

Office of the Labour Commissioner,

Gujarat State, Block

No. 3, First Floor.

E1, E2, F2 Wings,

Sector-10A, Karmayogi Bhavan, Gandhinagar

E-mail: asc-bgact-labour@gujarat.gov.in

Serial No.: Sr.A.7(4)/Racha-P.Ch./2025/953

Deadline: Top Priority

Date -04/5/2024

Reading taken:- Letter No. GAD/1055/05/2025, dated 02/06/2025 from Additional Chief Electoral Officer,
Gujarat State, Gandhinagar.

5 re p

From the above letter taken from the Additional Chief Electoral Officer, Gujarat State, Gandhinagar, the by-elections to 24-Kadi (A.J.) constituencies in Mehsana district and 87-Visavadar constituencies in Junagadh district-2025 will be held on Thursday, 19/06/2025.

For shops and institutions where the provisions of the Election Commission Act-1881 are not applicable, orders are to be made to grant paid leave to workers to go and vote as per the provisions of Section-135-B of the Representation of the People Act-1951 inserted by the Representation of the People (Amendment) Act, 1996.

Therefore, for the by-elections to 24-Kadi (A.J.) and 87-Visavadar Assembly constituencies to be held in the state on Thursday, 19/06/2025, the weekly leave to be given as per the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act, 2019, if it is not on the polling day, then by replacing the weekly leave,

- (7) Every person entitled to vote in the by-election to the State Legislative Assembly and employed in any shop or institution shall be granted leave on the day of polling.
- (2) No deduction or adjustment shall be made from the wages of any person to whom such leave is granted. And even if such person had been employed on a basis on which he would not ordinarily draw wages, such person would not have been granted leave and shall be allowed the wages which he would have been entitled to on that day.
- (3) If any employer violates the provisions mentioned in clause (1) or (2) above, such employer shall be liable to a fine which may extend to Rs. 500/- as per the provisions of Section-135-B of the Representation of the People Act.

- (4) Section 135-B of the Representation of the People Act shall not apply to any elector whose absence is likely to create a dangerous situation at the place where he is employed or whose absence is likely to result in widespread damage.
- (5) Under Section 135-B(1) of the Representation of the People Act, voters residing in the constituency but working in shops or institutions located outside the constituency where general or by-elections are held will be entitled to paid leave.
- (S) As per the provisions of Section-135-B of the Representation of the People Act-1951, daily wage/casual workers are also entitled to leave and wages on the polling day.

Enclosure:- As above.


Director of Labor,

Gujarat State, Gandhinagar.

Serial No.: Sr.A.7(4)/Racha-P.Ch./2025/954 to 966

Date:- 0516/2025

per,

Copy of Civil Dismissal:-

(1) Additional Chief Electoral Officer, Gujarat State, Block No. 7, Second Floor,

Secretariat, Gandhinagar, GAD/1055/05/2025, dated 02/06/2025, for information.

(2) Principal Secretary, Department of Labour, Skill Development and Employment, Secretariat, Gandhinagar.

(3) Principal Secretary, Urban Development and Urban Housing Department, Gandhinagar.

(4) Deputy Secretary, (Protocol) General Administration Department, Secretariat, Gandhinagar.

(5) Deputy Secretary, Department of Labour, Skill Development and Employment, Secretariat, Gandhinagar.

(6) Section Officer, Labour, Skill Development and Employment Department, Gandhinagar. For information.

(7) Additional Labour Commissioner, Office of the Labour Commissioner, Gandhinagar.

(8) For information and implementation to the subordinate offices of Deputy Labour Commissioner,

Ahmedabad, Vadodara, Surat, Rajkot.

(9) To the Director, Information and Broadcasting Department, Block No. 19, Old Secretariat, Gandhinagar,

for the purpose of publishing the attached press note within the time limit and for necessary action.

(10) Select file.

Instructions to give leave to workers for voting

The State Labour Commissioner has stated in a list that the by-elections to the 24-Kadi (A.J.) Assembly constituency in Mehsana district of the state and 87-Visavadar Assembly constituency in Junagadh district-2025 will be held on Thursday, 19/06/2025 in the respective constituencies. Then, in order for the workers/employees working in the shops and institutions of the respective areas to exercise their franchise, if the weekly leave granted under the Gujarat Shops and Establishments (Regulation of Employment and Conditions of Service) Act-2019 is not on the polling day, then the weekly leave shall be changed and leave shall be granted to every person working in the shop or institution on the polling day. No deduction shall be made from the salary of the worker/employee. If any owner acts against the provisions of Section 135-B of the Representation of the People Act, 1951, he will be liable to fine and punishment.