



EMPLOYERS FEDERATION OF PAKISTAN

THE ONLY MEMBER OF INTERNATIONAL ORGANIZATION OF EMPLOYERS, GENEVA, A CONSTITUENT OF INTERNATIONAL LABOUR ORGANIZATION, MEMBER OF COMMONWEALTH ENTERPRISE AND INVESTMENT COUNCIL, CONFEDERATION OF ASIA - PACIFIC EMPLOYERS & SOUTH ASIAN FORUM OF EMPLOYERS.

THE APEX BODY OF EMPLOYERS OF PAKISTAN

Eid-Al-Adha 2020 Holiday Notification for Monday by Labour Dept, GOS

Chief Secretary, Sindh issued a notification on Friday evening declaring Monday as an additional holiday. The Employers Federation of Pakistan contacted Secretary, Labour Sindh to find out if there was any move to declare 3rd August also a festival holiday under the Factories Act. The Secretary Labour after verification confirmed that Monday 3rd August will be declared a festival holiday also under the Factories Act and the notification to that effect will be issued as soon as the staff concerned is available. The said notification has however not been issued till today the 2nd August and it appears that the notification may be issued any time today, tomorrow or may be on 4th August with retrospective effect.

The Employers Federation of Pakistan takes a very strong exception to this lethargic attitude of the provincial govt in matters of declaring leave at the last moment causing colossal loss to business besides creating a confusing situation for the enterprises putting them into dilemma whether to keep the enterprise close or open, Even otherwise if leave is declared with retrospective effect , it will be illegal and will be seriously objected and agitated.

The above situation has created a dilemma and while EFP will take up the matter strongly with the provincial government to abstain from creating such confusing situation and even illegal act, the enterprises are advised to pursue the following course; -

1. They may keep their enterprise open on Monday, and in the worst scenario, they may have to pay compensation to workers in lieu of festival holiday
2. They keep their enterprise closed on Monday subject to the issuance of notification. The Co circular should clearly indicate that if no notification is issued, the day absence will be adjustable against annual holidays.

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