

# COPING WITH COVID-19 PANDEMIC

An interim report into the health awareness,  
livelihood security and food security among  
workers in Bengaluru

23/03/2020

Report prepared through collaborative efforts of All India Central Council of Trade Unions –  
Karnataka,(AICCTU), Karnataka Domestic Workers Rights Union, Garment and Textile  
Workers Union(GATWU), Savithri Bai Phule Mahila Sanghatane and Concerned Individuals

## 1. Executive Summary

This report brings to light the immense difficulties that the working classes in Bangalore are facing in the light of the restrictions imposed by the state and the economic slowdown due to the coronavirus pandemic. It is based on a survey conducted with a sample of workers belonging to different sectors and highlights the areas of urgent intervention by the state.

*Awareness and preventive measures regarding coronavirus:* There is a pressing need for greater dissemination of information regarding symptoms, prevention and measures to be taken in suspected cases. While most respondents were aware of some of the symptoms (primarily fever, cold and cough), detailed awareness was lacking about being asymptomatic or having mild symptoms. Most workers, who primarily reside in low-income localities and which are not well-serviced with sanitation facilities, reported no outreach programme by the state to disseminate information about the coronavirus. While the caller-tune was reported to be of some help, there was limited awareness about preventative measures. Most poignantly, however, although there was fear about contracting the virus while at work or during travel for work, most workers felt compelled to continue to work for fear of losing income and jobs and being unable to feed their families.

*Job and Livelihood concerns:* While daily and weekly wage workers on the one hand and monthly wage workers on the other have different payment schedules, both sets of workers suffer from lack of job security and have unstable incomes (loss of pay for missing a day's work no matter the reason is a common feature). This has been exacerbated during this period of the pandemic. Daily and weekly wage workers, where possible, were working long hours but unable to earn enough. Street vendors and gig economy workers were most severely hit because of closure of vending outlets and the lack of demands for their services, respectively. Monthly wage workers were yet to be affected but they were apprehensive that they would be adversely impacted as well. Healthcare and sanitation workers in particular were worried about the increased expenses and job losses they might suffer in case they get infected.

*Food security:* This is an urgent area for state intervention to provide emergency relief measures. Our survey shows that food security is beginning to get increasingly threatened and many workers are anticipating that accessibility and affordability of food stuff is going to get much worse. While some are within the food safety net, through ration cards, many are out of this. Food insecurity is particularly high for gig-economy workers in the transport sector who have been badly affected by the closure of food stalls. Closure of street vending has resulted in near-total loss of income for vendors, thereby massively affecting their ability to survive.

*Expectations from the state:* In the light of this unprecedented crisis, workers are expecting the state to protect their salaries by ensuring companies provide full salaries and provide basic income when that is not possible. They also want the state to regulate the prices of foodstuffs and make available cheap foodstuffs in case of the especially vulnerable. They are demanding that the state also ensure availability of affordable personal protective equipment and stop the flood of fake products.

*Recommendations:* The report contains specific recommendations on how wage security, livelihood security and food security can be delivered. Universal (whether people have ration card or not, to all) delivery of rations, serving cooked food daily, an emergency relief measure of 14,000Rs; orders prohibiting employers for termination/retranchment/refusal to allow work/wage cut; health camps and protective measures for frontline worker are some of the main recommendations. It is also recommended that a task force be set-up to implement these immediately.

## 2. Introduction

The Corona pandemic has forced cities across the world to go into a lockdown to contain the spread. Once the virus has entered the cities, there is little one can do beyond a point, except go into lockdown. In Indian cities, given the large number of people in the informal sector and in the services sector, lockdowns throw up many challenges. Without locking down, the virus spreads. But locking down leads to loss of jobs and threats to food security. Given that a lockdown at such a large scale is unprecedented in recent history, the need for an immediate study to analyse the impact of the past few weeks of the coronavirus pandemic in Bangalore was felt. The immediate objective of such analysis is to recommend steps that can be taken to ensure that the adverse impact of the lockdown on the most marginalised communities in the city is mitigated.

### *The Vulnerable Poor*

As per BBMP records, Bangalore has a population of around 1.3 crores. There is neither a clear public estimate of how many people are classified as Below Poverty Line in Bangalore nor a proper estimate of how many people are in the informal sector.

However, the number is significantly large. As per the 2011 census the city population was 84.43 lakhs out of which the slum population was 7.12 lakhs.<sup>1</sup> Activists however claim that number to be closer to twenty lakh. In a reply in Parliament to a question on the number of people living below the poverty line in Bengaluru, the Minister for Planning stated that such figures were not available city-wise and in Karnataka the number of people below poverty line in Urban areas was 63.38 lakh respectively<sup>2</sup>. Some reports state that Bangalore has around 43% people who live in multi-dimensional poverty<sup>3</sup>. A Karnataka government survey of 2016 stated that more than 70% of our workforce was from the informal sector.<sup>4</sup> Garment factories alone are said to employ around 5 lakh people.<sup>5</sup> There are an estimated 2 lakh autos and 1.57 lakh cabs<sup>6</sup>, meaning atleast 3 lakhs who are commercial drivers. There are also an estimated 4 lakh domestic workers in in the

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<sup>1</sup> <https://www.census2011.co.in/census/city/448-bangalore.html>

<sup>2</sup> <http://rajeev.in/?questionasked=number-of-people-living-below-poverty-line-in-bengaluru/>

<sup>3</sup> The Urban Food systems of Bangalore, India,  
<https://scholars.wlu.ca/cgi/viewcontent.cgi?article=1018&context=hcp>

<sup>4</sup> [https://www.business-standard.com/article/economy-policy/when-finding-a-job-became-a-nightmare-in-bengaluru-after-note-ban-gst-119050200125\\_1.html](https://www.business-standard.com/article/economy-policy/when-finding-a-job-became-a-nightmare-in-bengaluru-after-note-ban-gst-119050200125_1.html)

<sup>5</sup> <https://scroll.in/article/834986/for-bengalurus-garment-hub-workers-the-minimum-wage-is-actually-the-maximum-wage>

<sup>6</sup> Comprehensive Mobility Plan for Bengaluru, Oct 2019 ,  
<http://urbantransport.kar.gov.in/CMP%20Report%2005%2012%202019.pdf>

city.<sup>7</sup> Therefore, there is a significantly large number of people who are in the informal sector and who are poor.

The city also does not have the infrastructure to support the poor and marginalized. For instance, as per the National Urban Livelihoods Mission guidelines of 2013, the city needs to have one urban homeless shelter for every one lakh population. While the number of shelters in Bengaluru is supposed to be more than 100, the city has only ten. We have thousands if not lakhs of migrant workers living in tin sheds along the city's edges with no water or toilets and who are not covered by PDS system or social security measures.

#### *Current Situation due to Coronavirus pandemic*

Since March 9, 2020, the working classes of Bangalore have been affected due to restrictions imposed to prevent the spread of coronavirus. On that day, the BBMP stopped all food vendors from vending. Thousands of food vendors and lakhs of their customers, largely working class, who accessed fresh food from these vendors have been affected. On March 13, the Karnataka state government ordered the closure of malls, schools, theatres and other such public spaces. This was one of the first publicized actions to arrest the Corona Pandemic. This shutdown continued till 22 March which was observed as the Janata Curfew.

This interim report has been based on a series of 65 telephonic interviews with workers from across different sectors of Bangalore – garment workers, domestic workers, street vendors, Powrakarmikas, hospital workers, construction workers and gig economy workers.

It is important to highlight here that the interviews were conducted on March 21 and 22, 2020 and the state had not gone into a complete lockdown yet. With the sealing of borders and shutdown of all economic and business activities until March 31, some of the workers interviewed here who said they had not yet been affected are most definitely going to also face issues of income and job losses which is likely to exacerbate their health, nutritional and even survival capacities. The state needs to intervene in a big way to stave off hunger and counter the debilitating effects of a crippled economy.

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<sup>7</sup> <https://research-advances.org/index.php/RAJMSS/article/view/247>

### **3. Awareness about coronavirus and prevention among working class**

Given the need for strict vigilance and awareness to restrict the spread of coronavirus, there is a pressing need for greater dissemination of information regarding symptoms, prevention and measures to be taken in suspected cases. While most respondents were aware of some of the symptoms (primarily fever, cold and cough), detailed awareness was lacking about being asymptomatic or having mild symptoms. Most workers, who primarily reside in low-income localities and which are not well-serviced with sanitation facilities, reported no outreach programme by the state to disseminate information about the coronavirus. While the caller-tune was reported to be of some help, there was limited awareness about preventative measures. Most poignantly, however, although there was fear about contracting the virus while at work or during travel for work, most workers felt compelled to continue to work for fear of losing income and jobs and being unable to feed their families.

1. 73% of workers mentioned some of the symptoms of COVID-19. No respondent mentioned possibilities of being asymptomatic but transmitting it to others around them.
2. While 87% mentioned some preventive methods, no respondent mentioned self-quarantine or home isolation in case a person develops similar symptoms.
3. Masks were the most cited measure for prevention. However, no respondent mentioned the need for proper use, handling and disposal of masks. They also did not mention the difference between single and multi-use masks; some even used handkerchiefs to protect themselves. Sanitisers and handwash were other popular measures.
4. 94% of the respondents said that no personnel from the state had reached out to them to provide information on dos and donts in crowded, poorly-serviced residential localities.
5. While some garment factories had begun screening workers for any COVID-19 symptoms and apartments were asking their workers to use hand sanitisers before entry, almost all private and government sector employers had not provided any protective equipment for their employees.
6. Most cited TV, whatsapp and other acquaintances as sources of information.
7. 63% expressed concern about getting infected while at work or travelling to work (since most use public transport). Most said they had no choice but to go to work.
8. While 67% of the respondents said they knew what to do if they or their family members developed symptoms, there was no clear knowledge about what specific hospitals or healthcare officials to approach. Very few mentioned the helpline started by the Karnataka government as a first point of contact.
9. Healthcare and sanitation workers, contract employees whose work involves intense exposure to the virus, lamented the fact that employers have not provided them with safety gear and are therefore, forced to buy their own to protect themselves and their

- families. Further, they are all worried of what will become of their families if they were to fall ill due to their dangerous working conditions.
10. Those who travelled in public transport were unequivocal about the continued need for buses but said they were concerned about being infected during travel. More frequencies of buses and more buses on the streets is likely to help people maintain the necessary social distance. Interviewees also raised concerns around too many people having to access limited sanitation facilities such as public toilets and baths that can increase the risk of exposure and contraction.
  11. Demands from the state included providing free medical treatment in the eventuality of symptoms, health insurance to vulnerable workers, regular cleaning of public spaces, providing protective equipment such as masks.
  12. Importantly, demands also included regulating the prices and ensuring easy access to masks, hand sanitisers, hand wash and gloves. There was also a demand for ensuring fake products of such items were not flooding the market.

## 4. Job and livelihood issues

This section will look at the specific issues faced by daily and weekly wage workers and monthly wage workers. Both sets of workers suffer from lack of job security and have unstable incomes (loss of pay for missing a day's work no matter the reason is a common feature). These factors have been exacerbated due to the coronavirus pandemic, the restrictions imposed by the state to contain the spread and the crippling effect on the economy caused by the virus.

### *a) Daily/weekly*

Livelihoods of almost all daily and weekly wage workers have taken a massive hit. Workers' concerns revolve around paying rent, utility bills and fees. App-based/gig economy companies are offering no concessions to workers and have even cut incentives in some cases. Here are some key highlights:

- 87.5 percent of daily and weekly wage workers said their livelihoods have been affected by the coronavirus pandemic
- The rest expected their work to be hit sooner than later.
- 100 percent of workers who worked as street vendors, food vendors, auto drivers and gig economy workers employed with companies such as Uber, Swiggy, Zomato and Urban Clap said they were severely affected because of the epidemic and the restrictions put in place.
- Many have incomes drastically fall to less than 50-70 percent of the pre-coronavirus pandemic.
- Workers were putting in longer hours than before, sometimes between 14 and 17 hours, and were taking no weekly holidays.
- They were doing this to make up for lost incomes but were still not able to reach earlier targets.
- Street vendors are the worst affected with no income at all since municipal authorities have forbidden carrying out such activities.
- For gig economy workers, the company's share from their earnings remained the same (in the case of Uber, it was 25 percent). This meant that increased hours of work hardly made any dent in their daily earnings.
- While companies have asked them to cancel work or cab trips if they are 'uncomfortable', they have not offered any assistance to alleviate the difficulties arising from the coronavirus epidemic.
- Given the increasingly difficult circumstances, many migrants from among the workers are considering returning to their native places, unable to meet the costs of living in the city, including rent, utility and food bills.
- However, the expenses of travelling back home is prohibitive, given the restrictions on public transport (bus and rail), leaving workers in the lurch and in great uncertainty about what to do.
- Demands from the state include waiving off loan EMIs and utility bills and providing a basic income to meet costs of living.



## ***b) Monthly wage workers***

The main concern among these workers is that even though they are afraid of infection they are having to go to work because employers have not offered paid leave. They may be monthly wage workers but missing even a day's work results in loss of pay. Further, there are not enough precautions being taken by employers. Contract workers like security guards are also afraid of losing their jobs.

- While only 13 percent of monthly wage workers said their livelihoods affected by the coronavirus pandemic, nearly 70 percent of them were apprehensive that they would soon be affected.
- None of the workers are permanent employees, whether they work in the private or government sector. Despite fears of getting infected in their course of work, they feel that they have no choice but to continue to work.
- Healthcare workers who are at the forefront of fighting the epidemic as well, anganwadi workers who ensure basic health and nutrition facilities among poor communities and sanitation workers such as pourakarmikas are most vulnerable.
- They have high levels of contact with the general public but work without any personal protective equipment. Neither the individual hospital nor the state has offered them any gear yet.
- Given that they are contract workers with no ESI, PF or insurance, they do not know how to make ends meet in case they fall sick in the course of duty. They are also worried about transmitting to family members, particularly children and aged parents and how to pay for expenses in case of such an eventuality.
- Some garment factories have started screening workers for any symptoms and have provided sanitisers, hand wash and masks on the premises.
- Monthly wage workers are most affected by the lack of public transport. Women in particular who use the bus are resorting to unsafe modes of transport. Priya, a hospital security guard, said that she had to take a share auto on Sunday (the day of the lockdown) at 4.30 am and then change modes of transport twice before she reached her workplace. While returning, for part of the journey, she had to take a lift from a two-wheeler rider.
- 91 percent of the domestic workers interviewed said that most of their employers had not given them leave. In some cases, their work load had increased in this period. They continued to work because they were unsure of receiving salaries or being terminated if they did not go to work.
- Demands and expectations from healthcare and sanitation workers included being provided protective gear, providing access to free healthcare in case they or their family members get affected with the virus, and increased wages given the heightened risks they were undertaking in these circumstances.
- Demands from domestic and garment workers included protection of salaries in case of lockdown or if they did not want to go to work for fear of being infected.
- Demand for better public transport was unequivocal by all respondents who travelled by bus in the city.

## 5. Food security

This is an urgent area for state intervention to provide emergency relief measures. Our survey shows that food security is beginning to get increasingly threatened and many workers are anticipating that accessibility and affordability of food stuff is going to get much worse. While some are within the food safety net, through ration cards, many are out of this. Food insecurity is particularly high for gig-economy workers in the transport sector who have been badly affected by the closure of food stalls. Closure of street vending has resulted in near-total loss of income for vendors, thereby massively affecting their ability to survive.

- Nearly 54 percent of the respondents said that there had been an increase in the prices of vegetables, 48 percent said that prices of essential groceries such as cereals had increased and 39 percent said that prices of meat had increased.
- 71 percent of the respondents had ration cards and most were availing of supplies from the ration shops. While supplies had been as usual until now, they were not sure if this would remain so in the immediate future.
- 29 percent had no ration card, leaving them vulnerable to price shocks in the case of scarcity of supplies.
- If 40 percent had decreased their consumption, 44 percent had increased their expenses. The rest were considering both options. Most were concerned about a future increase in prices even as incomes remained stagnant, or worse, fell.
- For many workers who were dependent on road-side food stalls for their daily food needs, such as auto and cab drivers, the closure of these stalls have further impacted their livelihood. Not only have their incomes taken a massive hit, they are now food-insecure as well.
- With fears of avian flu and even coronavirus, some families have stopped consumption of meat. This has rendered their nutritional status more precarious and has increased their dependence on vegetables for their daily nutritional intake.
- In some localities, even essential supply stores have been shut, making it difficult to purchase food while in some others, panic buying has left many shops empty. For workers with limited incomes, buying large supplies has never been feasible. So stocking up is hardly an option.
- All respondents bought their supplies at local stores so any measures for food security would have to undertaken at the locality level for effective reach.
- Demands from respondents included regulating food and dairy prices such that they do not increase beyond reach, making available food stuffs at cheap rates given the loss of incomes or stagnation of incomes, taking anticipatory measures to ensure food availability before prolonged shutdown, provide ration cards to people so that they can access subsidised food.

## **6. Expectations from the State**

The working class already struggle with precarity, given the lack of job security and unstable incomes. With the pandemic crippling the economy and the state imposing restrictions to contain the spread of the virus, workers are concerned about income and job security and in some extreme cases, are worried about starvation due to total loss of income. In such an unprecedented scenario, they are looking to the state for extensive measures to help them survive this epic crisis. From direct and indirect financial assistance to intervening to protect salaries and wages with companies to ensuring food security, the people want the state to protect and ensure their survival. They want more information from the government about help lines and hospitals. Here is a consolidated list of demands

### **Regulatory demands**

- Companies should be made to pay full salaries
- Banks should be asked to postpone/waive off loans and not charge interest
- School should be asked to not hike fees this year and not demand fees now.

### **Financial assistance (direct and indirect)**

- Domestic and garment workers sought protection of salaries in case of lockdown or in case they did not want to go to work for fear of being infected.
- Electricity and water bills should be waived off for two months
- Rental assistance
- Direct financial assistance, possibly in the form of a basic income.
- Gig economy workers (Zomato, Urban Clap etc) asked government to recognise them as workers so they get fixed salary.
- Health insurance for healthcare and sanitation workers and their families who were most susceptible to being infected.

### **Food-security related demands**

- Since some workers have started to resort to taking loans to buy groceries given the fear that supplies might run out, they are requesting for food packets including additional items like jaggery, dals are given in PDS.
- Prices of vegetables and fruits to be regulated and kept at affordable rates. Vegetables and fruits could be sold at lower prices at HOPCOMS
- Bio-metric cards are causing issues in ration shops. Ration card issues need to be immediately addressed.
- All respondents bought their supplies at local stores so any measures for food security would have to undertaken at the locality level for effective reach.

### **Safety wise demands**

- Health care and sanitation workers ask for protective gear, providing access to free healthcare in case they or their family members get affected with the virus, and increased wages given the heightened risks they were undertaking in these circumstances.

- Demand for better public transport was unequivocal by all respondents who travelled by bus in the city.
- Localities to be cleaned, especially around slums and working class areas
- More information on helplines and hospitals. People are confused about where to go and whom to contact in case of symptoms. They have very little details about self-quarantine in case of symptoms.

## 7. Recommendations

Following are the recommendations to the state government based on the inputs gathered in the survey and steps undertaken by other states . It is recommended that the government set-up a task force to implement these measures. The task force should also include civil society representatives and representatives from all marginalised communities. Recommendations on food security, housing, safety, emergency relief, steps to protect jobs and wages are listed below.

### Food Security

Universal allocation of food packets weekly to the doorstep <sup>8</sup> including rice/wheat/ragi, dals, oils, jaggery, garam masala , <b>soap</b> etc (Models for the same detailed in Annexure A)	Government Order passed in Odisha and scheme announced in Rajasthan by Hon'ble CM.
Provide food thrice a day for the needy for free/subsidized rates at the Mid-day Meal Kitchens, Anganwadis, Indira Canteens, shelter homes in Karnataka.	Announced by the CM of Delhi. <sup>9</sup>
<b>Reduce price of vegetables, fruits ,eggs, meat</b> and make it available through hopcoms	N.A
To aid distribution of ration cards to those who don't have them and are eligible in a time bound manner. Stop biometric verification of ration cards and allow manual.	Announced by the CM of UP. <sup>10</sup>

### Housing

State Government to pass necessary executive orders prohibiting eviction of tenants for non-payment of rent. No slum evictions .	N.A
Relaxation of electricity, water bill payment for two months. <sup>11,12</sup>	As announced by the CM of Kerala and Delhi

<sup>8</sup> Announced by Chief Minister of Kerala, Pinarayi Vijayan, on 21.03.2020 vide Twitter

<sup>9</sup> Announced by Chief Minister of NCT of Delhi, Arvind Kejriwal, on 21.03.2020 vide Twitter

<sup>10</sup> Announced by Chief Minister of Uttar Pradesh, Yogi Adityanath, on 21.03.2020 vide Twitter

<sup>11</sup> Announced by Chief Minister of Kerala, Pinarayi Vijayan, on 21.03.2020 vide Twitter

<sup>12</sup> Office Order No.94, dated 20.03.2020 of the Delhi Jal Board, Government of NCT of Delhi

## **Emergency Relief**

<b>Emergency relief grant of 14,000</b> for the months of April and May to be disbursed to all workers and daily wage earners.	As has been planned in Kerala (2400/- to 55 lakh persons) <sup>13</sup> and Uttar Pradesh <sup>14</sup> ( 1000/- per month for 20.37 lakh daily wage earners)
Declare <b>moratorium on recovery on loans</b> to farmers, agricultural labour and all workers. At the least repayment to be postponed with no interest	N.A

## **Safety**

Health camps and awareness camps in all slums and migrant worker centres	N.A
Ensure Protective gear, daily check ups, secure transport , mental health counseling for all frontline workers including Powrakarmikas, hospital workers; Allow for paid Leave for them and free treatment for any one in their family. Risk Allowance to be paid to all workers	N.A
Set up a network of information Mithras who will disseminate information on whatsapp and over phone till the mohalla, village level – on avoidance, testing centres, helplines, availability of transport and essential goods	N.A
Ensure cleanliness of areas surrounding the homes , especially in slums and migrant workers clusters	N.A
For setting up of e-mulakat system in the jails through-out Karnataka for undertrial prisoners and convicts to avoid the threat of corona virus. <sup>15</sup> . To follow Supreme Court Orders on release of undertrial prisoners	As per government order of Odisha.
To provide prisoners with liquid soaps and ensuring clean and hygienic premises. Further, immediately refer to Government Hospitals in case of any symptoms of the virus infection. Actively create awareness by use of posters inside the jails. <sup>16</sup>	As per government order of West Bengal.
Adequate screening and testing facilities	N.A

## **Steps to protect wages, jobs**

<b>Steps to be taken</b>	<b>Reference, if any</b>
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<sup>13</sup> Announced by Chief Minister of Kerala, Pinarayi Vijayan, on 21.03.2020 vide Twitter

<sup>14</sup> Announced by Chief Minister of Uttar Pradesh, Yogi Adityanath, on 21.03.2020 vide Twitter

<sup>15</sup> No.13329/HOME-JAIL-MISC-0005-2020, dated 18.03.2020, Government of Odisha

<sup>16</sup> No.136.DG-IG/20, dated 16.03.2020, Government of West Bengal

Steps to be taken	Reference, if any
<p>It is recommended that in light of the need for protection of wages of the workers, an <b>executive order be passed by the State Government prohibiting retrenchment/termination/refusal of employment and/or reduction in wages by any employers</b>, private businesses, professionals, enterprises and Public Sector Undertaking even if the workers are forced to take leave owing to the lockdown/unavailability of public transport and the rapidly spreading virus. The worker must be deemed on duty on purposes of payment of wages. The Order must clarify that it applies to all workers, whether directly or indirectly employed in the establishment.</p> <p><u>Workers must be communicated the same through whatsapp posters, newspaper ads etc. IT must be made clear that this applies to domestic workers, garment workers etc.</u></p>	<p>Maharashtra has issued such order not to terminate the employees/workers or reduce their wages in view of outbreak of COVID-19.<sup>17</sup></p> <p>This has been reiterated by the CM of Rajasthan.<sup>18</sup></p>
<p>Clearing of dues of MGNREGA workers by the end the first week of April.</p>	<p>Specify amount of 2,000/- crore for MNREGA workers in the next two months in UP.<sup>19</sup></p>
<p>Declare advance payment of unemployment allowance to all workers in NREGA for the next two months</p>	<p>N.A</p>
<p>Provide Loans for any losses suffered in agriculture, business, by street vendors of totally 1 lakh<sup>20</sup></p>	<p>2000 cr loan through NHGs announced by CM of Kerala.</p>
<p>All beneficiaries of social security pension in Karnataka should be paid all pending dues immediately. These social security pensions include widow pension scheme, old age pension scheme, disability pension scheme, etc. which must be doubled.</p>	<p>Scheme announced in Rajasthan.<sup>21,22</sup></p> <p>Doubling of widow pension scheme as announced by Delhi.<sup>23</sup></p>
<p>Karnataka Government must set out an advisory for factory workers that encourage them to stay at home if sick without any pay cut.<sup>24</sup></p>	<p>As per government order of Odisha.</p>
<p>Karnataka Government to categorise the essential and non-essential services.<sup>25,26</sup>. Consequent to the categorisation, issue instructions to all</p>	<p>Categorisation of essential services in</p>

<sup>17</sup> No. CL/IR/COVID/2020/DESK, dated 21.03.2020 by the Government of Maharashtra

<sup>18</sup> Announced by Chief Minister of Rajasthan, Ashok Gehlot, on 21.03.2020 vide Twitter

<sup>19</sup> Announced by Chief Minister of Kerela, Pinarayi Vijayan, on 21.03.2020 vide Twitter

<sup>20</sup> Announced by Chief Minister of Kerela, Pinarayi Vijayan, on 21.03.2020 vide Twitter

<sup>21</sup> Announced by Chief Minister of Rajasthan, Ashok Gehlot, on 21.03.2020 vide Twitter

<sup>22</sup> Announced by Chief Minister of Kerela, Pinarayi Vijayan, on 21.03.2020 vide Twitter

<sup>23</sup> Announced by Chief Minister of NCT of Delhi, Arvind Kejriwal, on 21.03.2020 vide Twitter

<sup>24</sup> Letter No.2288, dated 17.03.2020, by Directorate of Factories and Boilers Odisha

Steps to be taken	Reference, if any
government departments for only the necessary staff to be present. <sup>27</sup>	Odisha. Instructions to government departments in Haryana, Delhi.
Specify the necessary staff by setting up a mechanism wherein 50% of Group B, C, D employees are required in the essential departments on alternate days.	50% staff requirement on alternate days by means of a roster. <sup>28</sup>
In essential services in Government Departments of Karnataka, vulnerable employees above the age of 50 years with medical conditions, pregnant women and lactating mothers to be instructed to work from home or be granted paid leave.	Vulnerable employees above the age of 50 years, with underlying medical conditions, pregnant women to be advised to work from home in Haryana. <sup>29</sup>
Non-essential staff to be permitted to work for home by promulgating specific guidelines of ensuring the work from home. <sup>30</sup>	As the Govt order passed in Delhi.
The State must identify service providers engaged in COVID-19 including volunteers and private sector as “Emergency Workers.” <sup>31</sup>	As the Govt order passed in Odisha.
Consequently, provide coverage of Rs 5 lakh for treatment related to COVID-19 and additional Rs 20 lakh as death benefit where death occurs due to COVID-19 to all employees/persons(permanent/contractual/part time), deployed in the containment and management of COVID-19 including police personnel, defence forces, airport forces & employees, Public Transport drivers/conductors who have been on duty since the pandemic broke out from 11.03.2020 till the pandemic is declared over. <sup>32</sup>	Similar to the scheme declared in West Bengal.
Ensure supplies of essential commodities such as face masks, sanitizers, gloves for emergency workers especially private hospitals. <sup>33</sup>	Similar to the order passed in Delhi regulating the production, quality

<sup>25</sup>GAD-COOD-MISC-0001-2018-18/GEN, dated 22.03.2020, Government of Odisha, General Administration and Public Grievance Department

<sup>26</sup>No.F.51/DGHS/PH-IV/COVID-19/2020 Mprsecyhwf/2718-32 dated 20.03.2020, Government of NCT of Delhi

<sup>27</sup>No. 62/19/2020-6GS-I dated 20.03.2020, Government of Haryana

<sup>28</sup>No.62/19/2020-6GS-I dated 22.03.2020, Government of Haryana

<sup>29</sup>No. 62/19/2020-6GS-I dated 20.03.2020, Government of Haryana

<sup>30</sup>No.F.PA/DSW/Misc./2019-20/29657-29716 dated 20.03.2020, Government of NCT of Delhi

<sup>31</sup><https://economictimes.indiatimes.com/news/politics-and-nation/odisha-announces-a-week-long-lockdown-for-40-percent-of-the-state-starting-tomorrow/articleshow/74747444.cms>, published on 21.03.2020

<sup>32</sup>Memo No.:HF/O/COVID-19/2020/3051 dated 21.03.2020, Government of West Bengal

<sup>33</sup>No.F.3(2)/F&SP&C/2020/1457-66 dated 18.03.2020, Government of NCT of Delhi

Steps to be taken	Reference, if any
	and logistics of masks and sanitizers.
Provide Tax relief for passenger vehicles. <sup>34</sup>	As announced by the CM of Kerala.
For those who need to be quarantined and are opting for the paid hotel facility, GST to be waived to make it more affordable. <sup>35</sup>	As announced by the CM of Delhi.
Karnataka houses nearly 1.5 million employees in the IT and IT sectors which form a significant portion of the private sector employment. These IT companies work spaces are confined, closed and air conditioned which allow for easier transmission of the corona virus with is fast the approaching stage 3. Keeping this in mind, it is recommended that an order/advisory be passed stating all private sector companies instruct their employees to work from home mandatorily till the 31.03.2020.	Advisory stating of private sector employees to be instructed to work from home passed in Delhi. <sup>36</sup>
Allocate a Rs 20,000 crore package for tackling of coronavirus.	200 crore allocated by Odisha, West Bengal, Andhra Pradesh, 500 crore by Telangana, 20,000 crore package announced by Kerala.

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<sup>34</sup> Announced by Chief Minister of Kerala, Pinarayi Vijayan, on 21.03.2020 vide Twitter

<sup>35</sup> Announced by Chief Minister of Delhi, Arvind Kejriwal, on 21.03.2020 vide Twitter

<sup>36</sup> No.F.51/DGHS/PH-IV/COVID-19/2020/Mprsecyhfw/2718-32 dated 19.03.2020, Government of NCT of Delhi



