

GOVERNMENT OF ASSAM  
OFFICE OF THE LABOUR COMMISSIONER : ASSAM  
GUWAHATI

No.LE. 16/2018/ 4035-98

Dated Guwahati, the 21<sup>st</sup> March, 2020.

FROM : Shri S.Z. Hazarika, IAS,  
Labour Commissioner, Assam,  
Guwahati-781016.

To

1. All Asstt. Labour Commissioners.
2. All Labour Officers (unattached).
3. All Labour Inspectors (unattached).

Subject : **Not to terminate the employees / workers from job or to reduce their wages in view of outbreak of COVID-19 pandemic.**

This is to inform you that the catastrophic situation due to outbreak of COVID 19 is a challenge to the society. To neutralize these challenges, co-coordinated joint efforts of one and all as responsible citizens is the need of the hour. In view of the COVID-19 Pandemic and the consistent efforts of the Government requesting the citizens to remain at home and not to venture out, the worker / employee will be constrained to abstain from the work periodically. There may be such incidence that on this pretext, the employer may dispense with the services of the workers or may force the workers / employees to go on leave without wages / salaries.

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 the efforts to combat the present crisis. In view of this, you are therefore directed to issue necessary Advisory to the Employers / owners of all the establishments including Plantations, Factories, Industries, Malls, Shops etc. in your jurisdiction.

In the backdrop of such challenging situation, all the employers of Public/Private Establishments may be advised to extend their coordination and not to terminate any employee including casual or contractual workers from job or reduce their wages. If any worker takes leave, leave may be granted 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 should be deemed to be on duty.

*SZA 21/3/2020*  
Labour Commissioner, Assam,  
Guwahati -16.

Memo No. No.LE. 16/2018/  
Copy to:-

*SZA 21/3/2020*  
Dated Guwahati, the March, 2020.

1. The Principal Secretary to the Govt. of Assam, Labour Welfare Department, Dispur, Guwahati-6 for favour of kind information.
2. All Deputy Commissioners.
3. The Convenor, AVBCCPA, C/o ABITA, 295 Mother Teresa Road, Gitanagar, Ghy. -24.
4. The Secretary, Assam Branch, Indian Tea association, Branch Headquarter, 295, Mother Teresa Road, Ghy. -24.
5. The Secretary, Surma Valley Branch, Indian Tea Association, Silchar.
6. The Secretary, Bharatiya Chah Parishad, Jalan Nagar, Dibrugarh.
7. The Secretary, Tea Association of India (TAI), Ajanta Path, Bye Lane-3H- No.17, Survey, Beltola, Guwahati-28.
8. The Secretary, Tea Association of India, Cachar Branch, Silchar.
9. The Secretary, Assam Planters' Association, Tarajan, Jorhat.
10. The Secretary, North Eastern Tea Association, Golaghat.
11. The President/Secretary, Assam Chamber of Commerce, Kamrup Chamber of Commerce, Fancy Bazar, Guwahati-1.
12. The Secretary, Bus Owner Association.
13. All Trade Unions.

*SZA*  
Labour Commissioner, Assam,  
Guwahati -16.