidised rate. Further incentives may be offered to those industries that retain the probationary recruits on a permanent basis. Such incentive may be offered for a maximum period of 5 years, excluding probation period. Additional benefits may be offered for successful training and gainful employment of women and other minorities.

(d) Procurement of local raw material:- The Government is keen that existing and new industrial units use raw materials that are procured locally and preferably through the various MSMEs of the State. Specific incentives are provided through the Preferential Purchase Incentives for Micro and Small Enterprises Scheme, 2022. The Government may further notify additional scheme to offer incentives for local procurement from large industries.

(e) Incentive for creation of ancillary industry:- Creation of local ancillary industry is essential for establishing a complete ecosystem for a sector. From the supply chain point of view, it also means savings in terms of transport time and production costs. While the Government

will continue to encourage establishment of such units in the State, local business that are eager to take up backward and/or forward integration and become anchor units for other industry may be offered special incentives. This may include capital subsidy for investment in plant and machinery, simplified land clearances and other support as may be required by the specific industry.

(f) Incentive for adoption of green practices:- Goa's beautiful and varied environment needs to be preserved. While industrial activity is important for economic growth and job creation, the Government of Goa is clear that this will not be at the cost of the environment. Along with a specific thrust on encouraging environmentally conscious industry segments, the Government is keen to incentivize investments by existing and new units in environ-mentally friendly initiatives as under:-

(i) Water & energy audit:- Reimbursement of 25% of the cost of water and energy audit by a recognized institution/consultant.

(ii) Water & energy conservation equipment:- Reimbursement of 25% of the cost of water and energy conservation equipment, subject to a cap of INR 1,00,000 per unit.

(iii) Renewable energy:- Reduction of 100% in electricity duty for units installing renewable power generation equipment subject to the unit utilising a fixed percentage of open rooftop space for solar power generation.

(g) Increased FAR:- For specific industries such as IT and other tech-based industry, where land requirement is limited and vertical growth is possible, relaxation of FAR limits may be offered to allow expansion of the industry. As per the Goa Land Development and Building Construction Regulation 2010, the maximum permissible FAR for IT

industry is 150. Furthermore, for hospitality industry additional FAR of 20% for 4 and 5 starred hotels can be granted on the recommendation of the corresponding committee. These limits may be further relaxed and extended to other industries also. The Government may, by notification, identify a list of industries for which increased FAR may be permissible and outline a process for application to be considered for the same.

(h) Special incentive package and waivers for revival of closed/sick units:- The Government of Goa recognises the need to identify and support good businesses with potential to promote entrepreneurship in the State. Often businesses may suffer due to poor management of financial and/or other resources. Through a special notification, the Government may create a committee to invite applications for support from sick businesses that need help. An evaluation methodology will be created to shortlist businesses eligible for Government support. Support may be provided in the form of zero to low interest financing, debt resolution, market assistance and other needs as identified by the committee.

(i) Scheme for industrial undertakings requiring change in zoning:- Industrial undertakings that have been operational in the State for over 10 years, with no encumbrances, that are not classified as industrial area as per the prevailing Regional Plan, may be eligible to apply for change in zoning to facilitate future clearances/renewals and operations.

(ii) Incentives for MSMEs and start-ups:-

(a) Pre-seed and seed funding:- The Government of Goa, through its start-up policies and MSME schemes, is promoting entrepreneurship and self-employment in the State. The Government will continue to work closely with other departments to nurture small businesses. The Government may also set up a fund of funds and “venture capital funds” in partnership with private investors.

These funds will be used to provide funding to early-stage start-ups in pre-seed stage for development of proof-of-concept, minimum viable product and other R&D activities, as well as seed capital. The key aim of the entity will be to invest in new units in Goa.

(b) Assistance with marketing:- The Government will create channels to provide market access to start-ups. The Government may create a sales and distribution network through outlets at major tourist entry/exit points and through other industry tie-ups to promote start-ups and MSMEs.

(c) Incentives for women-led business:- Businesses that are 100% women-owned may be provided special incentives such as assistance with financing, access to seed capital and other subsidies. The Government will notify a scheme in this regard.

(iii) Incentives for new investors:- From time to time, and on a case-to-case basis, the Government of Goa may approve and notify special incentive packages to promote establishment of special projects that will have huge impact on the State economy and create employment opportunities for the locals.

(a) Special incentive package for Mega projects as defined in Clause 8.1.1(c), may be created, such as fast-track clearances, preferred land allotment, etc. The Board may direct MD, GIDC for desired land allotment for the same.

(b) Special incentive packages for projects in focus sectors and thrust areas such as establish-ment of eco-tourism, agro-based industry, food parks, entertainment parks, etc.

(iv) Rewards and recognitions:-

(a) Sustainability Awards:- Businesses that adopt green practices and generate high yields, such as solar power generation, rainwater harvesting and water table recharging, and other measures that align with the

State's sustainability agenda may be suitably recognised and rewarded.

(b) Reward for Excellence in Service Delivery:- State departments and/or officers that display high standard of service delivery, such as timely disposal of applications, 100% online service delivery with no physical touchpoint, may be recognised and rewarded by the Government.

This notification shall come into force with effect from the date of its publication in the Official Gazette.

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

*Amalia O. F. Pinto*, Under Secretary (Industries).

Porvorim, 30th September, 2022.



Department of Personnel

--

**Notification**

1/2/2022-PER

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Goa hereby makes the following rules to regulate the recruitment to the Goa General Service, Group 'A', Gazetted posts, in the Goa Medical College and Hospital, Government of Goa, namely:—

1. *Short title, application and commencement.*— (1) These rules may be called the Government of Goa, Goa Medical College and Hospital, Group 'A', Gazetted posts, Recruitment Rules, 2022.

(2) They shall apply to the posts specified in column (2) of the Schedule to these rules (hereinafter called as the "said Schedule").

(3) They shall come into force from the date of their publication in the Official Gazette.

2. *Number, classification and level in the pay matrix.*— The number of posts, classification of the said posts and level in the pay matrix attached thereto shall be as specified in columns (3) to (5) of the said Schedule:

Provided that the Government may vary the number of posts specified in column (3) of the said Schedule from time to time subject to exigencies of work.

3. *Method of recruitment, age limit and other qualifications.*— The method of recruitment to the said posts, age limit, qualifications and other matters connected therewith shall be as specified in columns (6) to (14) of the said Schedule.

4. *Disqualification.*— No person who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

5. *Power to relax.*— Where, the Government is of the opinion that it is necessary or expedient so to do, it may, by order, for reasons to be recorded in writing and in consultation with the Goa Public Service Commission, relax any of the provisions of these rules with respect to any class or category of persons.

6. *Saving.*— Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Government from time to time in that regard.

These rules are issued in consultation with the Goa Public Service Commission conveyed vide its letters bearing No. COM/II/13/30/(3)/2022/923 dated 30-08-2022 and COM/II/13/30/(4)/2022/917 dated 29-08-2022.

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

*Nathine S. Araujo*, Under Secretary (Personnel-II).

Porvorim, 3rd October, 2022.