

**GOVERNMENT OF ANDHRA PRADESH**  
**A B S T R A C T**

Labour Factories Boilers & Insurance Medical Services Department - COVID-19 - Corona Virus Disease - Containment, Control and Prevention of Spread of COVID-19 - Further Instructions to the Employers of all the Factories / Industries / Shops & Establishments to prevent and contain spread of COVID-19 in the State of Andhra Pradesh - Orders - Issued.

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LABOUR FACTORIES BOILERS AND INSURANCE MEDICAL SERVICES (LAB-II) DEPARTMENT

**G.O.Rt.No.94**

**Dated:18.03.2021.**

Read the following:-

1. Govt.Memo.No.3419328/Labour-II/2020, Dt:20-03-2020.
2. Govt.Memo.No.3419328/Labour-II/2020, Dt:22-07-2020.

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**ORDER:-**

In the references 1<sup>st</sup> & 2<sup>nd</sup> read above certain instructions were issued to the employers of all Factories / Industries / Shops & Establishments to prevent and contain the spread of COVID-19 in the State of Andhra Pradesh under "The Andhra Pradesh Epidemic Disease COVID-19 Regulations 2020" made under Section: 2, 3 and 4 of Epidemic Diseases Act, 1897.

2. Now, there is an upsurge in the COVID-19 cases in some of the States in the country and there is an upward trend in the COVID cases since last few days even in the State of Andhra Pradesh also.

3. Government after careful examination, hereby once again instructed all the employers of all the Factories / Industries / Shops & Establishments to continue the following activities in their respective organizations without any negligence or compromise, in order to safe guard their work force from this COVID-19 pandemic.

1. Periodical disinfestation of all areas in the premises.
2. Disinfestation of all vehicles and machinery entering the premises.
3. Sanitization of vehicles being used for transportation of employees/ workers before and after every use.
4. Thermal scanning for the employees / workers before entering the work premises.
5. Provision of suitable masks to all the employees/workers and ensuring the usage.
6. Social Distancing of minimum of 2 meters shall be maintained and the work places shall be suitably redesigned accordingly. Mass gatherings shall be completely avoided.
7. Physical conferences and meetings shall be avoided and in lieu of this, virtual conferences/ meetings shall be organized.
8. Provision of touch free water washing and/or sanitizer dispensing facilities across the premises shall be ensured. Frequent hand washing shall be encouraged.
9. Sanitization of toilets/ wash rooms once in every two hours.
10. Maintenance of Hygiene in Canteen/Rest halls/Dining halls and provision of standard masks, face shields to the canteen staff besides arranging staggered dining facilities.

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11. In bigger organizations, the staff not related to production may be extended with the option of 'work from home'. The managements of these organizations shall workout and declare a policy in this regard duly covering "Remote work option with full pay".
  12. Pregnant women, Women with infants, Employees with comorbidities and health complications with less immunity must be allowed to work remotely with full pay. The organizations shall take care of such employees Health and Safety and shall not lay off anyone with the above reasons. In case any of these employees have no option of 'work from home' by any reason, they shall be given leave duly ensuring their job safety and pay protection.
  13. The shift timings for different nature of works shall be reexamined to explore the possibility of arranging staggered shift timings for different groups of people in order to limit the group sizes in work places.
  14. Factories carrying hazardous process with more than 200 workers and non-hazardous process with more than 500 workers are required to be employed with qualified full time medical officer under Factories Act & AP Factories Rules. The management shall ensure the compliance of this requirement without fail in view of the present trend of upsurgence of COVID-19 cases.
  15. Business travel shall be made optional and not suggested because of upsurgence of COVID19 pandemic cases.
  16. Organizations shall constantly endeavor by giving paramount importance towards increasing the usage of modern technologies at their work places for enhancement of compliance of COVID-19 precautions.
  17. The management shall take appropriate steps in getting their employees/workers vaccinated in accordance with the Government orders.
4. Apart from the above, it is further informed that under Section 7-A of the Factories Act, 1948, it is the duty of the occupier of the factory to ensure the Health, Safety and Welfare of the Employees / Workers working in factories. Failure to comply with this responsibility shall also attract the legal action under Section 92 of the Factories Act, 1948.
5. The Special Commissioner of Labour/Director of Factories are requested to communicate these instructions to Employers of all Factories / Industries / Shops & Establishments in the State for strict adherence of the said instructions.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

**B.UDAYALAKSHMI**  
**PRINCIPAL SECRETARY TO GOVERNMENT**

**To**

The Director of Factories, Andhra Pradesh, Vijayawada.

The Special Commissioner of Labour, Andhra Pradesh, Vijayawada.

**Copy to:**

All Factories in the State through the Director of Factories, Andhra Pradesh, Vijayawada.

All the Shops & Establishments in the State through the Special Commissioner of Labour, Andhra Pradesh, Vijayawada.

//FORWARDED::BY ORDER//

  
SECTION OFFICER