By Speed Post/Email

भारत निर्वाचन आयोग
ELECTION COMMISSION OF INDIA

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निर्वाचन सदन
अशोक रोड, नई दिल्ली–110001
Nirvachan Sadan
Ashoka Road, New Delhi-110001

No.78/EPS/2026

Dated: 16th March, 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
   Goa, Gujarat, Karnataka, Maharashtra, Nagaland and Tripura
3. The Chief Electoral Officers of
   Goa, Gujarat, Karnataka, Maharashtra, Nagaland and Tripura

Subject: Bye-Elections to Assembly Constituencies of various States, 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 Assembly Constituencies of Goa, Gujarat, Karnataka, Maharashtra, Nagaland and Tripura vide Press Note No. ECI/PN/030/2026 dated 15.03.2026 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 Assembly Constituencies going for bye-polls in States of Goa, Karnataka, Nagaland and Tripura has been fixed on **09.04.2026(Thursday)** and the date of poll for Assembly Constituencies of Gujarat and Maharashtra going for by-polls has been fixed on **23.04.2026(Thursday)**.

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) 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 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

16/3/2026

(SANJEEV KUMAR PRASAD)
SECRETARY