

ਡਿਪਟੀ ਕਮਿਸ਼ਨਰ, ਫਤਹਿਗੜ੍ਹ ਸਾਹਿਬ
(ਫੁੱਟਕਲ ਸ਼ਾਖਾ)



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ਸੇਵਾ ਵਿਖੇ

ਸਮੂਹ ਜਿਲ੍ਹਾ ਮੁੱਖੀ.....
ਫਤਹਿਗੜ੍ਹ ਸਾਹਿਬ।

ਨੰ: 6418-84

/ਫੁੱਟਕਲ

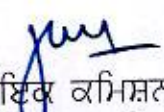
ਮਿਤੀ: 31-3-2020

ਵਿਸ਼ਾ:

Necessary Advisory to the employers/owners of Private Establishments in the State of Punjab for not terminating the services of their employees or reducing their wages in view of outbreak of COVID-19 pandemic.

ਉਪਰੋਕਤ ਵਿਸ਼ੇ ਦੇ ਸਬੰਧ ਵਿੱਚ ਪ੍ਰਿੰਸੀਪਲ ਸਕੱਤਰ, ਲੇਬਰ, ਪੰਜਾਬ ਸਰਕਾਰ ਜੀ ਦੇ ਦਫਤਰ ਵੱਲੋਂ ਪ੍ਰਾਪਤ ਪੱਤਰ ਨੰ: COVID-19/2020/8454-55 ਮਿਤੀ 28.3.2020 ਦੀ ਫੋਟੋ ਕਾਪੀ ਇਸ ਪੱਤਰ ਨਾਲ ਸ਼ਾਮਲ ਕਰਕੇ ਅਗਲੇਰੀ ਲੋੜੀਂਦੀ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜੀ ਜਾਂਦੀ ਹੈ।

ਨੱਥੀ:ਉ/ਅ


ਸਹਾਇਕ ਕਮਿਸ਼ਨਰ(ਜ),
ਫਤਹਿਗੜ੍ਹ ਸਾਹਿਬ।

No. 564/PD

From Principal Secretary, Labour
Government of Punjab.

To 1. All Deputy Director of Factories/Assistant Director of Factories.
2. All Assistant Labour Commissioner/Labour-cum-Conciliation Officers.

Memo no. COVID-19/2020/
Dated, Chandigarh:-

Subject: Necessary Advisory to the employers/owners of Private Establishments in the State of Punjab for not terminating the services of their employees or reducing their wages in view of outbreak of COVID-19 pandemic.

With reference to Letter/D.O. No.M-11011/08/2020-Media Dated 20.03.2020 received from Ministry of Labour & Employment, Government of India on the subject cited above. In order to contain the spread of COVID-19 the Government of Punjab has issued various orders restricting the movement of Public and clamped state wide curfew. This catastrophic situation due to outbreak of COVID-19 is a challenge to the society and the same can be neutralized only by coordinated efforts of all Sections of the Society. In view of this Pandemic and the consistent efforts of the Government requesting the citizens to remain at home and not to venture out, will constraint the workers/employees to report for work. There may be some cases that on this pretext, the employers may dispense with the services of the workers or force the workers/employees to go on leave without wages/salaries.

In the Backdrop of such challenging situation:-

1. All the employers/owners of Industries, Factories, Shop and Commercial Establishments etc, are advised not to terminate their employees/workers particularly casual or contractual workers from jobs and not to deduct their wages/salary.
2. If any employee/worker of such unit takes leave due to this Pandemic he may be treated as on duty without any deduction in wages for this period.
3. If the place of employment has been made non-operational due to COVID-19 by any Order/Advisory of the Government, the employees of such unit should be deemed to be on duty.

The termination of employees 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 employees/workers but also hamper their morale to combat this epidemic. In view of this, all the employers/owners of Industries, Factories, Shop and Commercial Establishments etc. are called upon to render their cooperation to their employees/workers as well the Government by adhering to the Advisory.

You all are directed to disseminate this Advisory to all the concerns in your respective jurisdictions and to ensure compliance of the same in true letter and spirit.

Principal Secretary, Labour
Government of Punjab.

Endst No.COVID-19/2020/ 8454-55

Dated, Chandigarh/

28/3/2020

A copy of above is forwarded to the following for kind information, please:-

1. Chief Secretary to the Government of Punjab.
2. All the Deputy Commissioners in the State of Punjab.

Principal Secretary, Labour
Government of Punjab.