



**Circular No – 019/2026**

Date: 07.04.2026

To  
All Members of The Association

**PAID HOLIDAY TO THE EMPLOYEES ON THE DATE OF POLLING TO  
LEGISLATIVE ASSEMBLY AND BY-ELECTIONS SCHEDULED TO BE HELD IN  
APRIL 2026**

1. The Election Commission of India (ECI) has announced the schedule for the **General Election** to the Legislative Assemblies of Assam, Kerala, Puducherry, Tamil Nadu and West Bengal, as well as **by-elections** to 8 Assembly constituencies in Goa, Gujarat, Karnataka, Maharashtra, Nagaland and Tripura. These elections are being held according to the polling schedule announced by the ECI in the month of April 2026.
2. The ECI has also notified those employees in all industrial, commercial, and service sectors be granted a **paid holiday** on the date of polling to enable them to exercise their franchise.
3. Similar guidelines will be issued by the **State Electoral Officer**, Government of Karnataka, and the Departments of Factories and Labour.
4. In this context, queries have been received from member establishments seeking clarification whether the following categories of employees should be granted a paid holiday on the date of polling in the constituencies where they are registered as voters:



- Whether a paid holiday is to be granted to employees registered as voters in constituencies where **by-elections** are being held in **April 2026**.
- Whether establishments should grant a paid holiday to employees from Assam, Tamil Nadu, Puducherry, and West Bengal who are registered as voters in their respective home-state constituencies.
- Whether the paid holiday mandate includes not only employees on the company rolls but also those engaged through **contract labour, casual workers, and daily wagers**.

5. **It is clarified as follows:**

- 5.1.** Employees who are posted outside their constituencies where **by-elections** are being held (such as those in Karnataka) should also be allowed a paid holiday on the date of polling.
- 5.2** Employees registered as voters in constituencies in other states should be granted a paid holiday on the specific polling date of their constituency.
- 5.3.** The provisions of **Section 135B** of the Representation of the People Act, 1951 apply to all employees, including those on the regular/permanent rolls, contract workers, and casual or daily-rated employees. Accordingly, all such employees must be given a paid holiday on their polling date.
- 5.4** Granting a holiday in the three cases above is subject to the following conditions:



- They must be **registered voters** in the constituency where the election is taking place and they should apply for leave specifically.
- The paid holiday is available **only for the date of polling**. Employees are not entitled to a paid holiday for the **journey period**; they must use their available leave credit for travel. If no leave is credited, the travel period should be treated as leave without pay.
- Employees should show the **indelible mark** on their finger as proof of having exercised their franchise.

**For KARNATAKA EMPLOYERS' ASSOCIATION**

**Sd/  
[B C Prabhakar]  
President**