



**THE GOA STATE CO-OPERATIVE MILK PRODUCERS' UNION LTD
CURTI PONDA GOA 403401**

GMU:PER/SNIQ: 730

Dated: 14/08/2026

**SUBJECT: NOTICE INVITING QUOTATIONS FOR PROVISION OF CONTRACT
MANPOWER WORKERS.**

Sealed quotations are invited by the **Goa State Co-operative Milk Producers Union Ltd. (Union), Curti, Ponda Goa** from experienced, licensed, and reputed manpower service providers for supplying workers on a contract basis for one year.

1. Scope of Work

Provision of outsourced personnel (unskilled, semi-skilled and skilled workers) on a contract basis for production Work, Housekeeping, Gardening etc

2. Schedule of Rates

Please quote your competitive rates per worker per 8-hour shift in the format below, ensuring compliance with the Minimum Wages Act and other applicable labor compliance frameworks:

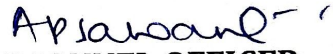
SR. NO.	CATEGORY OF WORKER	NOS.	UNIT/ SHIFT	BASIC RATE PER WORKER	EPF/ESI CONTRB.	GST	TOTAL RATE PER SHIFT
1	UNSKILLED						
2	SEMI SKILLED						
3	SKILLED						

3. Terms and Conditions

- The total number of workers required is not fixed and will be demanded on an as-needed basis later, but agencies must submit their financial proposals strictly using per-head, single-unit rate basis.
- The Union reserves the right to increase or decrease the number of worker deployed without altering the agreed per-head unit rate.
- Selected vendors must mobilize the demanded number of staff within a short notice period of 24 to 48 hours from the issuance of the individual demand notice.

- iv. The agency must strictly comply with statutory regulations including EPF, ESIC, and payment of minimum wages etc. ***Proof of monthly remittance must be submitted with bills.***
- v. The bidding agency must hold a valid Contract Labour (Regulation & Abolition) Act, PAN, and active GST Registration certificate. ***Copies must be attached with the quotation.***
- vi. Standard shift timing is 8 hours per day. Overtime, if applicable, shall be paid as per Rule.
- vii. In case any deployed worker is absent or on leave, the agency must provide a suitable alternate replacement immediately. Failure to do so may attract a penalty of Rs.1000/- per day.
- viii. Payment will be processed on a monthly basis within 15 days of receiving the verified bill and attendance sheets, subject to tax deductions at source (TDS).
- ix. The rates quoted must remain firm and valid for a minimum period of 90 days from the final date of submission.
- x. Interested agencies must submit their sealed physical bids to Union at Curti, Ponda Goa on or before 19/08/2026 which shall be opened on 20/08/2026 at 11:00 a.m. in the Office of the Union.
- xi. The selected agency must supply adequate, medically fit, and trained workers as per the daily shift schedule of the union.

The Managing Director reserves the right to accept or reject any or all quotations without assigning any reasons thereof.


PERSONNEL OFFICER

Goa State Co-operative Milk Producers' Union Ltd.

Cc:

1. Managing Director, GMU.
2. Office File