



भारत सरकार / Government of India

सरकारी राजपत्र OFFICIAL GAZETTE

संघ प्रदेश दादरा एवं नगर हवेली तथा दमण एवं दीव प्रशासन
U.T. ADMINISTRATION OF DADRA AND NAGAR HAVELI AND
DAMAN AND DIU

श्रेणी - २
SERIES - II

प्राधिकरण द्वारा प्रकाशित / PUBLISHED BY AUTHORITY

Daman	21 st November, 2025	30 Kartika, 1947 (Saka)	No. : 39
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UT Administration of Dadra & Nagar Haveli and Daman & Diu
Department of Labour & Employment
Daman

No.LE/LI/DMN/FACT-147/24/2025/482

Dated :- 10-11-2025

ORDER

The U.T. Administration of Dadra and Nagar Haveli and Daman & Diu is of the opinion that an Industrial dispute exists between Shri Santoshkumar Panda and M/s. Electroplast India Private Limited, Plot No. 251/1, 3, 4, 5, Dabhel Cricket Ground, Dabhel, Nani Daman in respect of the matter specified in the Second Schedule annexed hereto (hereinafter referred to as the 'said dispute') AND WHEREAS, the Administration of Dadra and Nagar Haveli and Daman & Diu considers it expedient to refer the said dispute for adjudication.

NOW THEREFORE, in exercise of the powers conferred by clause "c" and proviso to clause "d" of sub-section 1 of section 10 of the Industrial Disputes Act, 1947, I, Shri Ajay Kumar Gupta, Labour Commissioner, Daman hereby forward the Conciliation Failure Report and refer the said dispute to the Labour Court for adjudication.

SCHEDULE

- (i) Whether the Demand of the applicant for wages/salary, Bonus, Gratuity etc is justified? If yes, what relief the workman is entitled to?

Sd/—
(Ajay Kumar Gupta)
Labour Commissioner
Daman

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

No.LE/LI/DMN/FACT-148/24/2025/483

Dated :- 10-11-2025

ORDER

The U.T. Administration of Dadra and Nagar Haveli and Daman & Diu is of the opinion that an Industrial dispute exists between Shri Bhuddadev Kar and M/s Electroplast India Private Limited, Plot No. 251/1, 3, 4, 5. Dabhel Cricket Ground, Dabhel, Nani Daman in respect of the matter specified in the Second Schedule annexed hereto (hereinafter referred to as the 'said dispute') AND WHEREAS, the Administration of Dadra and Nagar Haveli and Daman & Diu considers it expedient to refer the said dispute for adjudication.

NOW THEREFORE, in exercise of the powers conferred by clause "c" and proviso to clause "d" of sub-section 1 of section 10 of the Industrial Disputes Act, 1947, I, Shri Ajay Kumar Gupta, Labour Commissioner, Daman hereby forward the Conciliation Failure Report and refer the said dispute to the Labour Court for adjudication.

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- (i) Whether the Demand of the applicant for wages/salary, Bonus, Gratuity etc is justified? If yes, what relief the workman is entitled to?

Sd/–
(Ajay Kumar Gupta)
Labour Commissioner
Daman

संघ प्रदेश दादरा एवं नगर हवेली तथा दमण एवं दीव प्रशासन,
U.T. of Administration of Dadra & Nagar Haveli and Daman & Diu,
श्रम एवं रोजगार, विभाग, दमण
Department of the Labour & Employment, Daman
दूसरी मंजिल, उद्योग भवन, भेंसलोर, नानी दमण
2nd Floor, Udyog Bhavan, Bhenslore, Nani Daman

No. श्रमरोज/श्रम निरी/दमण/फेक्ट-24/2021/2025-26/485

Date: 12/11/2024

Subject: Publication of Award in IDR in the Official Gazette.

With reference to the above cited subject, Award received from I/c. Superintendent, Civil Court (S.D.), Daman in IDR No. 09/2021 dated 23.09.2025 of Shravan Yadav V/s. M/s. J. K. T. Synthetics is here by publish in the Official Gazette of this UT Administration of Dadra & Nagar Haveli and Daman & Diu for general information.

Sd/–
(Aarti Agrawal)
Dy. Director-cum-Dy. Secy. (Labour)
DNH & DD

Before the Lok Adalat, Daman

I.D.R. Case No. – 09/2021

Exh. 19

Pending in the Court of **The Hon'ble Labour Court Daman.**

Plaintiff/Complainant /Applicant/Petitioner/Appellant
Sharavan Yadav

Versus

Defendant /Accused /Non-applicant/Respondent
M/s. J. K. T. Aynthetics

AWARD

The matter is amicably settled before National Lok Adalat held on 13/09/2025 at Daman before panel consisting of Smt. Pranita – P Bharsakade – Wagh and Panel Head, Panel Members Smt. Advocate – Alpa Rathod, and Social Woker Shri M.S. Chudasama and award is passed as follow:

- (1) The second party and applicant Shravan Yadav settled the matter for Rs. 90,000/- as full and final amount and received the same in the Lok- Adalat.
- (2) The matter is dispose off.

The copy of the award be sent to the Labour Commissioner, Daman for publication.

Date : 13/09/2025
Place : Daman

Sd/–
Panel Members

संघ प्रदेश दादरा एवं नगर हवेली तथा दमण एवं दीव प्रशासन,
U.T. of Administration of Dadra & Nagar Haveli and Daman & Diu,
श्रम एवं रोजगार, विभाग, दमण
Department of the Labour & Employment, Daman
दूसरी मंजिल, उद्योग भवन, भेंसलोर, नानी दमण
2nd Floor, Udyog Bhavan, Bhenslore, Nani Daman

No. श्रमरोज/श्रम निरी/दमण/फेक्ट-12/2022/2025-26/486

Date: 12/11/2024

Subject: Publication of Award in IDR in the Official Gazette.

With reference to the above cited subject, Award received from I/c. Superintendent, Civil Court (S.D.), Daman in IDR No. 01/2023 dated 23.09.2025 of Smt. Sangeeta Patel V/s. M/s. Aristo Plast Products Pvt. Ltd. is here by publish in the Official Gazette of this UT Administration of Dadra & Nagar Haveli and Daman & Diu for general information.

Sd/–
(Aarti Agrawal)
Dy. Director-cum-Dy. Secy. (Labour)
DNH & DD

Before the Lok Adalat, Daman

Case No. – I.D.R. 01/2023

Exh. 21

Pending in the Court of **Hon'ble Civil Judge (S.D.) Daman.**

Plaintiff/Complainant /Applicant/Petitioner/Appellant
M/s. Aristo Plast Product

Versus

Defendant /Accused /Non-applicant/Respondent
Smt – Sangeeta Patel

AWARD

The matter is amicably settled before National Lok Adalat held on 13/09/2025 at Daman before panel consisting of Smt. Pranita – P Bharsakade – Wagh and panel Head, Panel Members Smt. Advocate Alpa Rathod, and Social Woker Shri M.S. Chudasama and award is passed as follow:

- (1) The second party Sangeeta Patel & settled the matter for Rs. 40,000/- as full & final amount & received the same in Lok- Adalat.
- (2) The matter is dispose off.
- (3) The copy of the award be sent to the Labour Commissioner, Daman for publication.

Date : 13/09/2025
Place : Daman

Sd/–
Panel Members

संघ प्रदेश दादरा एवं नगर हवेली तथा दमण एवं दीव प्रशासन,
U.T. of Administration of Dadra & Nagar Haveli and Daman & Diu,
श्रम एवं रोजगार, विभाग, दमण
Department of the Labour & Employment, Daman
दूसरी मंजिल, उद्योग भवन, भेंसलोर, नानी दमण
2nd Floor, Udyog Bhavan, Bhenslore, Nani Daman

No. श्रमरोज/श्रम निरी/दमण/फेक्ट-122/2024/2025-26/487

Date: 12/11/2025

Subject: Publication of Award in IDR in the Official Gazette.

With reference to the above cited subject, Award received from I/c. Superintendent, Civil Court (S.D.), Daman in IDR No. 02/2025 dated 23.09.2025 of Jogindra Prajapati V/s. M/s. Hind Plastics is hereby published in the Official Gazette of this UT Administration of Dadra & Nagar Haveli and Daman & Diu for general information.

Sd/–
(Aarti Agrawal)
Dy. Director-cum-Dy. Secy. (Labour)
DNH & DD

Before the Lok Adalat, Daman

Case No. – I.D.R. 02/2025

Exh. 5

Pending in the Court of **Hon'ble Civil Judge (S.D.) Daman.**

Plaintiff/Complainant /Applicant/Petitioner/Appellant
Jogindra Prajapati

Versus

Defendant /Accused /Non-applicant/Respondent
Hind Plastics

AWARD

The matter is amicably settled before National Lok Adalat held on 13/09/2025 at Daman before panel consisting of Smt. Pranita – P Bharsakade – Wagh and panel Head, Panel Members Smt. Advocate Alpa Rathod, and Social Worker Shri M.S. Chudasama and award is passed as follow:

- (1) The 2nd party has received full & final settlement amount of Rs. 70,000/- from 1st party & accordingly the matter is disposed off.
- (2) The award be drawn accordingly.
- (3) The copy of award be sent to Labour Commissioner, Daman for publication.

Date : 13/09/2025
Place : Daman

Sd/–
Panel Members

संघ प्रदेश दादरा एवं नगर हवेली तथा दमण एवं दीव प्रशासन,
 U.T. of Administration of Dadra & Nagar Haveli and Daman & Diu,
 श्रम एवं रोजगार, विभाग, दमण
 Department of the Labour & Employment, Daman
 दूसरी मंजिल, उद्योग भवन, भेंसलोर, नानी दमण
 2nd Floor, Udyog Bhavan, Bhenslore, Nani Daman

No. श्रमरोज/श्रम निरी/दमण/फेक्ट-105/2021/2025-26/488

Date: 12/11/2024

Subject: Publication of Award in IDR in the Official Gazette.

With reference to the above cited subject, Award received from I/c. Superintendent, Civil Court (S.D.), Daman in IDR No. 07/2021 dated 08.10.2025 of Rambhajan V/s. M/s. Croma polymers is here by published in the Official Gazette of this UT Administration of Dadra & Nagar Haveli and Daman & Diu for general information.

Sd/–

(Aarti Agrawal)

Dy. Director-cum-Dy. Secy. (Labour)
 DNH & DD

UTDD010011162021



Received on : 26/10/2021
 Registered on : 27/10/2021
 Decided on : 26/09/2025
 Duration : Yrs. Ms. Ds.
 03. 11. 00.

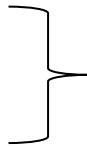
IN THE COURT OF THE LABOUR JUDGE, At: DAMAN

(Presided over by Pranita P. Bharsakade-Wagh)

I.D.R. No: 7/2021

Exh. No. 20

M/s Croma Polymers,
 Factory situated at S.No. 390/1,
 Plot No. 22, Gala No. 115,
 Modern Industrial Estate,
 Kachigam, Nani Daman, Daman



.....First Party

V/s.

Rambhajan Singh,
 Aged about 49 years,
 R/o Ashwamegh Society Apartment,
 Desaiwad, Vapi Town,
 Vapi



.....Second Party

**Reference of Industrial Dispute as
 per section 10(1)(c) of the Industrial
 Dispute Act, 1947.**

Appearance: Reference proceeded ex-parte against First Party.
 Advocate Smt. Alpa Rathod, for the Second Party

AWARD

(Delivered on 26th Day of September, 2025)

This is a reference received from the Commissioner (Labour) under section 12(5) of The Industrial Disputes Act, 1947 (hereinafter referred to as "The Act"). It has been stated in the reference that an industrial dispute exists between M/s Croma Polymers company and its workman Shri Rambhajan Singh. The management of the company and the workman were called for conciliation. However, the management failed to appear inspite of receiving notice. Therefore it seems that the management is not interested to settle the dispute. Hence, no conciliation could be reached out during the conciliation proceeding. Hence the Conciliation Officer i.e. the Commissioner of Labour has made this reference to the Labour Court to decide the issue whether the demand of the applicant workman for an amount of Rs. 68,225/- towards his dues like salary, bonus, leave salary, etc. is justified? If yes, what relief the workman is entitled to?

2) After receiving this reference, notices were issued to the workman (second party) and the company (first party). Accordingly, the second party workman Shri Rambhajan Singh appeared before the Court and filed his statement of claim on 20.09.2022. Despite of receiving the notice vide Exh. 3 on 23.11.2021 no person from the first party company appeared before the Court. Therefore, the reference proceeded ex- parte against the first party company vide the order below Exh. 1 dated 26.06.2023. Thereafter, the workman filed his affidavit in lieu of examination-in-chief vide Exh. 9 and has also examined a witness namely Subhash Pandey vide Exh. 10. He has also relied upon the documents i.e. his original passbooks of Bank of Baroda of Account No. 02370100025125 from 31.12.2017 to 17.07.2020 and from 17.07.2020 to 28.10.2021.

3) In his affidavit, the second party workman has deposed that he was a workman of the M/s Croma Polymers the first party company situated at S.No. 390/1, Plot No. 22, Gala No. 115, Modern Industrial Estate, Kachigam, Nani Daman, Daman and was working as an operator (extrusion machine). He was drawing salary of Rs. 17,000/- per month. The company used to credit salary directly in his account. He had worked hard and with full dedication in the company during his tenure. He further deposed that he had gone to his native place for attending wedding of his close relative by availing leave from manager Shreelal Sharma, for one week. When he resumed his job there was nationwide lock-down declared by the Government. During Covid Pandemic he had applied for and was issued entry exit pass i.e. e-pass from Daman Administration to travel to Daman from Vapi. He further deposed that on 01.11.2020 he reached the company at 08.30 am. At that time manager Shreelal Sharma was present at the main gate and informed him that he has been terminated from his services. Therefore, he requested the manager to give him a month's time to search another job. However, the manager stated that his services are no more required. Hence, he requested to pay his dues including bonus, notice pay, etc. However the manager informed him to contact him tomorrow. Thereafter, he kept contacting the manager on his mobile phone and kept requesting him for his dues. But the manager did not pay any heed. Despite of repeated requests, his legal dues are not given by the company. Therefore, he

approached to the Labour Office, Daman with an application complaining about his illegal termination. The Labour Office issued notice to the respondent company time to time and also fixed hearing on 12.01.2021, 15.02.2021, 04.03.2021, 18.06.2021, 05.07.2021 and 26.07.2021. However, the respondent company management did not appear before the Conciliation Officer even once. Therefore due to non appearance of the respondent company before the Labour Commissioner, Daman, the matter could not be resolved. Hence the dispute was forwarded before the Labour Court, Daman for adjudication.

4) The workman further deposed that his salary used to get credited in his savings account opened by the respondent company in Bank of Baroda, Vapi Branch bearing Account No. 02370100025125. The passbooks, which are filed on record at Exh 18 and 19, show that he was getting salary from the first party Croma Polymers. The reason of termination was also not communicated to him by the respondent company till date. The respondent company has illegally terminated him from employment without any reason and without giving any notice, hence his termination is illegal and due to his illegal termination he was starved in pandemic situation and he was unable to perform his duty towards his family and fulfill daily needs of food and daily expenditure including medical expenses of his family. He further deposed that he is in need and have to maintain his family consisting of wife and school going kid. He deposed that he is legally entitled for the total amount of Rs. 68,225/- towards one month salary, notice pay of one month, leave payment of 8 days, lock-down half salary of two months and bonus. Witness Subhash Pandey has also deposed that the second party workman Rambhajan Singh was working as an operator of extrusion machine in the Croma Polymers Company since February, 2020 and was getting salary of Rs. 17,000/- per month. However, he was terminated from services without any notice.

5) The evidence of second party workman Rambhajan Singh and witness Subhash Pandey has gone unchallenged as the management of the first party M/s Croma Polymers company opted for not to appear before the court, despite of receiving notice. The record also reveals that no person from the first party company appeared before the Conciliation Officer i.e. the Commissioner (Labour) for conciliation, in the year 2021 and therefore the Commissioner (Labour) sent this reference before this Court vide its order dated 15.10.2021 as the conciliation could not take place. Even after receiving the notice of this Court the company has chosen not to appear before the Court and to file any reply to the claim filed by the second party workman. This approach of the company management shows their disrespect towards the due process of Law. Secondly, the contents of the affidavit of second party workman transpires that the management has not considered the vulnerable financial condition of the workman in the prevailing Covid Pandemic time. They have abruptly terminated the services of the claimant without giving any notice to him and even avoided to make payment of the legal dues for which the second party workman was entitled. This shows the management's indifferent approach and lack of sympathy towards its workers.

6) By filing this claim, the second party workman has prayed for Rs.17,000/- towards one month salary, Rs. 17,000/- for notice pay of one month, Rs. 5,225/- towards leave payment of 8 days, Rs. 17,000/- towards lock-down half salary of two months and Rs. 12,000/- towards bonus which is amounting to Rs. 68,225/-. The amount which the second party workman has asked for is as per the provisions of The Act and The Payment of Bonus Act, 1965. The claimant has not asked for any exorbitant dues. He has prayed for the legal dues for which he is entitled. Therefore, I hold that the claimant is entitled for the relief claimed. The issues under reference are answered accordingly.

7) The record reveals that the first party company intentionally neither appeared before the Conciliation Officer nor before this Court. Therefore the second party workman had to run from pillar to post to receive his own legal dues. Hence considering the plight of the second party workman, it will be expedient and justifiable to recover the costs of the litigation from the first party company. In view of all these observations I do not find any impediment to allow the claim of the second party workman Rambhajan Singh alongwith cost of Rs.20,000/-. Hence the following award is passed.

ORDER

- (1) The reference is allowed.
- (2) The first party company is directed to pay Rs. 68,225/- to the second party workman along with Rs. 20,000/-towards cost of this litigation (total Rs. 88,225/-) within one month from the date of publication of the Award, failing which the first party company will be liable to pay interest @ 12% p.a. on the said amount till its realization.
- (3) A copy of the award be sent to the Commissioner (Labour) for its publication.

Date: 26.09.2025
Daman

Sd/–
(Pranita P. Bharsakade-Wagh)
Labour Judge, Daman.

**UT Administration of Dadra & Nagar Haveli and
Daman & Diu
Department of Co-operation,
ITI, College D Campus, Silvassa**

No. COOP/Supplementary Auditors/2025/94

Dated 13/11/2025

ORDER

In exercise of the power vested under section 90.(1) of the Dadra & Nagar Haveli and Daman & Diu Cooperative Societies Regulation, 2024 read with rule 115 of the Dadra & Nagar Haveli and Daman & Diu Co-operative Societies Rules 2025, the Registrar of the Co-operative Societies of Dadra and Nagar Haveli and Daman & Diu, hereby constitutes panel of certified auditors for the purpose of audit of co-operative societies registered under the provisions of the aforesaid Regulations and Rules for a period of three years i.e. for 2025-2026, 2026-2027, 2027-2028.

List of Supplementary Certified auditors are as under:

1. Chartered Accountant / Chartered Accountant firm

Sr. No.	Name of Auditor	Address	Mobile No.	E-mail id
1.	SHRI AMIT JEEVAN & ASSOCIATES (CA)	Shop No. 2 Radhe Krishna Complex, Silvassa Main Road, Road, Silvassa, U.T. of DNH & DD. 396230.	9825406232	Ca.amitjeevan gmail.com
2.	SHRI R.V. NADKARNI & CO. (CA)	305, Shree Jalaram Complex, Near DCB Bank, Char Rasta, Vapi. 396191	9524121604	Rvn_co@rediffmail.com
3.	PATEL PUROHIT & ASSOCIATES (CA)	208-209, K.p Tower, above Central Bank of India, Station Road, Vapi. 396191	9375069105/ 8128236656	Ca.patelpurohit@gmail.com
4.	Ramesh Kumar Kumawat-(CA)	Flat No. 307, Amar Residency Near Raj Rajeshwari School, Charwada, Vapt-396191	9714099300/ 9714099300	carameshkumawat@gmail.com

2. Diploma in Co-op. Accounts or a Diploma in Co-operation and Accountancy

1.	SHRI NARENDRA SUKLAL BADGUJAR	B-7, Pramukh Vatika HSG Society, Near Saibaba Temple, Bavisa Faliya Road, Kilwani Naka, Silvassa. 396230	9925680929	Badgujarn08@ gmail.com
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Sd/–

**Registrar Cooperative Societies
Dadra & Nagar Haveli and
Daman & Diu**

**U.T. Administration of
Dadra & Nagar Haveli and Daman & Diu,
Home Department,
Secretariat, Vidyut Bhawan,
Kachigam, Nani Daman.**

No. Dy. SP(HQ)/NCL/Rules/2025-26/1523

Dated 21/11/2024

NOTIFICATION

In supersession of Notification No. 1/Home/405/03/New Cri. Legislations/24-25/797 dated 21/06/2024 and in exercise of the powers conferred by Section 265, 266 and 308 of the Nagarik Suraksha Sanhita, 2023 (Act, 46 of 2023), and in pursuance of Government of India, Ministry of Home Affairs, Notification No. SO 2506(E) dated 28.06.2024, the Administrator of the Union Territory of Dadra & Nagar Haveli and Daman and Diu hereby please to notify the following places as "Designated Place" for the purpose of proviso to sub-section (3) of Section 265, proviso to sub-section (2) of Section 266 and Section 308 of Bhartiya Nagarik Suraksha Sanhita, 2023 (Act 46 of 2023).

- 1) Court Rooms as well as Video Conferencing Rooms in Courts.
- 2) Video Conference Rooms/Facilities in the Hospitals, Primary Health Centers administered by Central Government/UT Administration/Local Bodies.
- 3) Video Conference Rooms/Facilities at Prisons/Central Jails/Sub Jails.
- 4) Video Conferencing Rooms/Facilities at Forensic Science Laboratory.
- 5) Video Conferencing Rooms/Facilities at Observation Home, Special Home, Children's House, Shelter Home or any institution referred to as Child Care Institution and where the required person is a juvenile or a child or a person who is an inmate of such child facility.
- 6) Video Conferencing Rooms/Facilities at Women's Home, Protection Homes, Shelter Homes or any institution referred to as women's facility.
- 7) Video Conferencing Rooms/Facilities at the NIC Centers.
- 8) Video Conferencing Room/Facilities as established at Conference Hall of UT Secretariat, Daman.

By Order and in the name of
Administrator of Dadra & Nagar Haveli
and Daman & Diu

Sd/–
(Ashish Mohan)
Director-cum-
Joint Secretary (Home),
Dadra & Nagar Haveli and Daman & Diu
