

**DPE- No 10037/2014-GM-FTS-1867**  
**Government of India**  
**Ministry of Heavy Industries & Public Enterprises**  
**Department of Public Enterprises**  
**Public Enterprises Bhawan,**

**Block no. 14, CGO Complex,**  
**Lodhi Road, New Delhi-110003**  
**Dated 23rd<sup>th</sup> March, 2020**

**OFFICE MEMORANDUM**

**Subject: Welfare measures for workers of Central Public Sector Enterprises (CPSEs) during the outbreak of COVID19--instructions of M/o Labour & Employment reg.**

The undersigned is directed to enclose herewith a copy of D.O letter no. M-11011/08/2020-Media dated 20.03.2020 regarding certain measures to be taken for welfare of employees including contractual and casual workers of various enterprises in the country. All Heads of Central Public Sector Enterprises (CPSEs) are requested to comply with instructions contained in the said D.O. letter dated 20.03.2020 immediately and implement the measures listed therein in respect of their respective CPSEs/Units/Plants etc. These instructions shall be applicable with immediate effect.

2 All administrative Ministries/Departments concerned with the CPSEs are requested to advise their respective CPSEs suitably in this regard and obtain a compliance report from them

Encl. as above.



(Pavanesh Kr Sharma)

Deputy Secretary to the Government of India

Tel : 01 1-2436-3066

To

All Secretaries of the Ministries/Departments concerned with the CPSEs

All CMDs of CPSEs.

Copy to:

Secretary, Ministry of Labour & Employment in reference to D.O. No. M-11011/08/2020-Media dated 20.03.2020

हीरालाल सामरिया, आई०ए०एस०  
भारत सरकार के सचिव  
HEERALAL SAMARIYA, I.A.S.  
Secretary to Govt. of India



MINISTRY OF LABOUR & EMPLOYMENT  
SHRAM SHAKTI BHAVAN  
NEW DELHI - 110001

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**D.O. No. M-11011/08/2020-Media**

**March 20, 2020**

Dear Shri Sailesh Ji,

The World is facing a catastrophic situation due to outbreak of COVID-19 and in order to combat this challenge, coordinated joint efforts of all Sections of the Society is required. In view of the above, there may be incidence that employee's/worker's services are dispensed with on this pretext or the employee/worker are forced to go on leave without wage/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 requested to issue necessary Advisory to the Employers/Owners of all the establishments in the State.

With regards,

Yours sincerely,

  
(Heeralal Samariya)

20/3/2020

**Shri Sailesh,**  
Secretary,  
Department of Public Enterprises,  
CGO Complex, Block No.14,  
Lodhi Road,  
New Delhi.