

**Administration of
Dadra and Nagar Haveli, U.T.
Labour Department
Silvassa**

No. LEO/Start –Ups Labour Laws/Reforms/2016/ 1065

Date: 03/09/2016
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- Read: 1) D.O. No. Z-13025/39/2015-L.R.Cell dated 12/01/2016 from the Secretary, Govt. of India Ministry of Labour & Employment, Shram Shakti Bhavan, New Delhi
2) Resolution No. LEO/Labour Laws/2014/26 Dated 05.01.2015

RESOLUTION

With the objective of creating a conducive environment for Start-ups in the U.T. of Daman & Diu and Dadra & Nagar Haveli and to incentivize the entrepreneurs in setting up new start – up ventures and catalyze the creation of employment opportunities through them, various incentives and ease in regulatory compliance provisions are being conceptualized. Start- ups are defined by the Department of Industrial Policy and Promotion (DIPP) as an entity incorporated or registered in India not prior to five years with annual turnover not exceeding Rs. 25 Crores in preceding financial year, working towards innovation, development, deployment or commercialization of new products, process or services driven by technology or intellectual property.

Now for further promoting the Start –ups, as defined above, the U.T. of Daman & Diu and Dadra & Nagar Haveli is pleased to introduce 'Labour Reforms' for the U.T. of Daman & Diu and Dadra & Nagar Haveli as

The following Labour Laws may be allowed for Self Certification for the entrepreneurs in setting up new Start up ventures

- (1) The Industrial Disputes Act, 1947
- (2) The Trade Unions Act, 1926
- (3) The Building and Other Construction Workers' (Regulation of Employment and Conditions of Service) Act, 1996.
- (4) The Industrial Employment (Standing Orders) Act, 1946.
- (5) The Inter- State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
- (6) The Payment of Gratuity Act, 1972.
- (7) The Contract Labour (R & A) Act, 1970.
- (8) The Employees' Provident Funds and Miscellaneous Provision Act, 1952
- (9) The Employees' State Insurance Act, 1948

(2) Further for the first year of setting up of the Start-ups such establishments may not be inspected under any of the following 4 Labour Laws (1) The Building and Other Construction Workers' (RE & CS) Act 1996, (2) Inter State Migrant Workmen (RE & CS) Act, 1979, (3) Payment of Gratuity Act, 1972 and (4) The Contract Labour (R & A) Act, 1970 and further they may be asked to submit an online self declaration instead.

(3) Start - Ups may be allowed to submit self-certified returns under aforesaid acts from the second year onwards, upto three years from the setting up of the unit. Inspections may be carried out only when credible and verifiable complaint of violation is filed in writing and the approval has been obtained from at least one level senior to the inspection officer.

The above will be effective from the date of Notification. This is issued with the approval of Hon'ble Administrator, Daman & Diu and Dadra & Nagar Haveli, Vide diary No. 95347 dated 29/06/2016

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

Shivam Teotia

(Shivam Teotia)
Deputy Secretary (Labour)

Copy to :

1. The P.S. to Hon'ble Administrator, D & NH.
2. The P.A. to Development Commissioner, DD & D & NH.
3. The P.A. to Secretary (Labour), D & NH.
4. The P.A. to Collector / Labour Commissioner, D & NH.
5. All Industrial Associations, D&NH.
6. The Principal (ITI), I/C Govt. Printing Press, D & NH with a request to publish the said declaration in the Official Gazette.
7. The Director (I.T.), D & NH for uploading the same in Official website.
8. The Assistant Director (O.L.), D & NH. for Hindi Translation.
9. All Head of Offices, D & NH.