

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

No. LE/LI/DMN/ReformsAct/427/2026/206

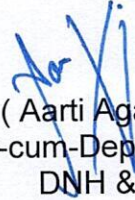
Dated: -15-07-2026

PUBLIC NOTICE

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 adapted 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, 2026" 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 notice.


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

Encl : As Above

To,

- (1) The Director (IT), DNH & DD with request to please upload this notice 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 DRAFT DADRA AND NAGAR HAVELI AND DAMAN AND DIU SHOPS & ESTABLISHMENTS (RE & CS) (AMENDMENT) REGULATION, 2026 No. of 2026 To be Promulgated by the President in the Seventy-Sixth Year of the Republic of India	
	<i>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</i>	
	1. (1) This Regulation may be called the <i>Dadra and Nagar Haveli and Daman and Diu Shops and Establishment (RE & CS) (Amendment) Regulation, 2026</i>. (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	Short title, extent, commence and application
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, for sub section (3), the following sub section shall be substituted, namely: - “(3) The provisions of this Act shall apply to all shops and establishments”	Amendment of Section 1
	3. For section 6 of the principal Act, the following section shall be substituted, namely: - 6. Registration, amendment, closure and cancellation of shops or establishment. - (1) Within a period of sixty days from the date of the commencement of this Act or the date on which establishment commences its business, the employer of every establishment shall submit an application in a prescribed form for registration together with such self-declaration and self-certified documents, containing details such as name of the employer and manager, name of the establishment, nature of business, number of workers and such other details together with such fees as may be prescribed:	

Provided that, nothing contained hereinabove shall apply to the shops and establishments already having valid registration under the "Goa, Daman and Diu shops and Establishments Act, 1973 (13 of 1974)" until the expiry of their registration.

Provided further that, nothing contained hereinabove shall apply to the shops and establishments already registered under the OSH Code, 2020, or under any of the local (Municipal / Panchayat) Acts or Regulations and such shops and establishments shall be deemed to have been registered under this Act.

(2) On receipt of the application along with the self-certified documents, a registration certificate in such form and manner as may be prescribed, shall be auto generated through online portal (except in cases of slaughterhouse or a meat processing or selling unit or poultry farm or abattoir, which shall require prior approval from the competent authority). The details of the registration certificate shall be recorded online in a register maintained in such form as may be prescribed:

Provided that every employer shall submit an application through Online Portal for amendment in certificate of registration, in prescribed form, together with such fees and within such period, after the change has taken place, as the State Government may prescribe. On receipt of such application, a fresh certificate shall be auto generated through online portal (except in cases of slaughterhouse or a meat processing or selling unit or poultry farm or abattoir, which shall require prior approval from the competent authority).

The details of such amendments shall be recorded online in the register of establishment maintained through Online Portal.

Provided further that –

(i) the employer shall submit an intimation, in prescribed form, through Online Portal within thirty days from the date of closing of the business that the shop or establishment has been closed for business. On receiving the information, the entry of such shop or establishment shall be removed from the register of establishments and cancel the registration certificate through Online Portal.

(ii) if the employer does not submit the information but the Inspector is otherwise satisfied that any shop or establishment has been closed, he may remove the entry of such shop or establishment from the register of establishments and cancel such certificate.

	Provided also that, at any time, if it is found or brought to the notice of the Inspector that the registration of any shop or establishment has been obtained by misrepresentation or suppression of material facts or by submitting false or forged documents or false declaration or by fraud, the Inspector shall, after giving an opportunity of being heard to the employer of the shop or establishment, cancel the registration and remove such shop or establishment from the register of establishments maintained through Online Portal. (3) A registration certificate issued under sub-section (2) shall remain in force from the date of issue till the change in ownership or nature of business takes place. (4) whoever, contravenes the provision of this section or rules framed thereunder shall be punished with a penalty of Rs. 5000/-	
	4. The section 7 of the principal Act shall be omitted.	Omission of Section 7
	5. The section 8 of the principal Act shall be omitted.	Omission of Section 8
	6. The section 9 of the principal Act shall be omitted.	Omission of Section 9
	7. The section 10 of the principal Act shall be omitted.	Omission of Section 10
	8. For section 35 of the principal Act, the following section shall be substituted, namely: - 35. Opening and closing hours. - (1) Notwithstanding anything contained in this Act, any shop or establishment situated in the Union Territory of Dadra & Nagar Haveli and Daman & Diu may remain open 24 hours of any day of the week. Provided that the worker shall be allowed to work in accordance with the provisions of sections 12, 14, 16 and 18 of this Act; Provided further that, considering the circumstances relating to traffic, public health, public safety, public nuisance or such other reason which may affect law and order situation, the hours for opening and closing of different classes of shops or establishments and for different premises, shopping complex or mall or for different area or areas may be curtailed by such authority as the State Government may, by notification in the <i>Official Gazette</i>, specify.	Amendment of section 35

Comparative statement showing the relevant clause as it exists and as it would read after the proposed amendment

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)

Section	Relevant clause as it exists	As it would read after the proposed amendment.	Reasons
Amendment of Section 1	1. Short title, extent, application and commencement. (1) This Act may be called the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019. (2) It extends to the whole of the [Union Territory of Dadra and Nagar Haveli and Daman and Diu.] (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 ten workers. (4) It shall come into force on such date as the State Government may, by notification in the Official Gazette, appoint.	1. Short title, extent, application and commencement. (1) This Act may be called the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019. (2) It extends to the whole of the [Union Territory of Dadra and Nagar Haveli and Daman and Diu]. (3) The provisions of this Act shall apply to all shops and establishments. (4) It shall come into force on such date as the State Government may, by notification in the Official Gazette, appoint.	• Auto generated issue of registration certificate, without requirement of approval, on an intimation basis, has been included in section 6. Hence, it is proposed to delete the requirement of intimation under section 7. • To make the provisions of the Act applicable to shops and establishments having ten or more employees
Amendment of section 6	6. Registration of shops or establishment. - (1) Within a period of sixty days from the date of commencement of this Act or the date on which any shop or establishment commences its business, the employer of every shop and establishment shall submit an application in a prescribed form for registration to the concerned Inspector, together with such fees and such self-declaration and self-certified documents as may be prescribed: Provided that, nothing contained hereinabove shall apply to the shops and establishments already having valid registration under the "[Goa, Daman and Diu shops and Establishments Act, 1973 (13 of 1974)] until the expiry of their registration.	6. Registration, amendment, closure and cancellation of shops or establishment. - (1) Within a period of sixty days from the date of the commencement of this Act or the date on which establishment commences its business, the employer of every establishment shall submit an application in a prescribed form for registration together with such self-declaration and self-certified documents, containing details such as name of the employer and manager, name of the establishment, nature of business, number of workers and such other details together with such fees as may be prescribed: Provided that, nothing contained hereinabove shall apply to the shops and establishments already having valid registration under the "Goa, Daman and Diu shops and Establishments Act, 1973 (13 of 1974)" until the expiry of their registration. Provided further that, nothing contained hereinabove shall apply to the shops and establishments already registered under the OSH Code, 2020, or under any of the local (Municipal / Panchayat) Acts or Regulations and such shops and establishments shall be deemed to have been registered under this Act.	• To issue the certificate of registration auto generated through Single Window Portal, based on the application with self-declaration and self-certified documents. • To exempt the shops and establishments already registered under the OSH Code, 2020, or under any of the local (Municipal / Panchayat) Acts or Regulations from the requirement of registration • To change the title of the section 6 from the "Registration of shops or establishment" to "Registration, amendment, closure and cancellation of shops or establishment" and to omit the

Section	Relevant clause as it exists	As it would read after the proposed amendment.	Reasons
	(2) On receipt of the application along with the documents and the fees, the Inspector shall, register the shop or establishment in the register of establishments in such manner as may be prescribed and shall issue, in a prescribed form, a registration certificate to the employer within the prescribed time limit. The registration certificate shall be produced whenever it is demanded by the Inspector.	(2) On receipt of the application along with the self-certified documents, a registration certificate in such form and manner as may be prescribed, shall be auto generated through online portal (except in cases of slaughterhouse or a meat processing or selling unit or poultry farm or abattoir, which shall require prior approval from the competent authority). The details of the registration certificate shall be recorded online in a register maintained in such form as may be prescribed: Provided that every employer shall submit an application through Online Portal for amendment in certificate of registration, in prescribed form, together with such fees and within such period, after the change has taken place, as the State Government may prescribe. On receipt of such application, a fresh certificate shall be auto generated through online portal (except in cases of slaughterhouse or a meat processing or selling unit or poultry farm or abattoir, which shall require prior approval from the competent authority). The details of such amendments shall be recorded online in the register of establishment maintained through Online Portal. Provided further that – (i) the employer shall submit an intimation, in prescribed form, through Online Portal within thirty days from the date of closing of the business that the shop or establishment has been closed for business. On receiving the information, the entry of such shop or establishment shall be removed from the register of establishments and cancel the registration certificate through Online Portal. (ii) if the employer does not submit the information but the Inspector is otherwise satisfied that any shop or establishment has been closed, he may remove the entry of such shop or establishment from the register of establishments and cancel such certificate. Provided also that, at any time, if it is found or brought to the notice of the Inspector that the registration of any shop or establishment has been	Section 7, 8, 9 and 10 so as to avoid multiple sections for registration related matters.

Section	Relevant clause as it exists	As it would read after the proposed amendment.	Reasons
	(3) A registration certificate issued under sub-section (2) shall remain in force from the date of issue till the change in ownership or nature of business takes place. In case of change in ownership or nature of business, the employer of every establishment shall have to obtain a fresh certificate of registration.	obtained by misrepresentation or suppression of material facts or by submitting false or forged documents or false declaration or by fraud, the Inspector shall, after giving an opportunity of being heard to the employer of the shop or establishment, cancel the registration and remove such shop or establishment from the register of establishments maintained through Online Portal. (3) A registration certificate issued under sub-section (2) shall remain in force from the date of issue till the change in ownership or nature of business takes place. (4) whoever, contravenes the provision of this section or rules framed thereunder shall be punished with a penalty of Rs. 5000/-	
Amendment of Section 7	7. Intimation by establishment having less than ten workers. (1) Within a period of sixty days from the date of the commencement of this Act or the date on which establishment commences its business, the employer of every establishment employing less than ten workers shall give an intimation of having commenced the business to the Inspector in whose jurisdiction the establishment is located, by submitting online application in the prescribed form together with such self-declaration and self-certified documents, as may be prescribed, containing details such as name of the employer and manager, name of the establishment, nature of business, number of workers and such other details as may be prescribed. The Inspector shall issue to the employer of such establishment, a receipt of intimation in such form and manner as may be prescribed. The details of the intimation receipt shall be recorded online in a register maintained in such form as may be prescribed: Provided that if at any point of time the number of workers engaged in the establishment becomes ten or more, then all provisions of this Act shall apply to such establishment and the employer of such establishment shall have to obtain registration as per the provisions of section 6. Provided further that, nothing contained hereinabove shall apply to the shops and establishments already having valid registration under the Goa, Daman and Diu shops and Establishments Act, 1973 (13 of 1974) until the expiry of their registration. (2) The employer of such establishment employing less than ten workers shall inform, in such form and manner as may be prescribed, the Inspector within thirty days from the date of the closing of the business that such establishment has been closed for business.	Omitted.	To delete the requirement of intimation, as provision for auto generated issue of registration certificate, without requirement of approval, has already been included in Section 6.

Section	Relevant clause as it exists	As it would read after the proposed amendment.	Reasons
	The Inspector on receiving the information shall remove the entry of such establishment from the register of establishments. (3) whoever, contravenes the provision of this section or rules framed thereunder shall be punished with a fine of Rs. 5000/-		
Omission of Section 8	8. Cancellation of registration of shop or establishment. At any time, if it is found or brought to the notice of the Inspector that the registration of any shop or establishment has been obtained by misrepresentation or suppression of material facts or by submitting false or forged documents or false declaration or by fraud, the Inspector shall, after giving an opportunity of being heard to the employer of the shop or establishment, cancel the registration and remove such shop or establishment from the register of establishments in the manner as may be prescribed.	Omitted.	Cancellation clause has been incorporated in the Section 6 vide third proviso in sub section (2)
Omission of Section 9	9. Notice of change in particulars. It shall be the duty of every employer to inform to the Inspector, in the prescribed form, any change in any of the particulars contained in the application submitted under section 6 within such period, after the change has taken place, as the State Government may prescribe. The Inspector shall, on receiving such notice and the prescribed fees along with the self-declaration of the applicant and self-certified documents as may be prescribed, make the change in the register of establishments in accordance with such notice and shall issue a fresh registration certificate.	Omitted.	A provision for change in particular has been incorporated in the Section 6 vide first proviso in sub section (2)
Omission of Section 10	10. Notice for closure of business. - The employer shall inform, in such form and in such manner, as may be prescribed, to the Inspector within thirty days from the date of closing of the business that the shop or establishment has been closed for business. The Inspector on receiving the information and on being satisfied about its correctness shall remove entry of such shop or establishment from the register of establishments and cancel the registration certificate: Provided that, if the Inspector does not receive the information but he is otherwise satisfied that any shop or establishment has been closed, he may remove the entry of such shop or establishment from the register of establishments and cancel such certificate.	Omitted.	A provision for intimation of closure of business has been incorporated in the Section 6 vide second proviso in sub section (2)

Section	Relevant clause as it exists	As it would read after the proposed amendment.	Reasons
Amendment of Section 35	35. Opening and closing hours. - (1) Notwithstanding anything contained in this Act, any shop or establishment if situated, - (a) (i) in Municipal Council] Area, or (ii) on National Highway, or " [(iii)[***]] (iv) at State Roadways bus station premises, or (v) in Hospital premises,0 or (vi) on petrol pumps, may remain open 24 hours on any day of the week: Provided that, the worker shall be allowed to work in accordance with the provisions of sections 12,14,16 and 18 of this Act; (b) in Municipality area or on State Highway may be opened except from 2.00 A.M to 6.00 A.M.: Provided that, the worker shall be allowed to work in accordance with the provisions of sections 12, 14, 16 and 18 of this Act; (c) in the areas other than the areas mentioned in clauses (a) and (b) above in district or on minor road may be opened except from 11.00 P. M. to 6.00 A.M: Provided that, the worker shall be allowed to work in accordance with the provisions of sections 12, 14, 16 and 18 of this Act. (2) Notwithstanding anything contained in sub-section (1), considering the circumstances relating to traffic, public health, public safety, public nuisance or such other reason which may affect law and order situation, the hours for opening and closing of different classes of shops or establishments and for different premises, shopping complex or mall or for different area or areas and for different period may be curtailed by such authority as the State Government may, by notification in the <i>Official Gazette</i>, specify.	35. Opening and closing hours. - (1) Notwithstanding anything contained in this Act, any shop or establishment situated in the Union Territory of Dadra & Nagar Haveli and Daman & Diu may remain open 24 hours of any day of the week. Provided that the worker shall be allowed to work in accordance with the provisions of sections 12, 14, 16 and 18 of this Act; Provided further that, considering the circumstances relating to traffic, public health, public safety, public nuisance or such other reason which may affect law and order situation, the hours for opening and closing of different classes of shops or establishments and for different premises, shopping complex or mall or for different area or areas may be curtailed by such authority as the State Government may, by notification in the <i>Official Gazette</i>, specify.	To allow any shop or establishment to remain open 24 hours of any day of the week, provided the worker shall be allowed to work in accordance with the provisions of sections 12, 14, 16 and 18 of the Act and the authority may, by notification, curtail the hours for opening and closing of different classes of shops or establishments and for different premises, shopping complex or mall or different area or areas considering the circumstances relating to traffic, public health, public safety, public nuisance or such other reason which may affect law and order situation