



Office of the Commissioner of Labour  
Kamgar Bhavan, Block 'E', C-20  
Bandra-Kurla Complex, Bandra (E)  
Mumbai 400 051

Date : 20 MAR 2020

Commissioner of Labour  
Maharashtra State  
Mumbai

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

Dear

All,

This is to inform you that the catastrophic situation due to outbreak of COVID19 is a challenge to the society. These challenges can be neutralize only by the co-coordinated joint efforts of one and all in the society. 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, will constraint the worker / employee to report for work. 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.

In the backdrop of such challenging situation, all the Employers of Public/Private Establishments may be advised to extend their coordination by not terminating their employees, particularly casual or contractual workers from job or reduce their wages. If any worker takes leave, he should be deemed to be on duty 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 will be deemed to be on duty.

The termination of employee from the job or reduction in wages in this scenario would further deepen the crises and will not only weaken the financial condition of the employee but also hamper their morale to combat their fight with this epidemic. In view of this, you are therefore directed to issue necessary Advisory to the Employers / Owners of all the establishments in your jurisdiction.

*Manoj 20-3-2020*

(Dr. Mahendra Kalyankar, IAS),  
Commissioner of Labour,  
Maharashtra State,  
Mumbai