

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

श्रम एवं रोजगार मंत्रालय
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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)



सत्यमेव जयते

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

श्रम एवं रोजगार मंत्रालय

श्रम शक्ति भवन

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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 Shri Sailesh 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."

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With regards,

Yours sincerely,


(Heeralal Samariya)

Shri Sailesh,
Secretary,
Department of Public Enterprises,
CGO Complex, Block No.14,
Lodhi Road,
New Delhi.

20/3/2020

No. 40-3/2020-DM-I(A)
Government of India
Ministry of Home Affairs

North Block, New Delhi-110001
Dated 29th March, 2020

ORDER

Whereas, in exercise of the powers, conferred under Section 10(2)(l) of the Disaster Management Act, the undersigned, in his capacity as Chairperson, National Executive Committee, has issued an Order of even number dated 24.03.2020, followed by Addendum Orders of even number dated 25.03.2020 and 27.03.2020 to the Ministries/ Departments of Government of India, State/Union Territory Governments and State/ Union Territory Authorities with the directions to implement lockdown measures annexed to the said Orders for the containment of spread of COVID-19 in the country;

Whereas, movement of a large number of migrants have taken place in some parts of the country so as to reach their home towns. This is a violation of the lockdown measures on maintaining social distance;

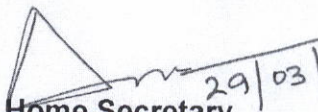
Whereas, to deal with the situation and for effective implementation of the lockdown measures, and to mitigate the economic hardship of the migrant workers, in exercise of the powers, conferred under Section 10(2)(l) of the Disaster Management Act 2005, the undersigned, in the capacity as Chairperson, National Executive Committee hereby directs the State/Union Territory Governments and State/ Union Territory Authorities to take necessary action and to issue necessary orders to their District Magistrate/ Deputy Commissioner and Senior Superintendent of Police/ Superintendent of Police/ Deputy Commissioner of Police, to take following additional measures:

- i. State/Union Territory Governments shall ensure adequate arrangements of temporary shelters, and provision of food etc. for the poor and needy people, including migrant labourers, stranded due to lockdown measures in their respective areas;
- ii. The migrant people, who have moved out to reach their home states/ home towns, must be kept in the nearest shelter by the respective State/Union Territory Government quarantine facilities after proper screening for a minimum period of 14 days as per standard health protocol;
- iii. All the employers, be it in the Industry or in the shops and commercial establishments, shall make payment of wages of their workers, at their work places, on the due date, without any deduction, for the period their establishments are under closure during the lockdown;



- iv. Where ever the workers, including the migrants, are living in rented accommodation, the landlords of those properties shall not demand payment of rent for a period of one month.
- v. If any landlord is forcing labourers and students to vacate their premises, they will be liable for action under the Act.

It is further directed that in case of violation of any of the above measures, the respective State/UT Government, shall take necessary action under the Act. The District Magistrate/ Deputy Commissioner and Senior Superintendant of Police/ Superintendant of Police/ Deputy Commissioner of Police will be personally liable for implementation of the above directions and lockdown measures issued under the above mentioned Orders.


Home Secretary 29/03/2020

To

1. **The Secretaries of Ministries/ Departments of Government of India**
2. **The Chief Secretaries/Administrators of States/Union Territories**
(As per list attached)

Copy to:

- i. All members of the National Executive Committee.
- ii. Member Secretary, National Disaster Management Authority.