

UT Administration of Dadra Nagar Havel and Daman & Diu
Department of Labour & Employment,
Daman – 396210

No. LE/LI/DMN/ReformsAct/427/2025/183

Dated: -26-06-2025

C I R C U L A R

The Union Territory of Dadra and Nagar Haveli and Daman and Diu has been an industrially progressive Territory and become an industrial hub. The Administration has taken various measures for labour reforms, ease of compliance of laws as per the guidelines issued by the Government of India and a substantial progress has been made in various labour and employment issues.

With the changing industrial scenario, it has been felt that certain provisions of the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019, as extended to the Union Territory of Dadra and Nagar Haveli and Daman and Diu, need to be amended for better implementation of labour reforms in the Union Territory of Dadra and Nagar Haveli and Daman and Diu.

A draft of “the Dadra and Nagar Haveli and Daman and Diu Shops and Establishments (Regulation of Employment and Conditions of Service) (Amendment) Regulation, 2025” is published herewith for inviting comments from all stakeholders. If there is any comment / view / suggestion, the same may be forwarded to the Commissioner-cum-Secretary (Labour), Dadra & Nagar Haveli & Daman & Diu, Secretariat, Vidyut Bhawan, Kachigam, Nani Daman within 30 days of issue of this Circular.

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

Encl : As Above

To,

- (1) The Director (IT), DNH & DD with request to please upload this Circular on the Official Website UT of Dadra & Nagar Haveli and Daman & Diu.
- (2) The Joint Director (Printing Press), Daman with request to publish this notice along with draft regulation in the official gazette.

**THE DADRA AND NAGAR HAVELI AND DAMAN AND
DIU SHOPS & ESTABLISHMENTS (RE & CS)
(AMENDMENT) REGULATION, 2025**

No. of 2025

To be Promulgated by the President in the Seventy-Sixth

Year of

the Republic of India

*A Regulation to amend the Gujarat Shops and
Establishments (Regulation of Employment and Conditions
of Service) Act, 2019 (4 of 2019) as adapted to the Union
Territory of Dadra and Nagar Haveli and Daman and Diu*

1. (1) This Regulation may be called the *Dadra and Nagar Haveli and Daman and Diu Shops and Establishment (RE & CS) (Amendment) Regulation, 2025*.

Short title, extent,
commence and
application

(2) It shall come into force from the date of their publication in the Official Gazette of the Union Territory of Dadra and Nagar Haveli and Daman and Diu

(3) It shall apply only to the Union Territory of Dadra and Nagar Haveli and Daman and Diu

4 of 2019

2. In Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019 (4 of 2019) as adapted to the Union Territory of Dadra and Nagar Haveli and Daman and Diu (hereinafter referred to as the principal Act), in section 1, sub section (3), for the words “ten”, the words “twenty” shall be substituted.

Amendment of
Section 1

3. In Section 12 of the principal Act –

Amendment of
Section 12

- (a) for the word "nine", the word "ten" shall be substituted,
- (b) for the word "five" the word "six" shall be substituted.

4. In section 13 of the principal Act, the proviso to sub section (2) shall be substituted as under:-

Amendment of
section 13

Notwithstanding any prohibition in any other law for the time being in force in this behalf and subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed by the Administrator of Dadra & Nagar Haveli and Daman & Diu by notification in the Official Gazette, the women workers may, with her consent, be employed in all establishments before 6 a.m. and beyond 9 p.m.

5. The section 14 of the principal Act shall be substituted as under :-

Amendment of
section 14

14. The spread over of a worker in any shop or establishment shall not exceed twelve hours in any day.

6. In section 15 of the principal Act, -

Amendment of
Section 15

- (a) for the word "nine", the word "ten" shall be substituted,
- (b) for the words "one hundred and twenty-five hours", the word "one hundred and forty four hours" shall be substituted.

**COMPARATIVE STATEMENT SHOWING RELEVANT CLAUSE AS IT EXISTS
AND AS IT WOULD READ AFTER THE PROPOSED AMENDMENT**

<p style="text-align: center;">THE GUJARAT SHOPS AND ESTABLISHMENTS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 2019 AS EXTENDED TO THE UNION TERRITORY OF DADRA AND NAGAR HAVELI AND DAMAN AND DIU (4 OF 2019)</p>	
Relevant clause as it exists	As it would read after the proposed amendment.
<p>Section 1 (3) (3) The provisions of this Act, except section 7, shall apply to the shops and establishments employing ten or more workers; and the provisions of section 7 shall apply to the shops and establishments employing less than ten workers.</p>	<p>Section 1 (3) (3) The provisions of this Act, except section 7, shall apply to the shops and establishments employing twenty or more workers; and the provisions of section 7 shall apply to the shops and establishments employing less than twenty workers.</p>
<p>Section 12. Fixing of hours of work.- Subject to the other provisions of this Act, no worker shall be required or allowed to work in any shop or establishment for more than nine hours in any day and forty-eight hours in a week. No worker shall be compelled to work continuously for more than five hours unless he has been given a break of not less than half an hour. Provided that, the working hours or weekly holiday may be relaxed in case of work of urgent nature with the previous permission of the Inspector.</p>	<p>Section 12. Fixing of hours of work.- Subject to the other provisions of this Act, no worker shall be required or allowed to work in any shop or establishment for more than ten hours in any day and forty-eight hours in a week. No worker shall be compelled to work continuously for more than six hours unless he has been given a break of not less than half an hour. Provided that, the working hours or weekly holiday may be relaxed in case of work of urgent nature with the previous permission of the Inspector.</p>
<p>Section 13 (2) No woman shall be required to work in any establishment except between the hours of 6 a.m. and 9. p.m. Provided that, where the Inspector or any person, authorized by it in this behalf, is satisfied that the provisions of shelter, rest room, night crèche, ladies toilet, adequate transportation from the shop or establishment to the door step of their residence exists in such shop or establishment, it may, by order, after obtaining the consent of the woman worker, allow her to work between 9 p.m. to 6 a.m. subject to such conditions as may be specified in the order.</p>	<p>Section 13 In section 13 of the principal Act, the proviso to subsection (2), shall be substituted Notwithstanding any prohibition in any other law for the time being in force in this behalf and subject to such conditions relating to safety, holidays and working hours or any other condition to be observed by the employer as may be prescribed by the Administrator of Dadra & Nagar Haveli and Daman & Diu by notification in the Official Gazette, the women workers may, with her consent, be employed in all establishments before 6 a.m. and beyond 9 p.m.</p>

**THE GUJARAT SHOPS AND ESTABLISHMENTS (REGULATION OF
EMPLOYMENT AND CONDITIONS OF SERVICE) ACT, 2019 AS EXTENDED TO
THE UNION TERRITORY OF DADRA AND NAGAR HAVELI AND DAMAN AND DIU
(4 OF 2019)**

Relevant clause as it exists	As it would read after the proposed amendment.
<p>Section 14 Spread-over of hours of work.- The spread-over of a worker in any shop or establishment shall not exceed ten and half hours in any day, and in case a worker entrusted with intermittent nature of work or urgent work, the spread-over shall not exceed twelve hours.</p>	<p>Section 14 Spread-over of hours of work.- The spread-over of a worker in any shop or establishment shall not exceed twelve hours in any day.</p>
<p>Section 15 Payment of wages for overtime. - Where a worker is required to work in a shop or establishment beyond nine hours a day or forty-eight hours a week, he shall be entitled, in respect of the overtime work, wages at the rate of twice his ordinary rate of wages. The total number of overtime hours shall not exceed one hundred and twenty-five hours in a period of three months.</p>	<p>Section 15 Payment of wages for overtime. - Where a worker is required to work in a shop or establishment beyond ten hours a day or forty-eight hours a week, he shall be entitled, in respect of the overtime work, wages at the rate of twice his ordinary rate of wages. The total number of overtime hours shall not exceed one hundred and forty four hours in a period of three months</p>