

Through email
Election Holiday Notice

No.1-18/85(Fac) Lab-Vol-II
Government of Himachal Pradesh
Inspectorate of Factories, H.P

Dated Shimla 09th April, 2024

From

The Labour Commissioner-cum-
Chief Inspector of Factories,
Himachal Pradesh Shimla-1

To

1. The Assistant Director Factories, Una, H.P.
2. The Assistant Director Factories, Solan, H.P.
3. All the Labour Officers in the State of H.P.

Subject:- General Election to Lok Sabha-2024 and Bye-elections to Legislative Assmly of Himachal Pradesh, 2024-Grant of Paid Holiday to Employees on day of poll-Reg.

Sir/Madam,

I am directed to bring it to your notice that General Elections to the Lok Sabha-2024 and Bye-elections to Legislative Assembly of Himachal Pradesh are scheduled to be held on 01.06.2024.

In this regard, your attention is drawn to the provision of Section 135-B of Representation of the People Act, 1951. For your ready reference the provision of Section 135-B, is as under:-

"135-B Grant of paid holiday to employees on the day of poll- (I) Every person employed in any business, trade, Industrial undertaking or any other establishment and entitled to vote at an election to the House of the People or the Legislative Assembly of a State shall, on the day of poll, be granted a holiday.

(2) No deduction or abatement of the wages of any such person shall be made on account of holiday having being granted in accordance with sub section (I) and if such person is employed on the basis that he would not ordinarily receive wages for such a day, he shall nonetheless be paid for such day the wages he would have drawn had not a holiday been granted to him on that day.

(3) If an employer contravenes the provisions of sub section (I) or sub section (2), then such employer shall be punishable with fine which may extend to five Hundred Rupees.

(4) This section shall not apply to any elector whose absence may cause danger or substantial loss in respect of the employment in which he is engaged."

Further, there shall be a special paid holiday on **01st June, 2024 (Saturday)**, which is poll day for the registered voters of State of Punjab working in the border areas of Una, Kangra, Chamba and Solan District of Himachal Pradesh, on account of Punjab General Election to Lok Sabha-2024.

Further, there shall be a special paid holiday on **19th April, 2024 (Friday)**, which is poll day for the registered voters of Jammu & Kashmir, UT working in the border areas of Lahaul-Spiti and Chamba Districts of Himachal Pradesh, which are adjoining Jammu & Kashmir, on account of Jammu & Kashmir General Election to Lok Sabha-2024.

Further, there shall be a special paid holiday on **25th May, 2024 (Saturday)**, which is poll day for the registered voters of State of Haryana working in the border areas of Sirmour & Solan Districts of Himachal Pradesh, on account of Haryana General Election to Lok Sabha-2024.

Further, there shall be a special paid holiday on **19th April, 2024 (Friday)**, which is poll day for the registered voters of State of Uttarakhand working in the border areas of Sirmour & Shimla Districts of Himachal Pradesh, on account of Uttarakhand General Election to Lok Sabha-2024.

Further, there shall be a special paid holiday on **19th April, 2024 (Friday)**, which is poll day for the registered voters of State of Uttar Pradesh working in the border areas of Himachal Pradesh, on account of Uttar Pradesh General Election to Lok Sabha-2024.

Further, there shall be a special paid holiday on **20th May, 2024 (Monday)**, which is poll day for the registered voters of State of Ladakh working in the border areas of Himachal Pradesh, on account of Ladakh General Election to Lok Sabha-2024.

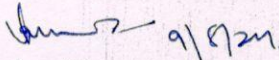
You are, therefore, directed to bring the said provisions to the notice of occupiers/managers/owners of factories/Industrial establishments, shops and other commercial establishments situated in the State of Himachal Pradesh and direct them to grant additional / special paid holiday to the employees / workers working in their factories/ establishments situated in Himachal Pradesh as per section 135-B of Act ibid on scheduled dates in order to exercise their right of franchise.

Special paid holiday will be applicable to all the employees working in factories/Industrial establishments, shops and other commercial establishments situated in the State of Himachal Pradesh who are registered voters of above mentioned States/UT.

It is however, clarified that special casual leave may be given to those employees who are working in different places in the State

but have right to vote in other constituencies/places in the Pradesh on the production of certificate from the concerned Presiding Officer that the employee has actually cast his/her vote. It is further clarified that above paid holiday's may be given to such employees, only on the production of certificate of the concerned Presiding Officer that the employee has actually cast his/her vote.

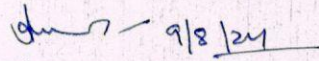
Yours Faithfully

 9/8/24
Deputy Director Factories
Department of Labour & Employment
Shimla, Himachal Pradesh

Endst. No. As above Dated 09.04.2024 Shimla-171001

Copy to the following for information and necessary action please:-

1. The Chief Secretary to the Government of Himachal Pradesh, Shimla-2, HP
2. The Chief Electoral Officer, H.P. Shimla
3. The Secretary (Lab. & Emp.) to the Government of Himachal Pradesh, Shimla-2.
4. All the District Election Officers in the State of Himachal Pradesh.
5. Director, Information & Public Relation, H.P. Shimla-2 with the request to publish news item/press release in various news papers for the information of all concerned.
6. Director, All India Radio, H.P. Shimla-4 with the request to broadcast the above as news for information of all concerned.
7. Shri Kapil, System Analyst (outsource basis) with the direction to upload the circular in the website of the department.
8. All the Industrial Associations with the request that their member industries may be informed about the said provisions and they may be asked to grant additional paid holiday to the workers working in their factories who are registered voters of aforesaid States working in Himachal Pradesh on scheduled dates of election. Also, additional paid holiday on 01.06.2024 may be ensured to workers on account of Lok Sabha Election & Bye Election on 01.06.2024 in the State of Himachal Pradesh.

 9/8/24
Deputy Director Factories
Department of Labour & Employment
Shimla, Himachal Pradesh