



**OFFICE OF THE
LABOUR COMMISSIONER, ODISHA, BHUBANESWAR**

Shrama Bhawan, Unit-III, Kharavel Nagar, Bhubaneswar,

Letter No. 2752/LC

Dated 21.03.2020

From:

Dr. N. Thirumala Naik, IAS
Labour Commissioner, Odisha

To

All Employers / Occupiers

Sub:- Not to terminate the employees / workers from job or to reduce their wages in case of absence due to COVID-19 Pandemic situation.

Madam /Sir,

You all are aware that the catastrophic situation due to outbreak of COVID-19 has posed a serious threat to the society in general and life and livelihood of the poor workers in particular. In view of the COVID-19 Pandemic, instructions issued by requesting the citizens to remain at home and not to venture out, may constraint the worker / employee to report t for work.

In view of such challenges to the workers, all the Employers of Public and Private establishments are requested to extend their cooperation 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 crisis 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 not to terminate the employees or reduce / cut their wages in case of their absence from the work.

Yours faithfully


Labour Commissioner, Odisha

P.T.O

Memo No. 2753 / LC dated 21/03/2020

Copy submitted to the Principal Secretary to Government, Labour & ESI Department, Government of Odisha for favour of kind information.


Labour Commissioner, Odisha
21/03/20

Memo No. 2754 / LC dated 21/03/2020

Copy submitted to the Revenue Divisional Commissioners, Central Division/ Northern Division/ Southern Division for information.


Labour Commissioner, Odisha
21/03/20

Memo No. 2755 / LC dated 21/03/2020

Copy forwarded to all Collectors & District Magistrates for information and necessary action.


Labour Commissioner, Odisha
21/03/20

Memo No. 2756 / LC dated 21/03/2020

Copy forwarded to all Joint Labour Commissioners / all Divisional Labour Commissioners / all District Labour Officers / all Assistant Labour Officers for information and necessary action.


Labour Commissioner, Odisha
21/03/20

Memo No. 2757 / LC dated 21/03/2020

Copy forwarded to Director of Factories & Boilers, Odisha, Bhubaneswar / all Divisional Deputy Directors of Factories & Boilers / all Zonal Asst. Directors of Factories & Boilers for information and necessary action.


Labour Commissioner, Odisha
21/03/20