

IMMEDIATE
BYE-ELECTION



Secretariat
Chennai - 09.

Labour Welfare and Skill Development Department
Letter No.efile/7276/J1/2026-1, Dated: 15.09.2026

From
Thiru. K. Veera Raghava Rao, I.A.S.,
Secretary to Government.

To
The Commissioner of Labour,
Chennai – 600 040. (w.e)

The Director of Industrial Safety and Health,
Chennai - 600 032. (w.e)

Sir,

Sub: ELECTIONS – Bye-Elections to Tamil Nadu Legislative Assembly, 2026 from 35.Madurantakam (SC) Assembly Constituency in Chengalpattu District and 101.Dharapuram (SC) Assembly Constituency in Tiruppur District to be held on 06.10.2026 - Grant of Paid Holiday to workers and other employees of all categories – Instructions - Regarding.

Ref: From the Chief Electoral Officer & Principal Secretary to Government, Public (Elections-I) Department, Letter No.21799/Ele-I/2026-1&2, dated: 10.09.2026.

I am directed to enclose a copy of the letters in the reference cited together with its enclosures and to state that the Election Commission of India has announced the poll day of Bye-Elections to Tamil Nadu Legislative Assembly, 2026 from 35.Madurantakam (SC) Assembly Constituency in Chengalpattu District and 101.Dharapuram (SC) Assembly Constituency in Tiruppur District to be held on 06.10.2026 (Tuesday).

2. I am directed to state that in Section 135-B of the Representation of the People Act, 1951 which provides for the grant of paid holiday to the employees on the day of poll. The Section 135B is reproduced below:

135B. Grant of paid holiday to employees on the day of poll

- a) Every person employed in any business, trade, industrial undertaking or any other establishment and entitled to vote at an election to the house of the People or the Legislative Assembly or a State / UT shall or Bye-Election to Parliamentary Constituency/Assembly Constituency, on the day of poll, be granted a holiday.

p.t.o.,

- b) 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 she / he would not ordinarily receive wages for such a day, she / he shall nonetheless be paid for such day the wages she / he would have drawn had not a holiday been granted to her/him on that day.
- c) 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.
- d) 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.

3. Further it is stated that, the above provisions require that all the electors who are employees of establishments and shops including those which work on shift basis shall be granted a paid holiday on the day of poll in the Constituency where the Bye-Elections to Legislative Assembly is to be held. Further, there may be cases where a person is ordinarily resident of the Constituency and registered as an elector, may be serving / employed in an industrial undertaking or an establishment located outside the Constituency having Bye-Elections. It is clarified that in such a situation, even those electors including casual workers working outside the constituency concerned would be entitled to the benefit of a paid holiday extended under the Section 135B (1) of the Representation of the People Act, 1951 and the daily wage / casual workers are also entitled for a holiday and wages on poll day as provided in Section 135B of the Representation of the People Act, 1951.

4. I am, therefore, to request you for the followings:-

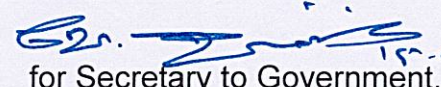
(i) To issue necessary instructions to advise all the employers of Industrial and Commercial Establishments, Shops, Factories and other public / private sector undertakings including IT/BPO, etc., to declare paid holiday to all their employees/ casual workers/ Daily wagers who are electors of 35.Madurantakam (SC) Assembly Constituency in Chengalpattu District and 101.Dharapuram (SC) Assembly Constituency in Tiruppur District on the poll day i.e. 06.10.2026 (Tuesday) to enable them to exercise their franchise.

(ii) To open a District Level Control Rooms to ensure compliance of paid holiday by all the employers and that wide publicity should be made about the Control Rooms and also to ensure that the Control Rooms are fully functional without leading to any complaints.

(iii) To adhere to the instructions issued by the Election Commission of India and the same may be strictly complied.

5. An action taken report may be sent to Public (Election – I) Department with a copy marked to this Department on or before 18.09.2026.

Yours faithfully,


for Secretary to Government. 18-9-26
Date 15/9/26

Copy to :-

The Chief Electoral Officer and Principal Secretary to Government,
Public (Elections-I) Department, Secretariat, Chennai-600 009.
The Director of Medical and Rural Health Services (ESIS), Chennai – 600 006.
The Director of Employment and Training, Chennai – 600 032.
The Principal Private Secretary to the Secretary to Government,
Labour and Employment Department, Chennai 600 009.
Stock File/Spare Copy.
Clean Copy for File (C.No.e.file/7276/J1/2026)



**PUBLIC (ELECTIONS.I) DEPARTMENT,
SECRETARIAT, CHENNAI-600 009.**

Letter No.21799/Ele-I/2026-1, Dated: 10.09.2026.

From
Tmt. Archana Patnaik, I.A.S.,
Chief Electoral Officer &
Principal Secretary to Government.

To
All Additional Chief Secretaries /
Principal Secretaries /
Secretaries to Government,
Secretariat, Chennai – 600 009. (w.e)

Madam/Sir,

Sub: Elections – Bye-Elections to Tamil Nadu Legislative Assembly from 35.Madurantakam (SC) and 101.Dharapuram (SC) Assembly Constituencies to be held on 06.10.2026 – Paid holiday to workers and other employees of all categories who are electors of 35.Madurantakam (SC) and 101.Dharapuram (SC) Assembly Constituencies – Regarding.

- Ref: 1. From the Election Commission of India Press Note No. ECI/PN/114/2026, dated: 07.09.2026.
2. From the Election Commission of India, Letter No.78/EPS/2026, dated: 09.09.2026.

I am to invite your attention to the reference 1st cited wherein, the Election Commission of India has announced that 06.10.2026 (Tuesday) as the Poll day for the Bye-Election to Tamil Nadu Legislative Assembly from 35.Madurantakam (SC) and 101.Dharapuram (SC) Assembly Constituencies. It is proposed to declare 06.10.2026 (Tuesday) the poll day, as a paid holiday for the areas comprised in 35.Madurantakam (SC) AC in Chengalpattu District and 101.Dharapuram (SC) AC in Tiruppur District.

2. In this regard, I am to invite your attention to Section 135B of the Representation of the People Act, 1951 which provides for the grant of paid holiday to the employees on the day of poll. The Section 135B is reproduced as below:-

135B. 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 at an election to the house of the People or the Legislative Assembly or a State/ UT shall or Bye-election to Parliamentary

[P.T.O.]

Constituency/Assembly Constituency, 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 she/he would not ordinarily receive wages for such a day, she/he shall nonetheless be paid for such day the wages she/he would have drawn had not a holiday been granted to her/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"

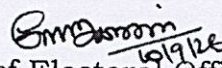
3. In this connection, the Election Commission of India has stated that the above provisions require that all the electors who are employee of establishments and shops including those which work on shift basis shall be granted a paid holiday on the day of poll in the Constituency where the Bye election is to be held. Further, there may be cases where a person is ordinarily resident of the Constituency and registered as an elector, may be serving or employed in an industrial undertaking or an establishment located outside the Constituency having a Bye-election. It is clarified that in such a situation, even those electors including casual workers working outside the Constituency concerned would be entitled to the benefit of a paid holiday extended under the Section 135B(1) of the Representation of the People Act, 1951.

4. With a view to give the workers in factories and establishments under the Government, an opportunity to vote, it is necessary to grant them a paid holiday as was done during the Previous Elections.

5. I am, therefore, to request you to issue orders allowing a **paid holiday on the poll day i.e. 06.10.2026 (Tuesday) to the workers and other employees, who are employed in factories and Public Sector Undertakings under your administrative control, who are electors of 35.Madurantakam (SC) AC in Chengalpattu District and 101.Dharapuram (SC) AC in Tiruppur District.**

6. A copy of the instructions issued in this matter may kindly be marked to this office for information and record.

Yours faithfully,


for Chief Electoral Officer &
Principal Secretary to Government.

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10/9/26

Copy to:-

Shri. Sanjeev Kumar Prasad,
Secretary,
Election Commission of India,
Nirvachan Sadan, Ashoka Road,
New Delhi - 110 001.

[P.T.O.]

The Commissioner of Labour,
Labour Office Headquarters,
Near K4 Police Station, Anna Nagar,
Chennai - DMS Complex,
Teynampet, Chennai- 600 040.

The District Election Officers of
Chengalpattu and Tiruppur Districts. (w.e.)



**PUBLIC (ELECTIONS.I) DEPARTMENT,
SECRETARIAT, CHENNAI-600 009.**

Letter No.21799/Ele-I/2026-2, Dated: 10.09.2026.

From
Tmt. Archana Patnaik, I.A.S.,
Chief Electoral Officer &
Principal Secretary to Government.

To
The Secretary to Government,
Labour Welfare and Skill Development Department,
Secretariat, Chennai - 600 009. (w.e.)

Sir,

Sub: Elections - Bye-Elections to Tamil Nadu Legislative Assembly from 35.Madurantakam (SC) and 101.Dharapuram (SC) Assembly Constituencies to be held on 06.10.2026 - Paid holiday to workers and other employees of all categories who are electors of 35.Madurantakam (SC) and 101.Dharapuram (SC) Assembly Constituencies - Regarding.

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135B. 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 at an election to the house of the People or the Legislative Assembly or a State/ UT shall or Bye-election to Parliamentary Constituency/Assembly Constituency, 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

[P.T.O.]

on the basis that she/he would not ordinarily receive wages for such a day, she/he shall nonetheless be paid for such day the wages she/he would have drawn had not a holiday been granted to her/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"

3. In this connection, the Election Commission of India has stated that the above provisions require that all the electors who are employee of establishments and shops including those which work on shift basis shall be granted a paid holiday on the day of poll in the Constituency where the Bye election is to be held. Further, there may be cases where a person is ordinarily resident of the Constituency and registered as an elector, may be serving or employed in an industrial undertaking or an establishment located outside the Constituency having a Bye-election. It is clarified that in such a situation, even those electors including casual workers working outside the Constituency concerned would be entitled to the benefit of a paid holiday extended under the Section 135B(1) of the Representation of the People Act, 1951.

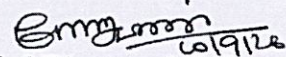
4. Further, Commission has stated that the daily wage/casual workers are also entitled for a holiday and wages on poll day as provided in Section 135B of the Representation of the People Act, 1951.

5. In view of the above, I am to request you to issue necessary instructions to the Commissioner of Labour to advise the employers of industrial and commercial establishments and shops to declare paid holiday to all their employees, who are electors of 35.Madurantakam (SC) AC in Chengalpattu District and 101.Dharapuram (SC) AC in Tiruppur District on the poll day, i.e. 06.10.2026 (Tuesday) to enable them to exercise their franchise.

6. The Commissioner of Labour is requested to open a District Level Control Room to ensure compliance of paid holiday by all the employers. I am to request that wide publicity may be made about the Control Room and to ensure that the Control Rooms are fully functional without leading to any complaints.

7. A copy of the instructions issued in this matter may kindly be marked to this office for information and record.

Yours faithfully,


for Chief Electoral Officer &
Principal Secretary to Government.

Copy to:-

Shri. Sanjeev Kumar Prasad,
Secretary,
Election Commission of India,
Nirvachan Sadan, Ashoka Road,
New Delhi - 110 001.

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10/9/26

[P.T.O.]

The Commissioner of Labour,
Labour Office Headquarters,
Near K4 Police Station, Anna Nagar,
Chennai - DMS Complex,
Teynampet, Chennai- 600 040. (w.e.)

The District Election Officer,
Chengalpattu and Tiruppur Districts.



By Speed Post/Email

ELECTION COMMISSION OF INDIA

Tel. No. 011-23052144
Fax 011-23052001
Website: www.eci.gov.in

निर्वाचन सदन
अशोक रोड, नई दिल्ली-110001
Nirvachan Sadan

Ashoka Road, New Delhi-110001

Dated: 9th September, 2026

No.78/EPS/2026

To

1. The Secretary to the Govt. of India, M/o Personnel Public Grievances & Pensions, Department of Personnel and Training Kartavya Bhavan-3, New Delhi.
2. The Chief Secretaries of Assam, Tamil Nadu, West Bengal and UT of Puducherry
3. The Chief Electoral Officers of Assam, Tamil Nadu, West Bengal and UT of Puducherry

Subject: Bye-Elections to Parliamentary/Assembly Constituencies of Assam, Tamil Nadu, West Bengal and UT of Puducherry, 2026 - **PAID HOLIDAY** - regarding.

Madam/Sir,

I am directed to refer to the subject cited and to apprise that the Commission has announced the Bye-elections to Parliamentary Constituency of Assam and various Assembly Constituencies of Tamil Nadu, West Bengal and UT of Puducherry vide Press Note No. ECI/PN/114/2026 dated 07.09.2026 available on the Commission's website under URL <https://www.eci.gov.in/issue-details-page/press-releases>.

2. The date of Poll in the Parliamentary Constituency of Assam and Assembly Constituencies going for by-polls in States of Tamil Nadu, West Bengal and UT of Puducherry, has been fixed on **06.10.2026(Tuesday)**.

3. In this regard, your attention is invited to Section 135B of the Representation of the People Act, 1951 which provides for the grant of paid holiday to the employees on the day of poll. Section 135B of Representation of the People Act, 1951 is reproduced below:

Section 135B - Grant of paid holiday to employees on the day of poll:

- A } a) Every person employed in any business, trade, industrial undertaking or any other establishment and entitled to vote at an election to the House of the People or the Legislative Assembly of a State/UT shall or Bye-election to Parliamentary

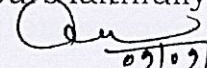
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Constituency/Assembly Constituency, on the day of poll be granted a holiday.

- b) 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 she/he would not ordinarily receive wages for such a day, she/he shall nonetheless be paid for such day the wages she/he would have drawn had not a holiday been granted to her/him on that day.
 - c) 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.
 - d) 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.
4. The above provisions require that all the electors who are employee of establishments and shops including those which work on shift basis shall be granted a paid holiday on the day of poll in the Constituency where the Bye-election is to be held. Further, there may be cases where a person is ordinarily a resident of the Constituency and registered as an elector, may be serving or employed in an industrial undertaking or an establishment located outside the Constituency having Bye-election. It is therefore, clarified that in such a situation, even those electors including casual workers working outside the constituency concerned, would be entitled to the benefit of a paid holiday extended under the Section 135B (1) of the Representation of the People Act, 1951.
5. The daily wage/casual workers are also entitled for a holiday and wages on poll day as provided in Section 135B of the R.P. Act, 1951.
6. In view of above, the Commission hereby directs that necessary instructions be issued to all concerned for strict compliance, under intimation to the Commission thereby endorsing a copy of the same.

The receipt of this letter may kindly be acknowledged.

Yours faithfully


03/07/2026
(SANJEEV KUMAR PRASAD)
SECRETARY