

N0.5-5/97 (Lab) Shops-  
Government of Himachal Pradesh  
Directorate of Labour & Employment  
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E-Mail Add. lep-hp@nic.in.  
Dated, Shimla-171001

28th December, 2015

29 DEC 2015

From

Labour Commissioner  
Himachal Pradesh.

To

All the Labour Officers,  
Himachal Pradesh.


Subject:- Bye Elections of Panchayati Raj Institutions in Himachal Pradesh.  
Memo,

It is brought to your notice that General Elections of Panchayati Raj Institutions are scheduled to be held on Ist January, 2016, 3<sup>rd</sup> January, 2016 and 5<sup>th</sup> January, 2016 as per schedule announced by the State Election Commission. In this context, your attention is drawn to the provision of Section 135-B of the Representation of the People Act, 1951. The provision of Section 135-B, are reduced below:-

**“135-B Grant of paid holiday to employees on the day of poll—**

- (1) Every person employed in any business, trade, Industrial undertaking or any other establishment and entitled to vote in 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 none the less 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.”

You are, therefore, directed to bring the said provisions to the notice of Employers/Owners/Managers of shops & commercial establishments, factories and other establishments, situated under your jurisdiction and request them to grant additional paid holiday to the workers/employees of the shops & commercial establishments, factories and other establishments, as per section 135-B of Act ibid on Ist January, 2016, 3<sup>rd</sup> January, 2016 and 5<sup>th</sup> January, 2016 in order to exercise their right of franchise. Please note that this will be an additional paid holiday only for the workers who has to exercise their right to cast their vote in the above mentioned election.

  
(S.K.Kaushal)  
Joint Labour Commissioner  
for Labour Commissioner  
Himachal Pradesh.