

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 - १ SERIES - I

प्राधिकरण द्वारा प्रकाशित / PUBLISHED BY AUHTORITY

Daman 12th December, 2025 21 Agrahayana, 1947 (Saka) No.: 10

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

No.LE/LI/DMN/Reforms-Act/427/2025/530

NOTIFICATION

The Hon'ble Administrator of Union Territory of Dadra & Nagar Haveli and Daman & Diu, in exercise of the powers conferred by sub-section (3) of section 1 of the Dadra and Nagar Haveli and Daman and Diu Shops and Establishments (Regulation of Employment and Conditions of Service) Amendment Regulation, 2025, is pleased to appoint and notify that the provisions of the said Regulation shall come into force from the date of publication of this notification in the Official Gazette of the Administration.

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

Sd/-

(Aarti Agarwal)

Dated :- 02-12-2025

रजिस्ट्री सं॰ डी॰ एल॰--(एन)04/0007/2003---25

REGISTERED NO. DL-(N)04/0007/2003-25



सी.जी.-डी.एल.-अ.-19112025-267840 CG-DL-E-19112025-267840

असाधारण

EXTRAORDINARY

भाग II — खण्ड 1 PART II — Section 1 प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

संं 51] नई दिल्ली, बुधवार, नवम्बर 19, 2025/कार्तिक 28, 1947 (शक)

No. 51] NEW DELHI, WEDNESDAY, NOVEMBER 19, 2025/KARTIKA 28, 1947 (Saka)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके। Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE

(Legislative Department)

New Delhi, the 19th November, 2025/Kartika 28, 1947 (Saka)

THE DADRA AND NAGAR HAVELI AND DAMAN AND DIU SHOPS AND ESTABLISHMENTS (REGULATION OF EMPLOYMENT AND CONDITIONS OF SERVICE) AMENDMENT REGULATION, 2025

No. 14 of 2025

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 as adapted to the Union Territory of Dadra and Nagar Haveli and Daman and Diu.

In exercise of the powers conferred by article 240 of the Constitution, the President is pleased to promulgate the following Regulation made by her:—

- (1) This Regulation may be called the Dadra and Nagar Haveli and Daman and Diu Shops and Establishments (Regulation of Employment and Conditions of Service) Amendment Regulation, 2025.
- (2) It extends to the whole of the Union territory of Dadra and Nagar Haveli and Daman and Diu.
- (3) It shall come into force on such date as the Administrator may, by notification in the Official Gazette, appoint.

Short title, extent and commencement THE GAZETTE OF INDIA EXTRAORDINARY

[Part II-

Amendment of section 1. 2. In the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 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, in sub-section (3), for the words "ten or more workers", the words "twenty or more workers" shall be substituted.

Gujarat Act 4 of 2019.

Amendment of section 2.

3. In section 2 of the principal Act, after clause (p), the following clause shall be inserted, namely:—

'(pp) "State Government" means the Administrator of the Union territory of Dadra and Nagar Haveli and Daman and Diu appointed by the President under article 239 of the Constitution;".

Amendment of section 12.

- 4. In section 12 of the principal Act,-
- (a) for the words "nine hours", the words "ten hours" shall be substituted;
- (b) for the words "five hours", the words "six hours" shall be substituted.

Amendment of section 13.

In section 13 of the principal Act, in sub-section (2), for the proviso, the following provisos shall be substituted, namely:—

"Provided that women workers may, with their consent, be allowed to work even between the hours of 9 P.M. and 6 A.M. in any establishment in which adequate safety and security measures or provisions for holidays, as may be prescribed, are provided by the employer:

Provided further that where the Administrator considers that the employment of women in any particular hazardous or dangerous processes in an establishment is dangerous for their health and safety due to the operation carried out therein, the Administrator may require the employer to provide adequate safeguards as may be prescribed, prior to the employment of women for such operation."

Substitution of section 14.

6. For section 14 of the principal Act, the following section shall be substituted, namely:—

Hours of work

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

Amendment of section 15.

- 7. In section 15 of the principal Act,-
- (a) for the words "nine hours", the words "ten hours" shall be substituted:
- (b) for the words "one hundred and twenty-five hours", the words "one hundred and forty-four hours" shall be substituted.

DROUPADI MURMU,
President

DR. RAJIV MANI, Secretary to the Govt. of India.

UPLOADED BY THE MANAGER, GOVERNMENT OF INDIA PRESS, MINTO ROAD, NEW DELHI-110002 AND PUBLISHED BY THE CONTROLLER OF PUBLICATIONS, DELHI-110054.

KSHITIZ WAR

MGIPMRND-342GI(S4)-19-11-2025.

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

No.LE/LI/DMN/FIC/207115/2025/531

Dated :- 02-12-2025

NOTIFICATION

The Hon'ble Administrator of Union Territory of Dadra & Nagar Haveli and Daman & Diu, in exercise of the powers conferred by sub-section (3) of section 1 of the Industrial Disputes (Dadra and Nagar Haveli and Daman and Diu) Amendment Regulation, 2025, is pleased to appoint and notify that the provisions of the said Regulation shall come into force from the date of publication of this notification in the Official Gazette of the Administration.

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

Sd/-

(Aarti Agarwal)

रजिस्ट्री सं॰ डी॰ एल॰—(एन)04/0007/2003—25

REGISTERED NO. DL-(N)04/0007/2003-25



सी.जी.-डी.एल.-अ.-19112025-267839 CG-DL-E-19112025-267839

असाधारण

EXTRAORDINARY

भाग II — खण्ड 1 PART II - Section 1 प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं॰ 50]

नई दिल्ली, बुधवार, नवम्बर 19, 2025/कार्तिक 28, 1947 (शक)

No. 50] NEW DELHI, WEDNESDAY, NOVEMBER 19, 2025/KARTIKA 28, 1947 (Saka)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके। Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE (Legislative Department)

New Delhi, the 19th November, 2025/Kartika 28, 1947 (Saka)

THE INDUSTRIAL DISPUTES (DADRA AND NAGAR HAVELI AND DAMAN AND DIU) AMENDMENT REGULATION, 2025

No. 13 of 2025

Promulgated by the President in the Seventy-sixth Year of the Republic of India.

A Regulation further to amend the Industrial Disputes Act, 1947, in its application to the Union territory of Dadra and Nagar Haveli and Daman and Diu.

In exercise of the powers conferred by article 240 of the Constitution, the President is pleased to promulgate the following Regulation made by her:

- 1. (1) This Regulation may be called the Industrial Disputes (Dadra and Nagar Haveli and Daman and Diu) Amendment Regulation, 2025.
- (2) It extends to the whole of the Union territory of Dadra and Nagar Haveli
- (3) It shall come into force on such date as the Administrator may, by notification in the Official Gazette, appoint.

Short title, extent and THE GAZETTE OF INDIA EXTRAORDINARY

[Part II-

Amendment of section 2.

2. In the Industrial Disputes Act, 1947 (hereinafter referred to as the principal Act), in section 2, after clause (p), the following clause shall be inserted, namely:—

14 of 1947.

'(pp) "State Government" means the Administrator of the Union territory of Dadra and Nagar Haveli and Daman and Diu appointed by the President under article 239 of the Constitution;'.

Amendment of section 22.

- 3. In section 22 of the principal Act,-
 - (a) in sub-section (1),-
 - (i) for the words "in a public utility service", the words "in any industrial establishment or a public utility service" shall be substituted;
 - (ii) in clause (a), for the words "six weeks", the words "sixty days" shall be substituted;
 - (b) in sub-section (2),-
 - (i) for the words "No employer carrying on any public utility service", the words "No employer of any industrial establishment, or carrying on any public utility service" shall be substituted;
 - (ii) in clause (a), for the words "six weeks", the words "sixty days" shall be substituted;
- (c) in sub-section (3), for the words "public utility service" at both the places where they occur, the words "industrial establishment or public utility service" shall be substituted.

Amendment of section 25K. 4. In section 25K of the principal Act, in sub-section (1), for the words "one hundred workmen", the words "three hundred workmen" shall be substituted.

> DROUPADI MURMU, President.

DR. RAJIV MANI, Secretary to the Govt. of India.

UPLOADED BY THE MANAGER, GOVERNMENT OF INDIA PRESS, MINTO ROAD, NEW DELHI-110002 AND PUBLISHED BY THE CONTROLLER OF PUBLICATIONS, DELHI-110054.

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

No.LE/LI/DMN/FIC/207115/2025/532

Dated :- 02-12-2025

NOTIFICATION

The Hon'ble Administrator of Union Territory of Dadra & Nagar Haveli and Daman & Diu, in exercise of the powers conferred by sub-section (3) of section 1 of the Factories (Dadra and Nagar Haveli and Daman and Diu) Amendment Regulation, 2025, is pleased to appoint and notify that the provisions of the said Regulation shall come into force from the date of publication of this notification in the Official Gazette of the Administration.

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

Sd/-

(Aarti Agarwal)

रजिस्ट्री सं॰ डी॰ एल॰—(एन)04/0007/2003—25

REGISTERED NO. DL-(N)04/0007/2003-25



सी.जी.-डी.एल.-अ.-19112025-267838 CG-DL-E-19112025-267838

असाधारण

EXTRAORDINARY

भाग II — खण्ड 1 PART II — Section 1 प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

सं॰ 49| नई दिल्ली, बुधवार, नवम्बर 19, 2025/कार्तिक 28, 1947 (शक)

No. 49] NEW DELHI, WEDNESDAY, NOVEMBER 19, 2025/KARTIKA 28, 1947 (Saka)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके। Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE (Legislative Department)

New Delhi, the 19th November, 2025/Kartika 28, 1947 (Saka)

THE FACTORIES (DADRA AND NAGAR HAVELI AND DAMAN AND DIU) AMENDMENT REGULATION, 2025

No. 12 of 2025

Promulgated by the President in the Seventy-sixth Year of the Republic of India.

A Regulation further to amend the Factories Act, 1948, in its application to the Union territory of Dadra and Nagar Haveli and Daman and Diu.

In exercise of the powers conferred by article 240 of the Constitution, the President is pleased to promulgate the following Regulation made by her:—

- 1. (1) This Regulation may be called the Factories (Dadra and Nagar Haveli and Daman and Diu) Amendment Regulation, 2025.
- (2) It extends to the whole of the Union territory of Dadra and Nagar Haveli and Daman and Diu.
- (3) It shall come into force on such date as the Administrator may, by notification in the Official Gazette, appoint.

Short title, extent and commencement

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[Part II-

Amendment of section 2.

2. In the Factories Act, 1948 (hereinafter referred to as the principal Act), in section 2,—

63 of 1948.

- (a) in clause (m),—
- (i) in sub-clause (i), for the words "ten or more workers", the words "twenty or more workers" shall be substituted;
- (ii) in sub-clause (ii), for the words "twenty or more workers", the words "forty or more workers" shall be substituted.
- (b) after clause (p), the following clause shall be inserted, namely:—

'(pp) "State Government" means the Administrator of the Union territory of Dadra and Nagar Haveli and Daman and Diu appointed by the President under article 239 of the Constitution.'.

Amendment of section 22.

- 3. In section 22 of the principal Act,—
- (a) in sub-section (1), in the long line, for the words "adult male worker", the words "adult worker" shall be substituted;
- (b) in sub-section (2), the words "woman or" at both the places where they occur, shall be omitted.

Amendment of section 54.

4. In section 54 of the principal Act, for the words "nine hours", the words "ten hours" shall be substituted.

Amendment of section 55.

- 5. In section 55 of the principal Act,—
- (a) in sub-section (1), for the words "five hours" at both the places where they occur, the words "six hours" shall be substituted;
 - (b) sub-section (2) shall be omitted.

Amendment of

- 6. In section 56 of the principal Act,—
- (a) for the words "ten and a half hours", the words "twelve hours" shall be substituted;
 - (b) the proviso shall be omitted.

Amendment of section 65.

7. In section 65 of the principal Act, in sub-section (3), in clause (iv), for the word "seventy-five", the words "one hundred and forty-four" shall be substituted.

Amendment of section 66.

8. In section 66 of the principal Act, in sub-section (1), in clause (b), for the proviso, the following provisos shall be substituted, namely:—

"Provided that women workers may, with their consent, be allowed to work even between the hours of 7 P.M. and 6 A.M. in any factory in which adequate safety and security measures or provisions for holidays, as may be prescribed, are provided by the employer:

Provided further that where the State Government considers that the employment of women in any particular hazardous or dangerous processes in an establishment is dangerous for their health and safety due to the operation carried out therein, the State Government may require the employer to provide adequate safeguards as may be prescribed, prior to the employment of women for such operation."

Sec. 1	THE GAZETTE OF INDIA EXTRAORDINARY 3	
	9. In section 85 of the principal Act, in sub-section (1), in clause (i),—(a) for the word "ten", the word "twenty" shall be substituted;(b) for the word "twenty", the word "forty" shall be substituted.	Amendment of section 85.
	DROUPADI MURMU, President.	

DR. RAJIV MANI, Secretary to the Govt. of India.

UPLOADED BY THE MANAGER, GOVERNMENT OF INDIA PRESS, MINTO ROAD, NEW DELHI–110002 AND PUBLISHED BY THE CONTROLLER OF PUBLICATIONS, DELHI–110054.

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MGIPMRND—340GI(S4)—19-11-2025.

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

No.LE/LI/DMN/FIC/207115/2025/533

Dated :- 02-12-2025

NOTIFICATION

The Hon'ble Administrator of Union Territory of Dadra & Nagar Haveli and Daman & Diu, in exercise of the powers conferred by sub-section (3) of section 1 of the Contract Labour (Regulation and Abolition) Dadra and Nagar Haveli and Daman and Diu (Amendment) Regulation, 2025, is pleased to appoint and notify that the provisions of the said Regulation shall come into force from the date of publication of this notification in the Official Gazette of the Administration.

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

Sd/-

(Aarti Agarwal)

रजिस्ट्री सं॰ डी॰ एल॰—(एन)04/0007/2003—25

REGISTERED NO. DL-(N)04/0007/2003-25



सी.जी.-डी.एल.-अ.-19112025-267837 CG-DL-E-19112025-267837

असाधारण

EXTRAORDINARY

भाग II — खण्ड 1 PART II — Section 1 प्राधिकार से प्रकाशित

PUBLISHED BY AUTHORITY

No. 48] NEW DELHI, WEDNESDAY, NOVEMBER 19, 2025/KARTIKA 28, 1947 (Saka)

इस भाग में भिन्न पृष्ठ संख्या दी जाती है जिससे कि यह अलग संकलन के रूप में रखा जा सके। Separate paging is given to this Part in order that it may be filed as a separate compilation.

MINISTRY OF LAW AND JUSTICE (Legislative Department)

New Delhi, the 19th November, 2025/Kartika 28, 1947 (Saka)

THE CONTRACT LABOUR (REGULATION AND ABOLITION) DADRA AND NAGAR HAVELI AND DAMAN AND DIU (AMENDMENT) REGULATION, 2025

No. 11 of 2025

Promulgated by the President in the Seventy-sixth Year of the Republic of India.

A Regulation further to amend the Contract Labour (Regulation and Abolition) Act, 1970, in its application to the Union territory of Dadra and Nagar Haveli and Daman and Diu.

In exercise of the powers conferred by article 240 of the Constitution, the President is pleased to promulgate the following Regulation made by her:—

- 1. (1) This Regulation may be called the Contract Labour (Regulation and Abolition) Dadra and Nagar Haveli and Daman and Diu (Amendment) Regulation, 2025.
- (2) It extends to the whole of the Union territory of Dadra and Nagar Haveli and Daman and Diu.
- (3) It shall come into force on such date as the Administrator may, by notification in the Official Gazette, appoint.

Short title, extent and commencement. Amendment of

Amendment of section 2.

THE GAZETTE OF INDIA EXTRAORDINARY [Part II-37 of 1970. 2. In the Contract Labour (Regulation and Abolition) Act, 1970 (hereinafter referred to as the principal Act), in section 1, in sub-section (4),-(a) in clause (a), for the words "twenty or more workmen", the words "fifty or more workmen" shall be substituted; (b) in clause (b), for the words "twenty or more workmen", the words "fifty or more workmen" shall be substituted; (c) in the proviso, for the words "less than twenty", the words "less than fifty" shall be substituted. 3. In section 2 of the principal Act, after clause (g), the following clause shall be inserted, namely:-'(gg) "State Government" means the Administrator of the Union territory of Dadra and Nagar Haveli and Daman and Diu appointed by the President under article 239 of the Constitution;'.

> DROUPADI MURMU, President.

DR. RAJIV MANI, Secretary to the Govt. of India.

UPLOADED BY THE MANAGER, GOVERNMENT OF INDIA PRESS, MINTO ROAD, NEW DELHI-110002 AND PUBLISHED BY THE CONTROLLER OF PUBLICATIONS, DELHI-110054.

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MGIPMRND-339GI(S4)-19-11-2025.