

UT Administration of Dadra & Nagar Haveli and Daman & Diu  
Department of Labour & Employment  
Daman

No. LE/L/DMN/EODB/321/2025/839

Dated : 06.02.2025

Annexure - I

Certificate 1: Identification of Compliances under the Maternity Benefit Act.

UT Name - UT Administration of Dadra & Nagar Haveli and Daman & Diu

Issued by: Department of Labour & Employment, DNH & DD

Date: 3/01/2025

Task (Area) No.: 21

This is to certify that UT Administration of Dadra & Nagar Haveli and Daman & Diu has identified and reviewed 100% of relevant regulations, rules, orders, notifications, and schemes. All compliance requirements, policies, and procedures have been evaluated to ensure accuracy and completeness. The total identification of compliances with the Maternity Benefit Act, has been uploaded on RC Portal.

Further, it is clarified that the UT of Dadra and Nagar Haveli and Daman and Diu is following the Maternity Benefit Act which is a Central Act and Dadra & Nagar Haveli and Daman & Diu is a Union Territory without legislature. Therefore, any amendments in the Central Acts framed and amended, time to time by Central Government are fully implemented in this Union Territory.

This issues with the approval of the Commissioner-cum-Secretary (Labour),  
DNH & DD.

  
(Aarti Agarwal)  
Deputy Director-cum-Deputy Secretary (Labour)  
DNH & DD

UT Administration of Dadra & Nagar Haveli and Daman & Diu  
Department of Labour & Employment  
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No. LE/LI/DMN/EODB/321/2025/840

Dated : 6-02-2025

Annexure - II

Certificate II: Compliance reduction through Simplification under the Maternity Benefit Act.

UT Name - UT Administration of Dadra & Nagar Haveli and Daman & Diu

Issued by: Department of Labour & Employment, DNH & DD

Date: 30/01/2025

Task (Area) No.: 21

Reform No.: 438

This is to certify that the UT Administration of Dadra & Nagar Haveli and Daman & Diu have reviewed and simplified 100% of compliance/processes under the Maternity Benefit Act, regulations, and orders. The UT Administration of Dadra & Nagar Haveli and Daman & Diu have simplified the annual filing system and made online and implemented grievance mechanisms. The compliances related to the Maternity Benefit Act have been uploaded on RC Portal.

Further, it is clarified that the UT of Dadra and Nagar Haveli and Daman and Diu is following the Maternity Benefit Act which is Central Act and Dadra & Nagar Haveli and Daman & Diu is a Union Territory without legislature. Therefore, any amendments in the Central Acts framed and amended, time to time by Central Government are fully implemented in this Union Territory.

This issues with the approval of the Commissioner-cum-Secretary (Labour),  
DNH & DD.

  
(Aarti Agarwal )  
Deputy Director-cum-Deputy Secretary (Labour)  
DNH & DD

UT Administration of Dadra & Nagar Haveli and Daman & Diu  
Department of Labour & Employment  
Daman

No. LE/LI/DMN/EODB/321/2025/341

Dated: 6-02-2025

Annexure - III

Certificate III: Compliance reduction through elimination of redundancy under the Maternity Benefit Act

UT Name - UT Administration of Dadra & Nagar Haveli and Daman & Diu

Issued by: Department of Labour & Employment, DNH & DD


Date: 30/01/2025

Task (Area) No.: 21

Reform No.: 439

This is to certify that UT Administration of Dadra & Nagar Haveli and Daman & Diu has conducted a comprehensive review of outdated and redundant provisions, documents, and compliance requirements. Further, it is to clarify that the UT of Dadra and Nagar Haveli and Daman and Diu is following the Maternity Benefit Act which is Central Act and Dadra & Nagar Haveli and Daman & Diu is a Union Territory without legislature. Therefore, any amendments in the Central Acts framed and amended, time to time by Central Government are fully implemented in this Union Territory.

This issues with the approval of the Commissioner-cum-Secretary (Labour),  
DNH & DD.

  
(Aarti Agarwal)  
Deputy Director-cum-Deputy Secretary (Labour)  
DNH & DD

UT Administration of Dadra & Nagar Haveli and Daman & Diu  
Department of Labour & Employment  
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No. LE/LI/DMN/EODB/321/2025/842

Dated : 06.02.2025

Annexure - IV

Certificate IV: Compliance reduction through Digitization under The Maternity Benefit Act

UT Name - UT Administration of Dadra & Nagar Haveli and Daman & Diu

Issued by: Department of Labour & Employment, DNH & DD

Date: 30/01/2025

Task (Area) No.: 21

Reform No.: 440

This is to certify that UT Administration of Dadra & Nagar Haveli and Daman & Diu has successfully digitized the annual filing system and implemented grievance mechanisms. The compliance reduction through digitization related to the Maternity Benefit Act has been uploaded on RC Portal.

Further, it is clarified that the UT of Dadra and Nagar Haveli and Daman and Diu is following The Maternity Benefit Act which is Central Act and Dadra & Nagar Haveli and Daman & Diu is a Union Territory without legislature. Therefore, any amendments in the Central Acts framed and amended, time to time by Central Government are fully implemented in this Union Territory.

This issues with the approval of the Commissioner-cum-Secretary (Labour),  
DNH & DD.

  
(Aarti Agarwal)  
Deputy Director-cum-Deputy Secretary (Labour)  
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UT Administration of Dadra & Nagar Haveli and Daman & Diu  
Department of Labour & Employment  
Daman

No. LE/LI/DMN/EODB/321/2025/843

Annexure - V

Certificate V: Compliance reduction through Decriminalization of Minor Offenses  
under the Maternity Benefit Act

UT Name - UT Administration of Dadra & Nagar Haveli and Daman & Diu

Issued by: Department of Labour & Employment, DNH & DD

Date: 30/01/2025

Task (Area) No.: 21

Reform No.: 441

This is to certify that UT Administration of Dadra & Nagar Haveli and Daman & Diu has reviewed the compliance and further, it is clarified that the UT of Dadra and Nagar Haveli and Daman and Diu is following the Maternity Benefit which is Central Act and Dadra & Nagar Haveli and Daman & Diu is a Union Territory without legislature. Therefore, any amendments in the Central Acts framed and amended, time to time by Central Government are fully implemented in this Union Territory.

This issues with the approval of the Commissioner-cum-Secretary (Labour),  
DNH & DD.

  
(Aarti Agarwal)  
Deputy Director-cum-Deputy Secretary (Labour)  
DNH & DD