



Commissionerate of Labour

7/4/16

From  
Tmt. P. Amudha, I.A.S.,  
Commissioner of Labour,  
Chennai - 600 006

To  
The Employers Organisation  
(As per list)

S4 / 685 / 2016, dated 01.04.2016

Sir,

Sub: Elections - General Elections to Tamil Nadu Legislative Assembly 2016 - To declare paid holiday to the workers and other employees of all categories of Industry, Shops, Commercial Establishments, Factories, Public Sector Undertakings etc. - Regarding.

Ref: Letter No.3709/2016-1,2 dated 15.03.2016 of the Public (Elections.I) Department, Secretariat, Chennai -9.

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The Election Commission of India has announced 16.05.2016 (Monday) as the day of poll for the General Elections to Tamil Nadu Legislative Assembly.

Section 135B of the Representation of the People Act 1951 provides for the grant of holiday on the poll day, with wages for every person employed in any business, trade, industrial undertaking or any other establishment. The Election Commission of India has directed to issue suitable instructions to all concerned in this regard.

As per the directions of the Election Commission of India, all establishments and Shops including those which work on shift basis shall be closed on the day of poll in the constituency where General Elections is to be held. In cases where a person is ordinarily resident of the Constituency and registered as an elector, may be serving / employed in an Industrial undertaking or an establishment located outside the Constituency, having a general / bye-

election, even those electors including casual workers working outside the Constituency concerned would be entitled to the benefit of a paid holiday extended under Section 135B(1) of the Representation of the People Act 1951. Further, the daily wage/ Casual workers are also entitled for a holiday and wages on poll day as provided in Section 135B of the Representation of the People Act 1951.

In view of the provisions of Section 135B of the Representation of the People Act 1951 and the instructions given by the Election Commission of India, it is requested to advise the employers of Industrial Establishments, Commercial Establishments, Shops and Establishments including IT/ITES/BPO, Factories, Catering Establishments, Motor Transport Undertakings, Plantations, Beedi Establishments and Public / Private Sector Undertakings etc. who are your members to declare paid holiday to all their employees including casual workers, contract workers and daily wage workers on the poll day, i.e. on 16.05.2016 (Monday) so as to exercise their franchise.

S. Kalaithevi  
1.6.16  
for Commissioner of Labour.

2/4/16  
17/4/16

Copy to

The Chief Electoral Officer &  
Principal Secretary to Government,  
Public (Elections.I) Department, Secretariat, Chennai -9

The Secretary to Government,  
Labour and Employment Department, Chennai - 9

All Zonal Joint Commissioners of Labour  
All Regional Deputy Commissioners of Labour