

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

No.LEO/BONUS/CIRCULAR/2016/1495

Date:- 10 /10/2022

**CIRCULAR**

The Payment of Bonus Act, 1965 provides for payment of bonus, to persons employed in various establishments. The Payment of Bonus, 1965 is enforced in the District of Dadra & Nagar Haveli.

The department has often noticed that the employees are exploited by some employers either by not paying or partly paying the amounts payable under the said Act. It has also been brought to the notice that employers do not maintain the statutory records required under the law so as to do away with the statutory liabilities and to deprive the employees of their statutory benefits.

Further, the department has started receiving complaints of non-payment of bonus as per the Payment of Bonus Act, 1965.

In view of the above, all the Industrial and other Establishments i.e. Hotels, Shops etc., Labour Contractors to whom the Act applies are directed to ensure that they pay bonus to all the eligible employees in accordance with the provision of the Payment of Bonus Act, 1965 taking into productivity consideration so that congenial industrial environment could be created leading to overall economic development of the region.

The employers shall submit Annual Return in Form 'D' under Payment of Bonus Act, 1965 immediately after making payments of bonus to employees.

As the Circular cannot be served individually, the Circular is put in the public domain for information and necessary action.



**(M. N. Joshi)  
Labour Enforcement Officer,  
Dadra & Nagar Haveli,  
Silvassa.**

To  
**All Industrial and Other Establishments,  
Labour Contractors, Shops, Hotels  
Dadra & Nagar Haveli, Silvassa**

Copy to:-

1. The P.S. to Hon'ble Administrator, DNH & DD, Daman.
2. The P.A. to Advisor to Hon'ble Administrator, DNH & DD, Daman.
3. The P.A. to Secretary cum Commissioner (Labour), DNH & DD, Daman.
4. The P.A. to Collector / Additional Commissioner (Labour), DNH, Silvassa.
5. The P.A. to RDC(S)/ Deputy Commissioner (Labour), DNH, Silvassa.
6. The Assistant Director (IT), DNH, Silvassa uploading the circular in the official website.