

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

No. LE/LI/DMN/EODB/321/2025/829

Dated : 06.02.2025

Annexure - I

Certificate 1: Identification of Compliances under the Payment of Gratuity 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.: 22

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 Payment of Gratuity 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 Payment of Gratuity 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/321/2025/830

*Dated : 06.02.2025*

Annexure - II

Certificate II: Compliance reduction through Simplification under the Payment of Gratuity 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.: 22

Reform No.: 442

This is to certify that the UT Administration of Dadra & Nagar Haveli and Daman & Diu have reviewed and simplified the compliance/processes under the Payment of Gratuity Act, regulations, and orders. The UT Administration of Dadra & Nagar Haveli and Daman & Diu reduced the filing of unnecessary documentation and implemented grievance mechanisms to ensure smooth service delivery and resolution within the framework of the regulation. A total of 3 simplified compliances related to the Payment of Gratuity 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 Payment of Gratuity 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/321/2025/831

Dated: 06.02.2025

Annexure - III

Certificate III: Compliance reduction through elimination of redundancy under the  
Payment of Gratuity 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.: 22

Reform No.: 443

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 Payment of Gratuity 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/321/2025/832

*Dated : 06.02.2025*

Annexure - IV

Certificate IV: Compliance reduction through Digitization under The Payment of Gratuity Act

State/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.: 22

Reform No.: 444

This is to certify that UT Administration of Dadra & Nagar Haveli and Daman & Diu have successfully digitized the grievance redressal mechanisms. Further, it is clarified that the UT of Dadra and Nagar Haveli and Daman and Diu is following The Payment of Gratuity 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/321/2025/833

*Dated: 06.02.2025*

Annexure - V

Certificate V: Compliance reduction through Decriminalization of Minor Offenses under the Payment of Gratuity 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.: 22

Reform No.: 445

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 Payment of Gratuity 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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