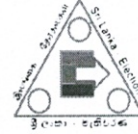




**ELECTION COMMISSION**



**Parliamentary Election - 05<sup>th</sup> August 2020**

**Granting Leave to Public and Private Sector Employees to cast their Vote without being deprived of salaries or personal leave**

Section 122 of the Parliamentary Elections Act, No.1 of 1981 requires the employers to grant leave to their employees enabling them to cast their vote and this has to be duly adhered to at the Parliamentary Election to be held on 05.08.2020.

Paragraph 12.3 of Chapter 12 of the Establishments Code under the special leave for public officers stipulates that special leave should be granted for such continuous period not less than four hours in duration, as is deemed sufficient to enable the employee to vote in person at the Parliamentary Election.

However, on an agreement reached at the discussion held at the Human Rights Commission with the participation of the Secretary, Ministry of Labour and Labour Relations, Commissioner General of Labour and the Commissioner of Elections on 2014.12.12 to discuss the complaints received alleging that many employees do not grant leave for their employers to vote due to the absence of written provisions to grant such special leave for employees in the private sector, and on a request made by the Human Rights Commission at the discussion to develop a mechanism to grant such leave on the basis of the correlation between the distance and the time taken for the employee to vote in person at the respective polling station assigned to him at national elections, it was recommended that the private sector employers should take action to grant leave to enable their employees to cast the vote according to the following table:

<b>Distance from the service station to the polling station</b>	<b>Minimum duration of leave to be granted</b>
40 km. or less	Half a day
From 40km. to 100 km.	01 day
From 100km. to 150 km.	1 1/2 days
More than 150 km.	02 days

What is recommended in the above table is the minimum duration of leave to be granted and since there are considerable number of cases where three days are required to go to the polling station and returned to the work station in certain parts of the island, in such cases it should be noted to grant three days leave as appropriate.

Moreover, it should be highly commended if the employees volunteer to avail leave for a less duration than what is stipulated above to vote.

The employees should make a written application to avail leave and all employers should prepare a register indicating the employees applied for special leave and the duration of leave so granted to be displayed at the work station.

All employers are hereby kindly requested to grant adequate leave for the employees of their respective institutions to vote in compliance with the above recommendations formulated on the agreement reached at the discussion with the Secretary, Ministry of Labour and Labour Relations, Commissioner General of Labour and the Election Commission based on the guidelines of Human Rights Commission.

Mahinda Deshapriya  
Chairman, Election Commission  
for the Election Commission