

**IN THE HIGH COURT OF KARNATAKA AT BENGALURU**

W.P. No. /2020 (L.PIL)

Between:-

AITUC : Petitioner

And:-

State of Karnataka & others : Respondents.

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Bangalore

Dated 25/05/2020

*M. Narayana - MN*

Advocate for the Petitioner

*(M. Narayana. Bhat)*  
*925/1989.*

*Bhat*

General Secretary  
AITUC Karnataka State Committee  
No. 6, Sirur Park Road,  
Seshadripura Bengaluru - 560 020

**IN THE HIGH COURT OF KARNATAKA AT BENGALURU**

W.P. No. /2020 (L.PIL)

Between:-

AITUC : Petitioner

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State of Karnataka & others : Respondents.

List of dates

Date	Event
June 2020	Lockdown earlier imposed in view of Covid 19 Pandemic was partially lifted by the Govt. manufacturing / Trade/ service Activities resumed.
July 2020	Covid19 is on the rise in industries and other establishments and workmen have become highly susceptible to the said disease as there is no prescribed safe and standard operating procedure in Factories/ Manufacturing / Trade/ Service provider establishments.
16.07. 2020	Petitioner made a representation to the Govt. requesting it to prescribe SOP
- -	No action is taken till date .
- -	Hence this Writ Petition.

Brief Facts.

Lockdown earlier imposed in view of Covid 19 Pandemic was partially lifted by the Govt. manufacturing / Trade/ service Activities resumed. As per the information provided by different trade Unions, Press reports, Covid19 is spreading its tentacles and is on the rise and Workmen in the Industries and

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other Establishments have become highly susceptible to the said disease. There is no prescribed safe and standard operating procedure (SOP) in Factories/ Manufacturing / Trade/ Service provider establishments. There is no provision for extending paid quarantine leave to Workmen who are outside ESI. Hence this Writ Petition . This Writ Petition is filed in Public Interest.

Bangalore

Dated 25/05/2020

*M. Narayana - Bhat*

Advocate for the Petitioner

*(M. Narayana . Bhat)*  
*925/1989 .*

*Shake*

General Secretary  
AITUC Karnataka State Committee  
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*(Signature)*  
General Secretary  
AITUC Karnataka State Committee  
No. 6, Sirur Park Road,  
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**IN THE HIGH COURT OF KARNATAKA AT BENGALURU**  
**(ORIGINAL JURISDICTION)**

**W.P. No. /2020 (L-PIL)**

**Between:**

AITUC

(All India Trade Union Congress),

Karnataka State Committee,

Rep. by its General Secretary,

No. 6, Sirur Park Road,

Seshadripuram, Bengaluru-560 020.

.. Petitioner

**And:**

1. State of Karnataka,

Rep. by its Chief Secretary

Vidhana Soudha,

Dr. B.R.Ambedkar Veedhi,

Bengaluru-560 001.

2. The Principal Secretary,

Department of Labour,

Government of Karnataka,

Vikasa Soudha,

Dr. B.R.Ambedkar Veedhi,

Bengaluru-560 001

3. State Disaster Management

Authority, Rep. by its Chair person

and Hon'ble Chief Minister,

Government of Karnataka,

Vidhana Soudha,

Dr. B.R.Ambedkar Veedhi,

Bengaluru-560 001.

.. Respondents

*Dr. m. s.*

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General Secretary

AITUC Karnataka State Committee

No. 6, Sirur Park Road,

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**MEMORANDUM OF WRIT PETITION UNDER ARTICLE 226 OF  
THE CONSTITUTION OF INDIA**

Petitioner above named most respectfully submits as follows:

- 1) Petitioner is a registered Trade Union of workers working in Industries and other establishments. It is espousing the cause of the workmen. The above petition has been preferred by the Karnataka State Committee of All India Trade Union Congress (AITUC) in public interest and in the interest of workmen.
- 2) Due to the global pandemic all Factories/ Manufacturing and Industrial establishments, shops and commercial establishments were closed barring essential services with effect from 23.3.2020. Nearly 4 months have elapsed ever since then and life and activities have come to a standstill. Day to day life of a common man is paralysed.
- 3) With effect from 4.5.2020, there was partial lifting of the lockdown restrictions. From 1.6.2020 almost most of restrictions were relaxed except continuing imposition of certain restrictions in certain areas. The manufacturing activities were required to commence from 4.5.2020. Service sector was allowed to operate partially by the Government from 1.6.2020.
- 4) Transport services are paralysed and are not fully restored. Even in the case where there is restoration of transport service, ordinary men and women are suffering from fear psychosis to commute through public transport. This has affected the service sector as well as the manufacturing sector.
- 5) Employers are resorting to layoffs and in certain heavy industries, there is a partial layoff.
- 6) New uncertainties are developing both inside and outside the Industrial establishments. Workers are required to work under

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constant fear and at the risk of their life. Several medium, micro and small scale industries, could not withstand the effect due to Covid 19 and have shut down their operations. Several industries have resorted to retrenchment of workmen without compliance of the provisions of the ID Act.

- 7) Workmen had to compromise in respect of their wages and as a result of which they are finding it extremely difficult to make their both ends meet. Covid 19 is in the rise, and is spreading wide and the infections are increasing day by day.
- 8) In Industrial establishments, Workmen are required to work in close proximity and they are required to give industrial production and meet the target fixed. They have to work in close proximity, especially, they are required to work on the conveyer belt and are required to work close to each other. Life and livelihood of the working class has become uncertain.
- 9) About 20% of the industries on the small scale and medium scale have closed their operations and 40% of the garment industries have shutdown. Hospitality industry is facing difficulties and also the health workers, Community workers in health sector are exposed to a serious health risk. Workers involved in cleaning and upkeep of the roads in the local bodies have become highly vulnerable. Shops and commercial establishments have closed or partially closed / lopsided.
- 10) There are lot of press reports that several workers are testing positive for Covid 19. There is information coming from affiliated trade unions to the Petitioner about spread of Covid 19. The above development requires urgent attention of the Respondents to frame and implement a safe standard operating procedure in Industrial and other establishments.

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No. 6, Sirur Park Road,  
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- 11) There is no prescribed standard operating procedure nor one is in the pipeline as on date. Having regard to the above, petitioner gave a representation to the Hon'ble Chief Minister, Chief Secretary to the Govt. , Hon'ble Minister for labour and the Principal Secretary, Department of Labour, on 16.7.2020 and a true copy of the same is produced herewith and marked as **Annexure-A**. Petitioner, being a Trade Union is receiving information from the affiliated unions that the lot of workers are contacting Corona and that their life is at risk due to Covid 19. Due to the above, their life and livelihood is also at risk.
- 12) Employers and Managements of the Industrial and other establishments are resorting to partial or total lockout. Workers are contacting Corona virus at the place of work. True copies of some of the press reports are produced herewith and marked as **Annexure-B series**.
- 13) Having regard to what has been stated above, it is required of the Government to frame standard operating procedure (SOP) in respect of the functioning of the manufacturing and other industrial sector in a lightning speed without buying time. All workers, working in factories, shops and commercial establishments, service sector and those working in cleaning operations of public places, roads and other places should be provided with safety measures and a SOP is required to be framed. Since there is an urgency to frame standard operating procedures having regard to the health risk, petitioner is filing this writ petition.
- 14) The Petitioner submits that the workmen are relieved because the lockdown is lifted and manufacturing activities have resumed in industrial and service sector. But in the factories and other workplaces, it is reported by workmen that they work under constant

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fear of being infected in view of the proximity involved in production and operation process. Different managements follow different procedures while dealing with sanitization or in containing infection. Therefore, the trade unions affiliated to the Petitioner Federation find it difficult to negotiate with the managements with certainty about the standard guidelines to be followed in dealing with the pandemic.

15) Arbitrary actions are required to be avoided when dealing with the health and safety of the workers. Hence the Petitioners humbly feel uniform guidelines are imperative for factories and other commercial and shop establishments for dealing with the Covid-19 infections or in the matter of taking precaution to containing the spread of infection inside and outside the workplace. Such guidelines will help preventing frictions between the workers and managements and will also create a conducive atmosphere for workers to concentrate on the work assigned to them.

16) The Petitioner submits that another issue that has disturbed the industrial relations in workplaces which has the potential to assume graver proportion relates to dealing with workers/employees who have been infected with virus either inside or outside workplaces and require to be quarantined for a period of 14 days. Some of the managements are refusing paid leave during quarantine period. Workers who depend entirely on wages find it difficult to undergo compulsory quarantine without wages. This has agitated the workers who are out of ESI coverage and they feel insecure and vulnerable in the face of this attitude of some of the Managements. As regards workers covered by ESI, they are granted 28 days paid leave during quarantine period. A copy of the circular dated 05/03/2020 together with its English translation is

*May 11*

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herewith produced and marked at ANNEXURE- C. It may be relevant to submit here that quarantine leave is a kind of leave provided under the Central Civil Services Leave Rules. Those who are covered under the ESI are extended the benefits. Since there is no parallel provision to the Workmen who are outside the ESI, the same is required to be provided under the SOP.

- 17) The petitioner submits that confusion and uncertainty is prevailing in the factories since different managements have been following different methods in dealing with the infected case and preventive measures. The unions affiliated to the Petitioner Federation find it difficult to convince the managements on the one hand and assuage the apprehensions of workers on the other. This uncertainty is not desirable when the nation needs to pick up on economic activities and carry on with unhindered production.
- 18) The petitioner has no other alternative and efficacious remedy but to approach this Hon'ble Court invoking its writ jurisdiction. The petitioner has not filed any other writ petition or the like before this Hon'ble Court earlier seeking the same relief. The Petitioner seeks to urge the following among other grounds in support of its case.

#### GROUNDS

- 19) Right to health and right to safety of life are protected under Art 21 and such right to protection is an integral part of the right to life. In this view of the matter, the inaction on the part of the Govt. in providing and prescribing Standard Operating Procedure (SOP) in Factories is opposed to Art. 21 of the Constitution.
- 20) Workmen were ready to work and are working after the lockdown is lifted. Several workmen have contacted Covid 19, after they resumed manufacturing operation/ providing service. This has not only put their lives at risk but has also made their other colleagues who come

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in to contact with them susceptible to Covid 19. The susceptibility and risk is required to be avoided. This can only be done by preventing personal contact, and keeping social distance. Workmen have no power to prescribe it. The Managements haven't done that so far. It can only be done by the Govt. by prescribing SOP and no such effort has been made by the Govt. in this regard. In this view of the matter, the inaction on the part of the Govt. is opposed to Art 21 of the Constitution.

- 21) The disaster that could occur could be very fatal and the degree of susceptibility to fatal consequences cannot be predicted. It could be worse than a gas leak. It may kill the worker and also his entire family. The number of persons being infected is on the rise with each passing day, and it is therefore imperative that a Standard Operating Procedure is in place.
- 22) There is power in the Govt. to prescribe SOP under the Disaster Management Act 2005. The same is not done. This is a case of non-exercise of Administrative and Statutory power when the same was required to be exercised in public interest by an authority in whom the said power is vested. In this view of the matter, the inaction is illegal.

**Grounds in Support of the Interim Prayer:-**

- 23) The workers have resumed their work. It has become difficult to keep social distancing in view of the fact that they are required to work in shop floors and on the conveyor belt. The spread of the COVID-19 infection is on the rise. No positive action has been



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forthcoming in prescribing any SOP in factories and other establishments. Hence, an interim order as prayed for may kindly be granted.

### PRAYER

Wherefore, this Hon'ble Court may kindly be pleased to call for records from the file of the Respondents and grant the following reliefs to the Workmen working in the Factories and other Establishments:

- a) Issue a Writ of Mandamus or any other appropriate writ, order or direction directing the Respondents to consider the Representation dated 16/07/2020 produced at **Annexure A**, and further direct them to prescribe Standard Operating Procedure (SOP) of working in the factories and other establishments in view of the prevailing COVID-19 situation in the interest of justice and equity.
- b) Issue a Writ of Mandamus or any other appropriate writ, order or direction directing the Respondents to provide 14 days paid quarantine leave to workmen who are outside the ESI coverage in the event of such workmen working in the Factories and other Establishments contracting COVID-19 in the interest of justice and equity.
- c) Pass such other order or orders as this Hon'ble Court may deem fit in the circumstances of the case to meet the ends of justice.

### INTERIM PRAYER

- d) Pass an interim order directing the Govt of Karnataka to prescribe interim SOP for workmen working in factories and other establishments and further direct them to grant ad hoc paid quarantine leave of 14 days to those workmen who are outside the

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ESI coverage who contract COVID 19 during the pendency of this Writ Petition to meet the ends of justice.

Bangalore

Dated 25/05/2020

**Address for Service:**

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BETWEEN:

All India Trade Union Congress(AITUC) .....PETITIONER

AND

State of Karnataka and Others .....RESPONDENTS

AFFIDAVIT

I, D.A.VIJAYABHASKAR S/o Late D.S. Achuta Rao, aged about 56 Years, R/at C/o No.6, Sirur Park Road, Seshadripuram, Bangalore, do hereby solemnly affirm and state on oath as follows:

1. I am the of the General Secretary of the Petitioner Union and as such I am fully acquainted with the facts of the case. I am deposing to I am competent to swear to this Affidavit. I am swearing to this Affidavit on behalf of the Petitioner which has authorised me to do so.
2. I state that the statement made in para 1 to 23 of the Memorandum of Writ Petition accompanying this Affidavit are true to the best of my knowledge, information and belief.
3. I further state that Annexure A, B and C are the true copies of the respective originals.

VERIFICATION

I, D.A.Vijayabhaskar, the deponent herein do hereby affirm and declare that this is my name and signature and the contents of this Affidavit at para 1 to 3 are true and correct to the best of my knowledge, information and belief.

Bengaluru

Date: 25/07/2020

Identified by me

M. [Signature]

Advocate

[Signature]

Deponent

Sworn to before me

25-7-2020

SWORN TO BEFORE ME  
K.C. CHOWDE GOWDA, B.A., LL.B.,  
Advocate & Notary Govt. of India  
Chambers No. 11, 2nd Floor  
4th Cross, R.K. Puram, S.C. Road Cross  
(Opp. to Movieland Theatre)  
BANGALORE - 560 009.

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Vol. 5 Date 25.7.2020

GOVT. OF KARNATAKA NOTARY  
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W.E.F. 01-04-2008



Annexure 'A'

# ALL INDIA TRADE UNION CONGRESS

Karnataka State Committee

No.6, Sirur Park Road, Seshadripuram, Bangalore - 560020 Ph - 080-23560497, 9448337640

Email : [aituc\\_ksc@yahoo.com](mailto:aituc_ksc@yahoo.com)

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To,  
The Chief Minister,  
Chairperson, State Disaster Management Authority,  
Government of Karnataka, Bangalore - 560001.

16<sup>th</sup> July 2020

The Chief Secretary,  
Chairperson, State executive committee,  
Government of Karnataka, Bangalore - 560001.

The Minister,  
Department of Labour,  
Vidhana Soudha, Bangalore - 560001.

The Principal Secretary,  
Department of Labour,  
Vikas Soudha, Bangalore- 560001.

Dear Sir,

**Subject: To declare COVID19 an occupational hazard and to frame appropriate policies/guidelines under the National Disaster Management Act, 2005 to contain and mitigate the spread of the infection to ensure health and safety of the workers in factories**

In light of the unprecedented challenge posed by the COVID19 global pandemic, factories and establishments are struggling to provide adequate safety and social security measures. The lockdown imposed in the wake of the global pandemic has created a unique set of challenges and difficulties for the employees. Presently we see that there is a serious and glaring lack of regulation and guidelines to govern several such problems of the workers arising directly as a result of the measures undertaken by the State and the employers in order to combat the COVID19 pandemic. Workers have been left in the lurch by both the state government and the employers to fend against the twin dangers of protection of employment/income and the risk of the COVID19 pandemic.

There have been several reports of workers employed in factories testing positive for COVID19 infection. In fact there are reports of a significantly large of workers testing positive in factories such as Bosch, Toyota and MTR foods. In addition, there are several other major factories where workers have tested positive for COVID19. It is important to note that such minor and major outbreaks of the infection in factories will not be limited to one-off cases, and it is reasonable to expect that such outbreaks will only intensify with greater frequency in the immediate future (or in the absence of a vaccine). In the event of such outbreaks, the employers have been given a free hand (or pass) by the Government to do as they choose fit. Each industry and employer applies a different logic, undertakes different actions to suit their convenience and requirements. There has been little or no scope for discussions with the trade unions or the workers in the decision making process. This is a dangerous process of unilateral decision making in the complete absence of regulations/guidelines/operating procedure mandated by the force of law. Most often it is the workers on the shop floor who carry the highest risk of contracting the infection due to the collective nature of the production process and yet they have been kept out of the decision making process on a key subject such as their health and safety.

**General Secretary**  
**AITUC Karnataka State Committee**  
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In the case of an outbreak in a residence, the BBMP has mandated the sealing down of the residence, sanitisation of the residence and declaration of a containment zone for the entire street. However, in the case of an outbreak of the infection at the factory/workplace, there is simply no mechanism or legal mandate to apply the same rules of sanitisation, testing and containment of the workplace or factory. This is against common-sense and logic. We believe this cannot be allowed to continue and therefore we urge the Government consider the following aspects and frame the necessary guidelines to ensure health and safety of the working class in the workplace.

1. According to the World Health Organisation, COVID-19 is transmitted primarily through respiratory droplets or contact with contaminated surfaces. Work-related exposure can occur anytime at the workplace, during work-related travel to an area with local community transmission, as well as on the way to and from the workplace<sup>1</sup>. The risk of work-related exposure to COVID-19 depends on the probability of coming into close (less than 1 metre) or frequent contact with people who may be infected with COVID-19 and through contact with contaminated surfaces and objects. The very nature of the production process in factories (assembly line production, workshop style production and shop production etc) means that workers are working in large groups with distance of less than 1m. This poses a greater risk to workers in the shop floor in comparison to any other category of employees.
2. The workers employed in factories face a far higher risk of contracting the infection at the workplace (including the time spent in the commuting to the workplace) in comparison to employees of an office where social distancing norms are easily followed or in comparison to an employees of Information Technology firms or clerical work, managerial category where the opportunity of working from home exists. Irrespective of the source or the origin of the COVID19 infection at the workplace, workers in factories (especially large factories) run a far higher risk of contracting the infection from their workplaces.
3. It must be noted at this point the State Government in view of the rapid rise in the number of infections in Bangalore has declared a lockdown from 14<sup>th</sup> July to 22<sup>nd</sup> July 2020 in order to contain the spread. However the government in its wisdom and owing to the tremendous pressure exerted by the employers lobby<sup>2</sup> has decreed that all industries will be allowed to function. While it is understandable that the production of essential commodities and products have to be continued it is hard to understand the logic of allowing all industries to function during a lockdown, the purpose of which was to limit physical human interaction and the consequent spread of the infection. It is a matter of great disappointment to us that the government allows the unhindered commerce of the employers while neglecting the right to health of the working class.
4. The Supreme Court of India has held that right to health of a worker is a fundamental right enshrined in the constitution. In the Consumer Education & Research ... vs Union Of India & Others<sup>3</sup> on 27 January, 1995 case the Apex court held that;

<sup>1</sup> Considerations for public health and social measures in the workplace in the context of COVID19, WHO, <https://www.who.int/publications/i/item/considerations-for-public-health-and-social-measures-in-the-workplace-in-the-context-of-covid-19>

<sup>2</sup> Bengaluru industries press panic button, seek lockdown exemption, Deccan Herald, 13<sup>th</sup> July 2020, <https://www.deccanherald.com/business/bengaluru-industries-press-panic-button-seek-covid-19-lockdown-exemption-860452.html>

<sup>3</sup> Consumer Education & Research ... vs Union Of India & Others, (1995 AIR 922, 1995 SCC (3) 42)

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*[Signature]*

*"The right to health to a worker is an integral facet of meaningful right to life to have not only a meaningful existence but also robust health and vigour without which worker would lead life of misery. Lack of health denudes his livelihood. Compelling economic necessity to work in an industry exposed to health hazards due to indigence to bread-winning to himself and his dependents, should not be at the cost of the health and vigour of the workman. Facilities and opportunities, as enjoined in Article 38, should be provided to protect the health of the workman. Provision for medical test and treatment invigorates the health of the worker for higher production or efficient service. ....Therefore, it must be held that the right to health and medical care is a fundamental right under Article 21 read with Articles 39(c), 41 and 43 of the Constitution..."*

- 5. The first step towards addressing the problems faced by the workers in factories is to accept that the COVID19 infection is an occupational hazard for the workers in the present situation. Perfectly healthy workers run the great risk of contracting the infection from the shop-floor. The evidence at hand also confirms the proposition. Scores of employees in factories have contracted the infection at their workplace, therefore we must address this issue as an occupational hazard under the provisions of the National Disaster Management Act, 2005. There is ample scope under the said act to lay down guidelines to initiate measures to prevent and mitigate disasters for specific departments of the government such as the Labour department in this case. There is sufficient evidence and precedence at the global level to do so. The International Labour Organisation (ILO) has revised a list of occupational diseases in 2010, well before the outbreak of the pandemic and has listed the following broad definition which includes COVID19.

*1.3.9. Diseases caused by other biological agents at work not mentioned in the preceding items where a direct link is established scientifically, or determined by methods appropriate to national conditions and practice, between the exposure to these biological agents arising from work activities and the disease(s) contracted by the worker.<sup>4</sup>*

- 6. The ILO in view of the ongoing global pandemic in a more recent document stated that "Infection by COVID-19, if contracted as a result of work, could be considered as a work or employment injury<sup>5</sup>." Furthermore there is growing evidence that the recognition of COVID19 as an occupational hazard will help in timely medical attention, access to better healthcare facilities and containment of the infection. Several countries have already recognised the same and have declared COVID19 as an occupational disease in varying forms as detailed in the table below<sup>6</sup>. This is to illustrate the fact that it is high time that we declare COVID19 as an occupational hazard/disease given the fact that India is presently 3<sup>rd</sup> in the list of infected countries and that Karnataka/Bengaluru is reporting a rapid rise in the infections.

Sl.no	Country	Details	Benefits
1	Australia	Contraction of virus could be considered as work contracted.	Employers pay insurance premium
2	Austria	Considered an epidemic disease	Employer to pay full wages & receives subsidy from Government
3	Belgium	COVID19 considered occupational disease for Healthcare & frontline workers	Employer led social security
4	Brazil	COVID19 considered occupational disease, only if causal link is established between	Employer contribution

<sup>4</sup> ILO list of occupational diseases, revised 2010, ILO, [https://www.ilo.org/wcmsp5/groups/public/---ed\\_protect/---protrav/---safework/documents/publication/wcms\\_125137.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---safework/documents/publication/wcms_125137.pdf)

<sup>5</sup> ILO Standards and COVID19, ILO, [https://www.ilo.org/wcmsp5/groups/public/---ed\\_norm/---normes/documents/genericdocument/wcms\\_739937.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/genericdocument/wcms_739937.pdf)

<sup>6</sup> National response to COVID19, ILO, 2020, [https://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/documents/publication/wcms\\_741360.pdf](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_741360.pdf)

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		contraction & workplace	
5	Canada	A worker who may have contracted Coronavirus (COVID-19) through exposure in the workplace can be compensated since it can be considered an occupational injury.	Employer /State led social security & income replacement
6	Chile	Disease can be classified as occupational, as long as it is feasible to determine that the contagion It was caused directly by the exercise of the profession or the work performed by the person.	Employer led social security
7	China	Occupational disease	Social security and Employers liability
8	Czech republic	Occupational disease only if certain conditions are met	Medical expenses, Salary compensation
9	Denmark	Occupational disease if causal link between factors at workplace and infection are established between reasonable doubt	State social security and employers liability
10	Ecuador	As per ILO norms	Cash & medical benefits
11	Estonia	COVID19 considered occupational disease, only if causal link is established between contraction & workplace	Employer led social security schemes
12	Italy	If contracted in the workplace or by commuting to work, COVID-19 is considered as a work related accident.	Social security & employers contribution
13	Japan	A worker is deemed to have contracted COVID-19 at work or while commuting to work, they are eligible for work injury insurance benefits.	Employers contribution & Government schemes
14	South Africa	COVID-19 cases which arise out of and in the course of employment will be regarded as occupational diseases	Employers liability
15	South Korea	Occupational Disease	Employers contribution
16	Switzerland	the COVID 19 disease is qualified as a work related disease. It has to be proven that the risk to get infected at work is much higher than in private life. This will be decided case by case	Medical expenses, wage loss reimbursement.
17	USA	Occupational disease based on certain conditions of a)causality b)employment as proximate cause	Employers paid premiums

7. Presently we are faced with a situation of a complete absence of liability/responsibility and guidelines to contain the spread of the COVID19 infection at the workplace. This has meant customised and bespoke solutions being undertaken by employers unilaterally without any method or reason (in many cases) putting the workers in factory shop floor at great risk. Not only are these workers at greater risk of contracting the infection, they are also left to fend for themselves if there is an outbreak of the infection at the workplace. Therefore in light of the above, we urge the following measures from the State Government.

**MEASURES TO PREVENT & MITIGATE OUTBREAKS OF COVID19 IN FACTORIES**

- COVID19 as occupational disease** – COVID19 cases contracted at the place of work should be treated as an occupational disease/hazard and employers liability for medical treatment, contact tracing and compensation for wage loss should be set out in clear terms.
- Free medical treatment & compensation for wage loss:** In the case of an employee contracting the infection at the workplace, the employer should take the responsibility of medical expenses and the potential loss of wages for the period of the treatment/recovery. A similar scheme has already been notified for the workers under the Employees State Insurance

  
 General Secretary  
 AITUC Karnataka State Committee  
 No. 6, Sirur Park Road,  
 Seshadripura Bengaluru - 560 020

scheme (ESI), whereby an affected is provided with medical treatment and 28 days of ESI leave. Presently workers not covered under the ESI scheme have been provided with private medical insurance ranging from Rs.1 Lakh to Rs.5 Lakh, however the coverage of the medical insurance is mostly limited to worker, spouse and children and the amount of coverage will be prove inadequate in the face of a COVID19 outbreak within the family. Therefore for the employees not covered under the ESI scheme, a similar scheme tailored for COVID19 infection coverage (COVID kavach) should be notified as being mandatory by the State Government.

3. **Introduction of 14 day quarantine leave with wages:** The employer should be provided with strict guidelines for undertaking contact tracing within the factory. The Ministry of Health & family welfare has stated that a 14 day period of quarantine is necessary for primary contacts<sup>7</sup>, therefore a period of 14 days quarantine leave with wages should be provided by the employer to all such workplace related primary contacts. Furthermore workers who are unable to report to duty on account of their residences sealed down or their family members being COVID19 positive or unavailability of transport during lockdown period should be considered eligible for quarantine leave.
4. **Testing of primary contacts at workplace:** If the worker contracts COVID19 infection or is identified as a primary contact during the course of his work, then we demand that the employer should take the responsibility of ensuring that testing of such workers is completed without any financial burden on the employee.
5. **Testing & Medical treatment of family members:** In the event of an employee contracting the disease at the workplace, he runs the great risk to spreading the infection amongst the members of the family. We must note that the workers live in relatively smaller spaces and in the case of more than one family member being affected by the infection, it places an impossible burden of medical costs & home quarantine on the family. Therefore it is important for the employer to cover the extended family of the worker including the spouse, children and parents for the costs of testing and medical treatment.
6. **Isolation rooms & Ambulance facility in Factories:** It is important to have isolation rooms in factory premises to isolate symptomatic suspect workers and employers should ensure that the suspected employees are transported in a secure manner to the nearest COVID19 healthcare facility.
7. **Guidelines for preventive measures:** Universal measures of hand hygiene, respiratory hygiene, measures for physical distancing, regular environmental cleaning & disinfection, Personal protective Equipment (PPE), risk communication, training & education and management of COVID19, contacts, institution of company-level/factory-level protocols and social dialogue with trade unions and workers should be set out clearly/notified under the provisions of the National Disaster Management Act (NDMA). In the absence of any mandate or legal requirement, we are bound to face more COVID19 cases in factories putting hapless workers at greater risk. Therefore certain minimum norms have to be set out in the form of a standard operating procedure at Factory level in line with the guidelines notified by the Government. We urge that the State Government call for an immediate tripartite meeting and invite suggestions from trade unions and employers on the subject.

<sup>7</sup> Guidelines for Home quarantine, Ministry of Health & Family welfare, Government of India, <https://www.mohfw.gov.in/pdf/Guidelinesforhomequarantine.pdf>

General Secretary  
 AITUC Karnataka State Committee  
 No. 6, Sirur Centre Rd.  
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19

8. **Migrant & Contract workers** – In addition to the measures listed above applicable to all workers within a factory, it is also important that State government should ensure that the provisions of the Inter-State Migrant workmen Act, 1979 be implemented in letter and spirit in order to rebuild the confidence of the scores of migrant workers who were forced to flee the city. The State government should initiate the necessary measures to ensure that contract workers in the factories are also covered under the measures listed above.

We request your urgent consideration and implementation of the demands listed above in light of our arguments presented to you. We hope that you will undertake the necessary measures at the earliest possible opportunity to protect the interests of the vulnerable and high-risk category of workers employed in Factories, failing which we will be constrained to go for protest action and necessary legal remedies.

Thanking you,

Yours Sincerely,

(Vijaybhaskar DA)  
General Secretary

General Secretary  
AITUC Karnataka State Committee  
No. 6, S Park Road,  
Seshadripura Bengaluru - 560 020

This is the document referred to as  
Affidavit of A. in the affidavit  
Mr. D. A. Vijaybhaskar  
on this 25.7.2020 date of  
Lawyer  
NOTARY PUBLIC, GOVT. OF INDIA  
BANGALORE

General Secretary  
 AITUC Karnataka - 13, Committee  
 No. 6, 3rd, 4th, Road,  
 Seshadripur Bengaluru - 560 020

1. The Hindu  
 17/07/2020

Ammanur - B

KARNATAKA

# COVID-19: With no SOP, factories adopt different norms

Procedure followed after an infection detected ranges from premises being sealed for just one day to as many as 21 days



SHARATH S. SRIVATSA  
 BENGALURU

Nearly two months after industries were allowed to function, the unprecedented crisis caused by COVID-19 pandemic has resulted in problems to both employees and employers. While workers reporting to duty have been anxious over the possibility of contracting the infection at workplace, employers are grappling with worker absenteeism.

Several top industries across automobile, pharmaceutical, and food processing, among other sectors, in the State have reported COVID-19 outbreak among their workforce while the infection has affected workers in micro, small and medium enterprises (MSMEs) too. Government intervention has helped in a few cases, but in a large number of cases, companies have handled the situation on their own.

### Range of responses

Without a standard operating procedure (SOP) in place,

Several top industries in sectors such as automobile, pharmaceutical, and food processing in the State have reported COVID-19 outbreak among their workforce while the infection has affected workers in MSMEs too.

and each employer has been handling the situation on his/her own. He further argued that a common operating procedure would not suit all sectors. "We may require different SOPs for different industries. However, employees have also started pointing at different industries and questioning the management over handling of the situation," he said.

### ESI and non-ESI

Currently, only workers covered by the ESI - where

## 'Occupational hazard'

SPECIAL CORRESPONDENT  
 BENGALURU

To ensure health and safety of workers, the AITUC has urged the State government to treat COVID-19 as an "occupational hazard" under the National Disaster Management Act, 2005, as scores of workers have contracted the infection at workplace.

A memorandum sent to Chief Minister B.S. Yediyurappa cited the recent document of the

International Labour Organisation (ILO) that suggests COVID-19 to be considered as "work or employment injury".

The trade union also pointed out at 17 countries severely affected by the pandemic that have considered the infection as an occupational hazard, which has led to labour benefits. It has also sought for 14 days quarantine leave with wages for the affected workers.

workers' monthly gross fixed salary is less than ₹21,000 - get 28 days leave, which can be used only if they are COVID-19 positive. His/her primary contacts who also require quarantine do not qualify for this leave. The problem for non-ESI workers is that not all workers get sick leave, as it is not prescribed under the Factories Act, and is only negotiated with man-

agements. "Unfortunately, in many companies, the workers' leaves have been adjusted for the phase one lockdown period and workers are not left with many leaves," said D.A. Vijaybhaskar, general secretary of the All India Trade Union Congress.

"Workers are attending duty under great stress and are scared for their lives,"

Trade Union Centre general G.R. Shivashankar

While in some big companies adequate precautioning taken, in most there is not much attention, he claimed. He that regular leaves adjusted against arising out of COVID being a primary positive person. Mr. Prabhakar acknowledged that a workforce has not work citing COVID and also under from families not work over safety issues.

Through "leave" is an issue, of bigger worry has insurance cover for workers vulnerable at which ranges from ₹3 lakh in a majority and in few cases lakh.

"Families have covered. Only no companies are well the situation," Mr. kar said.

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Document referred to in the affidavit filed by the petitioner in the case of **INDU** vs. **Union of India** and others, No. 103 of 2019, dated 17.07.2020. In no event can the Union of India be held liable for any claim or damages arising out of the advertisement.

Dr. S. S. Srinivas Murthy, Editor, Director, Union of India, New Delhi.

Annexure 'B-1'  
 (21)  
 Deccan Herald  
 16.07.2020  
 Bangalore Thursday, July 16, 2020, Pages 12 Vol 173 No 19, 790020  
 General Secretary  
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 Bangalore Thursday, July 16, 2020, Pages 12 Vol 173 No 19, 790020  
 General Secretary  
 Committee

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BENGALURU, DHNS

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Date: July 16, 2020  
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DH sparks

Watch the next edition of DH Sparks, Deccan Herald's webinar series, which focuses on 'Investing in the time of Covid'.

PANELLISTS



Anuphav Srivastava  
 (Partner, Infinity Alternatives)

Hansi Mehrotra  
 (Financial Coach)

Nilesch Shah  
 (Group President and MD, Kotak Mahindra AMC)

Pratik Oswal  
 (Head, Passive Funds, Motilal Oswal AMC)

DECCAN HERALD  
 The Power of Good

# Cong almost closes door on Pilot



Sachin Pilot

documentary launches  
 disqualification  
 proceedings against  
 Pankaj  
 date of  
 25.7.2020  
 SAGAR KULKARNI  
 NEW DELHI, DHNS

# Metro labour camps sitting on Covid bomb: Activists

CHIRANJEEVI KULKARNI  
 BENGALURU, DHNS

Days after 80 workers at a Namma Metro construction site tested positive for Covid-19, rights activists have warned that the Bangalore Metro Rail Corporation Limited (BMRCL) and its contractors were staring at an "imminent crisis" in 59 labour camps spread across Bengaluru.

Activists from Maraa, who visited seven labour colonies between June 26 and 28, submitted a report along with photos to the Union Labour



Workers at a labour colony near ITPL

the 'alarming' situation in the camps, including open bathrooms, broken toilets and dirty rooms, where there was no possibility of social distancing.

At ITPL Labour Colony on ECC Road, the supervisor tried to stop the activists from speaking to the labourers. There are roughly 200 workers living in the colony, with most of them employed before the lockdown having left

# 80 metro labourers test positive for Covid-19

CHIRANJEEVI KULKARNI  
 BENGALURU, DHNS

Dealing a huge blow to efforts to expedite construction work amid the pandemic, more than 80 labourers working on the Gottigere-Nagavara line (Reach 6) of Namma Metro Phase 2 have tested positive for Covid-19.

Sources said the cases were detected after more than 200 workers in a labour camp (location withheld) were subjected to the Covid test by the contractor, Larsen & Toubro (L&T).

The BMRCL has awarded the contract for constructing package 2 and 3 of the Reach 6 line to L&T. The outbreak, the source said, was discovered in the camp of labourers who work on the 2.88-km stretch

Chavan confirmed the development and said the test was conducted after one of the employees who came from outside Karnataka tested positive.

"The contractor took a precautionary measure to test all employees in the camp. As of now, all of them are asymptomatic and have been shifted to Covid Care Centres," he said.

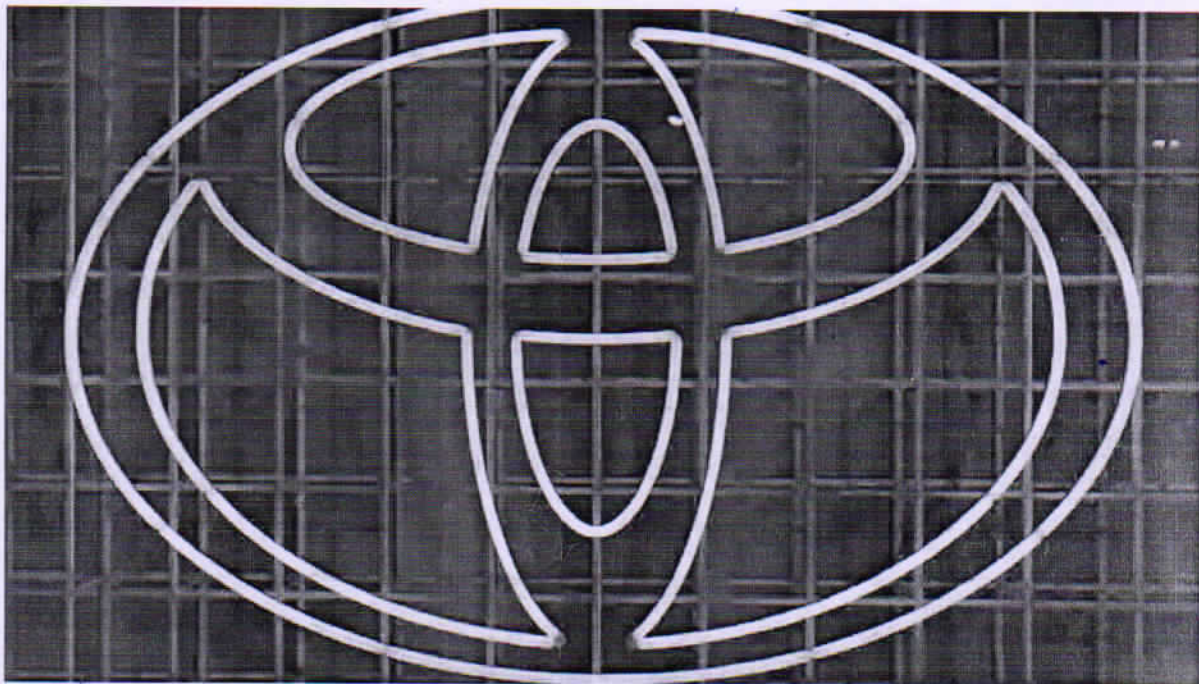
Chavan said arrangements have been made to isolate the rest of the employees in the camp at various places.

"All the guidelines in the standard operating procedure have been followed at the work site as well as the labour camp. We have been told that employee who first tested positive is a new entrant," he said.

Annexure - 'B-2'

22

Home > Auto > News > Four more Toyota employees at Bidadi plant test Covid-19 positive



Five out of the 14 previously infected Toyota employees have recovered. (REUTERS)

# Four more Toyota employees at Bidadi plant test Covid-19 positive

1 min read . Updated: 11 Jul 2020, 06:47 PM IST

HT Auto Desk

Toyota said that it has quarantined those employees who are suspected to have had primary or secondary contact with the Covid-19 infected employees.

Bhaskar

General Secretary  
AITUC Karnataka State Committee  
No. 6, Sirur Park Road,  
Seshadripura Bengaluru - 560 020

## Topics

Toyota | Toyota India | coronavirus | Toyota Kirloskar Motor

Toyota Motor has informed that four more of its employees at the Bidadi-based manufacturing plant in Karnataka have tested Covid-19 positive, taking the total count to 18. The company had earlier reported 14 Covid-19 positive cases.

The concerned employees had last attended work on 29th June, 2nd and 3rd July, TKM said in a press statement. The company said, in line with the Government guidelines, it has quarantined those employees who are suspected to have had primary or secondary contact with the infected employees. "We will also extend all possible support to the infected employees during the period of treatment," it added.

(Also read: Toyota sells 3,866 units in June, down from 10,603 units a year earlier)

The company said it follows the process of disinfecting the workplace on a daily basis along with special deep cleaning and disinfection of the affected work area. Post confirming the safety of the workplace and adhering to all the mandatory protocols, the company will continue its operations at its plant in Bidadi. All the SOPs on preventive measures to contain spread of Covid-19 infection are complied with, the automaker informed.

*Photo*

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The automaker had reported a Covid-19 positive case just a day before on Friday (July 10). The concerned employee had last attended work on July 3. The company had also suspended work for a day on July 6 at its plant following the death of a Covid-19 infected employee.

TKM shared details about recovered employees, saying five out of the 14 previously infected employees had recovered and were now undergoing mandatory home quarantine of 14 days, post their discharge from the hospital.

## Topics

Toyota | Toyota India | coronavirus | Toyota Kirloskar Motor

This is the document referred to as  
Annexure - B 2 the affidavit  
of Mr./Mrs. D. A. Vidanurshankar  
on this ..... date of 25-7-2020  
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BANGALORE

[Signature]  
General Secretary  
AITUC Karnataka State Committee  
No. 6, Sirur Park Road,  
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Annexure 'C'

25/7



ಸಂಖ್ಯೆ: ಕಾಪ 170 ಸ್ವರೂರ 2019(ಆ-5)

ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಸಚಿವಾಲಯ,  
ಬೀದರ್ನಗರ.

ಬೀದರ್ನಗರ, ದಿನಾಂಕ:05.03.2020

**ಸೂಚನೆ**

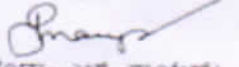
ವಿಷಯ:- ಕಡೋಣಾ ವೈರಲ್ ಬಾಧಿತ ಕಾರ್ಮಿಕರಿಗೆ 28 ದಿನಗಳ ವೇತನಸಹಿತ ರಜೆಯನ್ನು ನೀಡುವ ಕುರಿತು

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ಕರ್ನಾಟಕ ರಾಜ್ಯದಲ್ಲಿ ಕಡೋಣಾ ವೈರಲ್ ತಡೆಗಟ್ಟುವುದಕ್ಕಾಗಿ ಕಡೆಗಟ್ಟಿದ ಸಿಬ್ಬಂದಿ ಕಾರ್ಮಿಕ ವಲಸೆಯು ಸೂಕ್ತ ಕ್ರಮವಹಿಸುವ ತುರ್ತು ಆಗುತ್ತೇನೆ ಎಂಬ ಅಭಿಪ್ರಾಯ ಸಂಪಂದವನ್ನು ಅಧಿಕಾರಿಗಳು ಈ ಕೆಳಕಂಡಂತೆ ಕ್ರಮವಹಿಸುವುದು.

1. ಕಡೋಣಾ ವೈರಲ್ ಬಾಧಿತ ಕಾರ್ಮಿಕರಿಗೆ 28 ದಿನಗಳ ರಜೆಯ ಆಗುತ್ತಿರುವುದರಿಂದ ಎ.ಎಸ್.ಎ ಕಾಯ್ದೆ ಅನ್ವಯವಾಗುವ ಸಂಸ್ಥೆಗಳ ಕಾರ್ಮಿಕರು ತಮ್ಮ ಕಡತದ ಎ.ಎಸ್.ಎ. ವಿವರಾಲಯ / ಅಧಿಕಾರಿಗಳಿಗೆ ತರಬೇತಿ ಪಡೆದ ಅಧಿಕಾರಿಗಳಿಂದ ವೈದ್ಯಾಧಿಕಾರಿಗಳಿಂದ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ಪಡೆಯತಕ್ಕದ್ದು.
2. ಈ ರೀತಿ ಪ್ರಮಾಣ ಪತ್ರ ಪಡೆಯಲು ಬರುವ ಕಾರ್ಮಿಕರಿಗೆ ಎಲ್ಲಾ ಎ.ಎಸ್.ಎ ವೈದ್ಯಾಧಿಕಾರಿಗಳು ತುರ್ತಾಗಿ ಪರಿಶೀಲನೆ ನಡೆಸಿ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ಕಡ್ಡಾಯವಾಗಿ ನೀಡತಕ್ಕದ್ದು.
3. ಅಂತಹ ಕಾರ್ಮಿಕರು ಎ.ಎಸ್.ಎ ನಿಂದ ನಿರಾಶ್ರಯ ಪ್ರಮಾಣ ಪತ್ರವನ್ನು ತಮ್ಮ ಸಂಸ್ಥೆಯ ಅಧಿಕಾರಿಗಳಿಗೆ ಸಲ್ಲಿಸಿದ ತಕ್ಷಣ 28 ದಿನಗಳ ರಜೆಯನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಮಂಜೂರು ಮಾಡತಕ್ಕದ್ದು.
4. ಎ.ಎಸ್.ಎ ಕಾಯ್ದೆ ಅನ್ವಯವಾಗದಿರುವ ಸಂಸ್ಥೆಗಳಲ್ಲಿ ಕೆಲಸ ಮಾಡುತ್ತಿರುವ ನೌಕರರು ಕಡೋಣಾ ವೈರಲ್ ಬಾಧಿತರಾದರೆ ಅವರಿಗೆ ಕರ್ನಾಟಕ ಅಂಗಡಿ ಮತ್ತು ವಾಣಿಜ್ಯ ಸಂಸ್ಥೆಗಳ ಕಲಂ 14(3) ಅನ್ವಯ 28 ದಿನಗಳ ವೇತನಸಹಿತ ಅನಾರೋಗ್ಯದ ರಜೆ ಮತ್ತು ಇತರ ರಜೆಯನ್ನು ಕಡ್ಡಾಯವಾಗಿ ಮಂಜೂರು ಮಾಡತಕ್ಕದ್ದು.

ಸಿ.ಆರ್.ಪಿ.ಸಿ ಕಾಯ್ದೆಯ ಕಲಂ 144ರನ್ವಯ ಜಿಲ್ಲೆಯ ಜಿಲ್ಲಾಧಿಕಾರಿಗಳು ಜಿಲ್ಲಾ ಜಿಲ್ಲಾ ದಂಡಾಧಿಕಾರಿಗಳು ತುರ್ತು ಸಂದರ್ಭದಲ್ಲಿ ಆಗುತ್ತಿರುವ ಎಲ್ಲಾ ಕ್ರಮಗಳನ್ನು ತೆಗೆದುಕೊಳ್ಳಲು ಅಧಿಕಾರವಿದ್ದು, ಅದರಂತೆ ಕಡೋಣಾ ವೈರಲ್ ಬಾಧಿತ ವ್ಯಕ್ತಿಗಳು ಇತರ ಜನರ ಸಂಪರ್ಕಕ್ಕೆ ಬಾರದಂತೆ ಪ್ರತ್ಯೇಕವಾಗಿರಿಸಲು ಸೂಕ್ತ ಕ್ರಮ ಕೈಗೊಳ್ಳತಕ್ಕದ್ದು.

  
(ಸಂಧ್ಯಾ ಎಲ್ ನಾಯಕ್)  
ಸರ್ಕಾರದ ಉಪ ಸಚಿವರಾಗಿ  
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ಇದರಿಗೆ ನಿರ್ದೇಶಕರು, ಕರ್ನಾಟಕ ರಾಜ್ಯ ವಿಮಾ ವೈದ್ಯಕೀಯ ಸೇವೆಗಳು, ರಾಜಾಜನಗರ, ಬೀದರ್ನಗರ (ಈ ಸುತ್ತಿಲ್ಲದೆಯನ್ನು ತಮ್ಮ ಅಧೀನದಲ್ಲಿ ಬರುವ ಎಲ್ಲಾ ವೈದ್ಯಾಧಿಕಾರಿಗಳ ಗಮನಕ್ಕೆ ತರುವುದು.)


**ಪ್ರಮಾಣ ಪತ್ರಗಳು:**

1. ಮುಖ್ಯ ಕಾರ್ಮಿಕ ಇಲಾಖೆ ಅಥವಾ ಅಧಿಕಾರಿಗಳಿಗೆ ಮುಖ್ಯ ಇಲಾಖೆ ಅಧಿಕಾರಿಗಳಿಗೆ ತರುವುದಾಗಿ
2. ಸರ್ಕಾರದ ಮುಖ್ಯ ಅಧಿಕಾರಿಯಾದ ಅಥವಾ ಅಧಿಕಾರಿ, ಬೀದರ್ನಗರ, ಬೀದರ್ನಗರ
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4. ಕಾರ್ಮಿಕ ಇಲಾಖೆ/ಸಂಸ್ಥೆಗಳಿಗೆ

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This is the document referred to as Annexure 'C' in the affidavit of Mr./Mrs. D.A. Vidanatha Bhaskar on this.....date of..... 25.7.2020

NOTARY PUBLIC, GOVT. OF INDIA  
BANGALORE

  
General Secretary  
AITUC Karnataka State Committee  
No. 6, Sirur Park Road,  
Seshadripura Bengaluru - 560 023

26

**ENGLISH TRANSLATION OF ANNEXURE C**

**Karnataka Government**

**SL no: Kae170 Swemara 2018 (Part-5)**

**Karnataka Government**

**Vikas Soudha**

**Bangalore, Date : 05.03.2020**

**CIRCULAR**

There is an urgent need for the Labour Department to undertake measures in the direction of stopping the spread of Corona virus. Therefore the concerned should undertake the following measures.

1. Workers infected with Coronavirus require 28 days leave. Workers under ESI coverage should approach the nearest ESI Clinic/Hospital to obtain a certificate from the Medical officer.
2. All ESI medical officers should compulsorily provide such certificate to all affected workers who approach them.
3. Upon the submission of this medical certificate to the employer, the employer should provide 28 days paid sick leave to such workers on a compulsory basis.
4. For employees not covered under ESI Act, Employers are required to provide infected employees with 28 days of mandatory paid sick leave under the Section 15(3) of the Karnataka Shops & Commercial establishments.

Under Section 144 of CRPC, District authorities are authorised to undertaken measures to ensure that the infected persons do not come in contact with the general population.

Sd/-  
(Sandhya L Nayak)  
Deputy Secretary  
Labour Department

**To:**

**Director, Karnataka Employee State Insurance Scheme, Rajajinagar, Bangalore (To be circulated among all medical officers under your authority)**

**Copies to:**

1. Secretary to the Minister of Labour to be brought to the notice of the Minister
2. Secretary to the Chief Secretary, Vidhana Soudha
3. Secretary to the Labour Secretary, Vikas Soudha

True copy  
M. U. S.

IN THE HIGH COURT OF KARNATAKA AT BANGALORE

27

No. of 200

Appellant/s, Petitioner/s  
Caveator/s All India Trade  
Union Congress

Vs.

Respondent/s  
Judgement-Debtor/s  
Opponents The state of  
Karnataka & others  
by its chief secretary

I/We D.A. Vijaya BHASKAR  
the Petitioner

Nos. sole In the above matter here by appoint and retain  
Sri M. Narayana Bhat & M. VENKATADRI  
Advocates

to appear act and plead for me/us in the above matter and to conduct/prosecute and defend the same in all interlocutory or miscellaneous proceedings connected with the same or with any decree or orders passed therein appeals and or other proceedings arising there from and also in proceedings for review of judgement and for leave to appeal to Supreme Court and to obtain return of any documents filed therein or receive any money which may be payable to me/us.

2. I/We hereby authorise him/them on my/our behalf to enter into a compromise in the above matter, to execute any decree/order therein to appeal from any decree/order/therein and to appeal to act to plead in such appeal in any preferred by any other party from any decree/other therein.

I/We further agree that if I/We fail to pay the fees agreed upon or to give due instructions at all stages/he they is/are at liberty to retire from the case and recover all amounts due to him / them and retain all my our monies till such dues are paid.

Executed by me/us this 25 day of July 2020 at BH

Bhat  
General Secretary  
AITUC Karnataka State Committee  
No. 6, Saur Park Road,  
Jeshadripura, Bengaluru - 560 020,

Executants/are personally known to me and he/has/they have signed before us  
Satisfied as to the identity of executant/s Signature/s Kannada  
(Where the executant/s are illiterate, blind or unacquainted with the language of vakalath) M. Narayana Bhat

Certified, that the contents were explained to the executant/s in my presence in Kannada language known to him/them who appear/s perfectly to understand the same and has/have signed in the presence.

Accepted  
Name M. Narayana Bhat Roll No. 925/89  
Name M. Venkatadri Roll No. 749/92

Address for service  
M. Narayana Bhat  
No. 27, I Main Road  
Grandhi Nagar,  
Bengaluru -  
560009

Advocate for Petitioner  
Place: Bengaluru  
Date: 25/07/2020