

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

No. LE/LI/DMN/EODB/321/2025/819

Dated: 06.02.2025

Annexure - I

Certificate 1: Identification of Compliances under the Shops and Commercial Establishments 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.: 1

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 Shops and Commercial Establishments Act, has been uploaded on RC Portal.

The UT of DNH & DD has adopted the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 (Guj. 4 of 2019) vide Notification No. LAW/U.T.Merge(4)/Adapt.State Law/ 2022/64 dated 30-03-2022 and the said Act is based on the Model Shops & Establishment Act circulated by the Central Government.

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/321/2025/820

Dated : 06.02.2025

Annexure - II

Certificate II: Compliance reduction through Simplification under the Shops and Commercial Establishments 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.: 1

Reform No.: 358

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 Shops and Commercial Establishments 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 105 simplified compliances related to the Shops and Commercial Establishments Act have been uploaded on RC Portal.

The UT of DNH & DD has adopted the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 (Guj. 4 of 2019) vide Notification No. LAW/U.T.Merge(4)/Adapt.State Law/ 2022/64 dated 30-03-2022 and the said Act is based on the Model Shops & Establishment Act circulated by the Central Government.

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/321/2025/821

Dated: 06.02.2025

Annexure - III

Certificate III: Compliance reduction through elimination of redundancy under the
Shops and Commercial Establishments 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.: 1

Reform No.: 359

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.

The UT of DNH & DD has adopted the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 (Guj. 4 of 2019) vide Notification No. LAW/U.T.Merge(4)/Adapt.State Law/ 2022/64 dated 30-03-2022 and the said Act is based on the Model Shops & Establishment Act circulated by the Central Government. By adoption of the said Act, following equipment/compliances have been reduced: -

1. Onetime registration of Shops and Establishment and there is no need for renewal of registration every year.
2. The Old Act was applicable to all the establishments, irrespective of the number of workers employed. The New Act applies to establishments employing 10 or more workers. The establishments with less than 10 workers are required to intimate the Labour Department regarding certain details about their businesses.

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/321/2025/822

Dated : 06.02.2025

Annexure - IV

Certificate IV: Compliance reduction through Digitization under The Shops and Commercial Establishments 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.: 1

Reform No.: 360

This is to certify that UT Administration of Dadra & Nagar Haveli and Daman & Diu has successfully digitized required compliance process, including online filing systems, automated renewals, and digital grievance redressal mechanisms. The UT has integrated technology solutions, ensuring that all compliance procedures are user-friendly, transparent, and fully digitized where applicable. A total of 12 compliance reduction through digitization related to the Shops and Commercial Establishments Act has been uploaded on RC Portal.

The UT of DNH & DD has adopted the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 (Guj. 4 of 2019) vide Notification No. LAW/U.T.Merge(4)/Adapt.State Law/ 2022/64 dated 30-03-2022 and the said Act is based on the Model Shops & Establishment Act circulated by the Central Government.

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/321/2025/823

Dated : 6-01-2025

Annexure - V

Certificate V: Compliance reduction through Decriminalization of Minor Offenses
under the Shops and Commercial Establishments 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.: 1

Reform No.: 361

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 DNH & DD has adopted the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 (Guj. 4 of 2019) vide Notification No. LAW/U.T.Merge(4)/Adapt.State Law/ 2022/64 dated 30-03-2022 and the said Act is based on the Model Shops & Establishment Act circulated by the Central Government.

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



(Aarti Agarwal)

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