

From

The Principal Secretary to Government of Haryana,  
Labour Department.

To

1. Additional Labour Commissioner (NCR), Gurugram.
2. Additional Director, Industrial Safety & Health.
3. All Joint Directors, Industrial Safety & Health / Joint Labour Commissioner.
4. All Deputy Directors, Industrial Safety & Health.
5. All Deputy Directors, Industrial Health.
6. All Deputy Labour Commissioner.
7. All Assistant Director, Industrial Safety & Health.
8. All Assistant Director, Industrial Safety & Health (Chemical).
9. All Assistant Directors, Industrial Health.
10. All Assistant Labour Commissioners.
11. Welfare Officer (Women), Faridabad & Panipat.

No. 7047-7127 Dated : 23/03/2020.

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

With reference to the subject noted above, in order to contain the spread of COVID-19 the Government of Haryana has issued various orders restricting the movement of Public and has notified the state wide lock-down. This catastrophic situation due to outbreak of COVID-19 is a challenge to the society and the same can be neutralised only by the co-ordinated joint efforts of one and all in 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 such incidence that on this pretext, the employers may dispense with the services of the workers or may force the workers/employees to go on leave without wages/salaries.

**In the backdrop of such challenging situation, all the employers/owners of Industries, Factories, Shop and Commercial Establishments etc. are advised not to terminate their employees/workers particularly casual/contractual workers from their jobs and not to deduct their wages/salary. Further, the employees/workers of such unit may be treated as 'On duty and be paid in full', if the place of employment has been made non-operational due to COVID-19 by any Order/Advisory of the Government.**

The termination of employee from the job or deduction in wages in this scenario would further deepen the crises and will not only weaken the financial condition of employees/workers, but also hamper their moral to combat their fight with this epidemic. In view of this, all the employer/owners of Industries, Factories, Shop and Commercial Establishments etc. are called upon to render their cooperation to their employees/worker as well the Government by adhering to the Advisory.

Therefore, you all are directed to disseminate the Advisory to all the concerns in your respective jurisdictions and to ensure compliance of the same in true spirit.

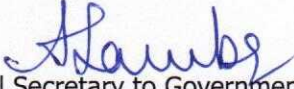
  
for Principal Secretary to Government, Haryana  
Labour Department.

Endst No. 7128-7130

Dated : 23/03/2020.

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

1. Chief Secretary to Government, Haryana.
2. Additional Chief Secretary to Government, Haryana, Health and Family Welfare Department.
3. Additional Chief Secretary to Government, Haryana, Industries and Commerce Department.

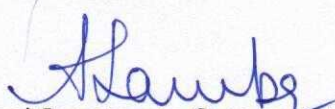
  
for Principal Secretary to Government, Haryana  
Labour Department.

Endst No. 7131-7184

Dated : 23/03/2020

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

1. All the Deputy Commissioners in the State of Haryana.
2. All the Industrial Associations in the State with a request to circulate these guidelines to all concerned Factories/Establishments.

  
for Principal Secretary to Government, Haryana  
Labour Department.