

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

No. LE/LI/DMN/EODDB/321/2025/1824

Dated : 06.02.2025

Annexure - I

Certificate 1: Identification of Compliances under the Payment of 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.: 2

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 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 Payment of 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/321/2025/825

Dated : 06.02.2025

Annexure - II

Certificate II: Compliance reduction through Simplification under the Payment of 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.: 2

Reform No.: 362

This is to certify that the UT Administration of Dadra & Nagar Haveli and Daman & Diu have reviewed and simplified all the compliance/processes under the Payment of Wages Act, regulations, and orders. The UT Administration of Dadra & Nagar Haveli and Daman & Diu reduced form unnecessary submission of returns/filings/ registers/reports and implemented grievance mechanisms. A total of 14 simplified compliances related to the Payment of 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 Payment of 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/321/2025/826

*Dated : 06.02.2025*

Annexure - III

Certificate III: Compliance reduction through elimination of redundancy under the  
Payment of 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.: 2

Reform No.: 363

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 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/321/2025/827

Dated: 06.02.2025

Annexure - IV

Certificate IV: Compliance reduction through Digitization under The Payment of 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.: 2

Reform No.: 364

This is to certify that UT Administration of Dadra & Nagar Haveli and Daman & Diu has successfully digitized the submission of returns and digital grievance redressal mechanisms. The compliance reduction through digitization related to the Payment of 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 Payment of 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/321/2025/828

Dated : 06.02.2025

Annexure - V

Certificate V: Compliance reduction through Decriminalization of Minor Offenses  
under the Payment of 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.: 2

Reform No.: 365

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 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)  
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