



Office of Secretary (Labour & Employment)  
UT Administration of Dadra & Nagar Haveli and Daman & Diu  
Secretariat: Moti Daman  
Daman – 396220

No. LE/LI/DMN/UPW/Advisory/2020/404

Date:-17-09-2020

C I R C U L A R

The Payment of Wages Act, 1936 is an Act to regulate the payment of wages of certain classes of employed persons. The main object of the Act is to avoid unnecessary delay in the payment of wages and to prevent unauthorized deductions from the wages.

2. The erstwhile UT Administration of Daman & Diu and erstwhile UT Administration of Dadra & Nagar Haveli have notified under proviso to Section 6 of the Payment of Wages Act, 1936 (as amended by the Payment of Wages (Amendment) Act, 2017) that the employers of all the Industries or other Establishments in the Dadra & Nagar Haveli and Daman & Diu shall pay the wages to every person employed in the Industrial or other Establishment only by Cheque or by crediting the wages in the Bank Account of the Employees vide Notifications No.LE/LI/DMN/PWTE/207/2016/104 dated 05.04.2017 and No. LEO/PWA/2017/856 dated 24-8-2017.

3. In spite of the above said direction, the Instances of disbursing the wages to the employees in cash form have been noticed, which is clear violation of Section 6 of the Payment of Wages Act, 1936

4. All the Industries in DNH & DD are therefore directed to comply with the above directions strictly with immediate effect and pay the wages to every person employed in their establishments only by Cheque or by crediting the wages in the Bank Account of the Employees. In case of any deviation is found, the action will be taken as deemed fit.

( Danish Ashraf ) IAS  
Secretary-cum-Commissioner (Labour)  
DNH & DD

To

- (1) The P.A. to Adviser to Hon'ble Administrator, DNH & DD.
- (2) The P.A. to Collector / Additional Labour Commissioner, DNH, Daman & Diu.
- (3) The P.A. to Deputy Labour Commissioner, DNH, Daman & Diu.
- (4) The SIO, NIC, Daman for uploading on website
- (5) The Industries Association, DNH & DD to ensure wide awareness of this circular among all Industries of UT.