

No.08/AIL/Lab/G/2020
GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

Puducherry, dated 30/03/20

CIRCULAR

Sub: Labour Department Payment of Wages to employees/contract workers/ outsourced persons of Factories / Industries /Shops & Establishments during lockdown period due to COVID 19 - Instruction - Issued.

As you are aware , after nation wide lockdown was announced to arrest the spread of novel corona virus on March 24, all the factories ,Shop & Establishments in the Union Territory of Puducherry have been requested to shutdown their activities with some exemption to fall in line with the instructions of Government of India

2. Subsequently, this office has also issued several instructions to all the employers of factories ,Shop & Establishments to take all possible measures including food and shelter arrangements to all its migrant workers during the entire lockdown period . The reports received from the employers of factories ,Shop & Establishments reveal that necessary arrangements have been made by the management their self to provide food and shelter to migrant workers till the lockdown period for which this office convey its appreciation for your kind cooperation.

3. Under these circumstances, there is a likelihood of a number of employees, contract workers, casual and outsourced staff etc., are required to remain at home, which under normal circumstances would result in deduction of their wages. In order to avoid any undue hardships to employees/ workers under the prevailing extraordinary circumstances, it has been decided that wherever any such kind of employees, contract workers, casual labourers and outsourced staff etc., of Factories / Industries, Shops & Establishments are required to stay at home in view of lockdown due to COVID-19, as announced by Government of India. Their absence for duty shall be treated as "ON DUTY" and they should be paid full salary/ wages during these period.

4. Accordingly, it is informed that the occupiers/employers of all Factories, Industries, Shops and other Establishments located in the entire Union territory (Puducherry, Karaikal, Mahe/Yanam) are hereby strictly instructed to grant paid holiday to all their employees as a measure to prevent the outbreak of Novel Corona Virus (COVID-19) in the UT of Puducherry . Further under no circumstances the migrant labourers be allowed to leave from places where they are staying. In case of any health or food issues arise the management are instructed to contact the District Magistrate ,Puducherry immediately for remedial measures.

5. Therefore all the employers of factories ,Shop & Establishments are instructed strictly to comply with the above instructions and a compliance report may be submitted to the undersigned on daily basis.


(E. VALLAVAN, I.A.S)
SECRETARY-CUM- COMMISSIONER
(LABOUR)

To

All concerned Industries / Shops & Establishments.

Copy to:

- 1.The District Collector, Puducherry / Karaikal.
2. The Regional Administrator, Mahe & Yanam.
- 3.The Inspector of Factories Puducherry.
- 4.The Labour Officer (Enforcement), Puducherry.
- 5.The Inspector of Factories, Karaikal.
- 6.The Labour Officer, Karaikal.
- 7.The Assistant Inspector of Labour, Mahe & Yanam.