

Email/By-Registered Post
Election Holiday Notice

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

Dated Shimla August, 2022

From

The Labour Commissioner-cum-
Chief Inspector of Factories,
H.P. Shimla-1

To

1. The Assistant Director Factories, Una, HP
2. The All the Labour Officers in the State of HP

Subject:- **Public Holiday on the day of polling i.e. 10.08.2022 on account of by-elections, in the area of Nagar Panchayat Karsog of District Mandi, HP**



Sir,

It is brought to your notice that bye election to fill-up the casual vacancy in Ward No. 5, Purana Bazar of Nagar Panchayat Karsog, District Mandi, is scheduled to be held on 10.08.2022 as per schedule announced by State Election Commission H.P. In this context, your attention is drawn to the provision of Section 304-Q of The Himachal Pradesh Municipal Act, 1994. For your ready reference the provisions of Section 304-Q, are as under:-

“304-Q Grant of paid holiday to employees on the day of poll-

1. Every person employed in any business, trade, industrial undertaking of any other establishment and entitled to vote at election to the Municipalities 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 a holiday having been granted in accordance with sub-section (1) 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 (1) 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, requested to bring the said provision to the notice of occupiers/managers of factories/Industrial

establishments and shops and other commercial establishments situated under your jurisdiction and direct them to grant additional paid holiday to the workers working in their factories /industrial establishments/shops as per section 304-Q of Act ibid on 10.08.2022 in order to exercise their right of franchise in bye-elections of said Nagar Panchayat.

Further, it is clarified that the special casual leave may be given to those employees who are working in different places in the State but have a right to vote in concerned institution (where by-election to fill-up the casual vacancy in above Nagar Panchayat are scheduled to be held) on the production of certificate from the concerned Presiding Officer that the employee has actually casted his/her vote.


Yours Faithfully


Labour Commissioner-cum-
Chief Inspector of Factories, HP

Endst. No. As above Dated, 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 Secretary, State Election Commission, HP, Shimla-171009.
- 3.The Secretary (Lab. & Emp.) to the Government of HP, Shimla-2.
- 4.All the District Election Officers in the State of Himachal Pradesh.
- 5.The 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.The Director, All India Radio, H.P.Shimla-4 with the request to broadcast the above as news for information of all concerned.
- 7.Shri Naresh Kumar, Programme Planning Officer, Directorate of Labour & Employment, H.P. Shimla with the request to upload the circular in the website of the department.
- 9.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 Ward working in Himachal Pradesh on scheduled dates of election.


Labour Commissioner-cum-
Chief Inspector of Factories, HP