

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

No. LE/L/DMN/EODB/321/2025/834

Dated : 06.02.2025

Annexure - I

Certificate 1: Identification of Compliances under the Minimum Wages Act.

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

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

Date: 31/01/2025

Task (Area) No.: 3

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 Minimum Wages Act, has been uploaded on RC Portal.

Further, it is clarified that the UT of Dadra and Nagar Haveli and Daman and Diu following the Minimum Wages 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
Daman

No. LE/LI/DMN/EODB/321/2025/835

Dated : 06.02.2025

Annexure - II

Certificate II: Compliance reduction through Simplification under the Minimum Wages Act.

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

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

Date: 31/01/2025

Task (Area) No.: 3

Reform No.: 366

This is to certify that the UT Administration of Dadra & Nagar Haveli and Daman & Diu have reviewed and simplified all compliances/processes under the Minimum Wages Act, regulations, and orders. The UT Administration of Dadra & Nagar Haveli and Daman & Diu reduced form complexity, streamlined procedures, established justified timelines, and implemented grievance mechanisms to ensure smooth service delivery and resolution within the framework of the regulation. A total of 13 simplified compliances related to the Minimum Wages Act have been uploaded on RC Portal.

Further, it is clarified that the UT of Dadra and Nagar Haveli and Daman and Diu following the Minimum Wages 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
Daman

No. LE/LI/DMN/EODB/321/2025/836

Dated : 06.02.2025

Annexure - III

Certificate III: Compliance reduction through elimination of redundancy under the
Minimum Wages Act

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

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

Date: 31/01/2025

Task (Area) No.: 3

Reform No.: 367

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 Minimum Wages 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
Daman

No. LE/LIDMN/EODB/321/2025/837

Dated : 06.02.2025

Annexure - IV

Certificate IV: Compliance reduction through Digitization under The Minimum Wages Act

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

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

Date: 31/01/2025


Task (Area) No.: 3

Reform No.: 368

This is to certify that UT Administration of Dadra & Nagar Haveli and Daman & Diu has successfully digitized the submission of returns and registers/records and made digital grievance redressal mechanisms. The UT has integrated technology solutions, ensuring that all compliance procedures are user-friendly, transparent, and digitized where applicable. A total of 3 compliance reductions through digitization related to the Minimum Wages Act has been uploaded on RC Portal.

Further, it is clarified that the UT of Dadra and Nagar Haveli and Daman and Diu following The Minimum Wages 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
Daman

No. LE/LI/DMN/EODDB/321/2025/838

Dated : 06.02.2025

Annexure - V

Certificate V: Compliance reduction through Decriminalization of Minor Offenses
under the Minimum Wages Act

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

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

Date: 31/01/2025

Task (Area) No.: 3

Reform No.: 369

This is to certify that UT Administration of Dadra & Nagar Haveli and Daman & Diu has reviewed the compliances and further, it is clarified that the UT of Dadra and Nagar Haveli and Daman and Diu is following the Minimum Wages 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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