

राजन वर्मा, सी.एल.एस.
मुख्य श्रमायुक्त (केन्द्रीय)
RAJAN VERMA, CLS
CHIEF LABOUR COMMISSIONER (C)



भारत सरकार
श्रम एवं रोजगार मंत्रालय
मुख्य श्रमायुक्त (के०) कार्यालय
श्रम शक्ति भवन, नई दिल्ली-110001
Government of India
Ministry of Labour & Employment
Office of the Chief Labour Commissioner (C)
Shram Shakti Bhawan, New Delhi-110001
Tel. No. : 011-23710447
E-mail : clc-mole@nic.in

D.O. No: CLC(C)/Covid-19/Instructions/LS-I

Dated: 30.03.2020

Dear Regional Heads,

As nation we are facing a catastrophic situation due to the outbreak of COVID-19. In view of the this grave situation the Secretary (Labour & Employment) vide D.O. No. M- 11011/08/2020-Media dated 20.03.2020 (copy enclosed) addressed to all employers federations, Chief Secretaries and also to Department of Public Enterprises has advised that all employees/workers may be deemed to be on duty in case place of employment is made non-operational due to out break of COVID-19, it was also advised to all private and public enterprises not to terminate their employees including the casual and contract workers from the jobs and also not to reduce or deduct their wages for the period if employees take quarantine leave.

In the period of this national crises we all have been getting the distress calls from the employees and workers across the country wherein they are complaining about their hardship due to either loss of employment or non payment of wages. We have also witnessed the large number of fleeing of migrant workers out of panicky which has further added to their miseries. Because of this unfortunate happening Home Secretary, Government of India, New Delhi has issued O.M. No. 40-3/2020-DM-I(A) dated 29th march 2020(copy enclosed) under Disaster Management Act wherein it has been advised to all state governments/Union Territories to ensure adequate arrangements of temporary shelter and provision of food etc. for the poor and needy including migrant workers stranded due to lock down measures in their respective areas.

In view of the above strong initiatives taken at the Government of India level you are requested to rigorously take up the issue with all principle employers, contactors and all public/private enterprises in case distress calls are received from workers/employees by you in your region.

You are also requested to be in touch constantly with state government authorities to ascertain the updates about the arrangements of temporary shelters and provision of foods etc. made by them so that the distress workers/ employees and their family members can be guided and placed in the above shelters.

Your regular feedback in the respect of action taken on the above lines will be highly appreciated.

with regards,

Yours Sincerely,

Rajan Verma
(Rajan Verma)

Chief Labour Commissioner (C)

To
All Regional Heads
Dy. CLC(C)/RLC(C)



हीरालाल सामरिया, आई०ए०एस०
भारत सरकार के सचिव
HEERALAL SAMARIYA, I.A.S.
Secretary to Govt. of India

MINISTRY OF LABOUR & EMPLOYMENT
SHRAM SHAKTI BHAVAN
NEW DELHI - 110001

श्रम एवं रोजगार मंत्रालय
श्रम शक्ति भवन
नई दिल्ली-110001
Tele : 91-11-23 71 02 65
Fax : 91-11-23 35 56 79
E-mail : secy-labour@nic.in

D.O. No. M-11011/08/2020-Media

March 23, 2020

Dear Shri Mishra Ji,


The World is facing a catastrophic situation due to outbreak of COVID-19 and in order to combat this challenge, coordinated joint efforts of all Sections of the Society is required. In view of the above, there may be incidence that employee's/worker's services are dispensed with on this pretext or the employee/worker are forced to go on leave without wage/salaries."

In the backdrop of such challenging situation, all the Employers of Public/Private Establishments may be advised to extend their coordination by not terminating their employees, particularly casual or contractual workers from job or reduce their wages. If any worker takes leave, he should be deemed to be on duty without any consequential deduction in wages for this period. Further, if the place of employment is to be made non-operational due to COVID-19, the employees of such unit will be deemed to be on duty.

The termination of employee from the job or reduction in wages in this scenario would further deepen the crises and will not only weaken the financial condition of the employee but also hamper their morale to combat their fight with this epidemic. In view of this, you are requested to issue necessary Advisory to the Employers/Owners of all the establishments under your Ministry.

With regards,

Yours sincerely,


(Heeralal Samariya) 23/3/2020

Shri Durga Shankar Mishra,
Secretary,
Ministry of Housing and Urban Affairs,
Govt. of India
Nirman Bhawan,
New Delhi.



सत्यमेव जयते

MINISTRY OF LABOUR & EMPLOYMENT
SHRAM SHAKTI BHAVAN
NEW DELHI - 110001

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हीरालाल सामरिया, आई०ए०एस०
भारत सरकार के सचिव
HEERALAL SAMARIYA, I.A.S.
Secretary to Govt. of India

D.O. No. M-11011/08/2020-Media

March 20, 2020

Dear Chief Secretaries,

The World is facing a catastrophic situation due to outbreak of COVID-19 and in order to combat this challenge, coordinated joint efforts of all Sections of the Society is required. In view of the above, there may be incidence that employee's/worker's services are dispensed with on this pretext or the employee/worker are forced to go on leave without wage/salaries."

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The termination of employee from the job or reduction in wages in this scenario would further deepen the crises and will not only weaken the financial condition of the employee but also hamper their morale to combat their fight with this epidemic. In view of this, you are requested to issue necessary Advisory to the Employers/Owners of all the establishments in the State.

With regards,

Yours sincerely,


(Heeralal Samariya)

All Chief Secretaries of States/UTs
(As per list attached)