



GENERAL ELECTION-2026
MOST IMMEDIATE

No.2128/LAB/AIL/T/2026
GOVERNMENT OF PUDUCHERRY
LABOUR DEPARTMENT

Puducherry, the 25.03.2026

CIRCULAR

Sub: Labour Department – General Elections, 2026 – Grant of Paid
Holiday on Poll Day – Extension to Inter-State Electors
Residing/Working in U.T. of Puducherry – Instructions – Reg.

Ref: 1. Letter No.78/EPS/2026 dated 16.03.2026 of Election
Commission of India.

2. Letter No.E.72/1/2026-GEPLA'26-566 dated 24.03.2026 of the
Deputy Chief Electoral Officer, Puducherry

In connection with the General Elections to the Legislative Assemblies of Assam, Kerala, Tamil Nadu, West Bengal and the Union Territory of Puducherry, 2026, the Election Commission of India has announced the schedule of polling. As per the communication of the Deputy Chief Electoral Officer, Puducherry, the polling dates are as follows:

S.No.	State	Date of Poll
1.	Assam	09.04.2026 (Thursday)
2.	Kerala	
3.	Puducherry	
4.	Tamil Nadu	23.04.2026
5.	West Bengal 1 st Phase	(Thursday)
6.	West Bengal 2 nd Phase	29.04.2026 (Wednesday)

2. Further, as per Section 135B of the Representation of the People Act, 1951, every person employed in any business, trade, industrial undertaking or any other establishment or shop and entitled to vote shall be granted a paid holiday on the day of poll, and no deduction or abatement of wages shall be made on account of such holiday. This provision is also applicable to employees working on shift basis, daily wage and casual basis.

3. Further, as per the instructions contained in the reference 2nd cited, it is hereby informed that the grant of paid holiday is not confined to the poll day of the Union Territory of Puducherry alone, but shall also be extended to all employees who are electors of the States of Assam, Kerala, Tamil Nadu and West Bengal, and who are ordinarily residing and/or working in the Union Territory of Puducherry.

4. The said instructions further stipulate that paid holiday shall be granted to every person employed in any business, trade, industrial undertaking or any other establishment or shop, including those working on shift basis, daily wage and casual basis, and that such benefit shall be extended to employees who are electors of the above-mentioned States, even if they are working outside their native constituency. Such employees shall be granted paid holiday on the respective dates of poll as indicated above.

5. All occupiers/employers of factories, industries, shops and other establishments in the Union Territory of Puducherry are hereby directed to strictly comply with the above instructions and ensure that all eligible employees are granted paid holiday on their respective poll days.

6. Hence, any violation of the above instructions will attract penal action under Section 135B (3) of the Representation of the People Act, 1951.

Yours faithfully,

(S. SANDIRAKUMARAN)

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**UNDER SECRETARY TO GOVERNMENT
(LABOUR)**

To

1. All Occupiers through the Joint Chief Inspector of Factories & Boilers, Puducherry.
 2. All Employers through the Labour Officer (Enforcement), Puducherry.
 3. The Labour Officer, Karaikal.
 4. The Asst. Inspector of Labour, Mahe/Yanam
- } For strict compliance.