

**Covid-19: Update and Essential Information for Members**

Dear Members,

In the last 12 hours, there have been significant developments in the Covid-19 crisis and the measures being taken to ensure a complete lockdown in the country. States have closed borders and directed all residents to stay indoors except for essential and emergency services. The Prime Minister has also tweeted urging citizens to take this seriously and local police across cities is now aggressively imposing the lockdown. This evening, the Prime Minister hosted a video call with select industry associations and industry leaders and reiterated the importance of social distancing and steps being taken to fight the crisis and requested support from the industry to help champion the cause and lead by example. While he acknowledged the need to have bare minimum people in office to support with mission critical work, he strongly reinforced the need for all companies to increase work from home for the next few weeks. He also acknowledged some of the logistic issues being faced due to lack of coordination in the states and we will work with his office to follow up on that.

As you are aware, NASSCOM has been working in close contact with our members across different states for the necessary notifications that would help classify IT, ITeS, E-commerce be included in essential services. States have been very supportive and notifications have been issued in Karnataka, Telangana, UP, Haryana, Maharashtra, Rajasthan, Orissa, West Bengal and adequate assurances have been given in Tamil Nadu and Kerala. We are in close touch with Delhi, Punjab and a few other states for getting similar notifications. A list of such orders are available on our website at <https://www.nasscom.in/advisories-covid-19>.

However, with all the developments today, we would urge members to prepare for a complete lockdown and move all your assets immediately (where possible) to enable employees to Work from Home. Please assume that only a handful of staff would be allowed to come to office to support the mission critical functions, operate data centers etc. Also, we would advise you to try and please plan the teams such that in areas like NCR, this mission critical staff should not have to cross the state borders of UP, Delhi and Haryana.

Please do note that the essential services notifications cannot be interpreted to be used for projects that had to be completed in the near term and contracts carrying penalties etc. This is only for truly mission critical work, and any misuse will put us at the risk of losing the trust with the Government and might seriously impact the entire industry.

We are attempting to work with the local authorities on the process by which these handful of employees can come to office, but in the meanwhile, please ensure that they have company ids, letter from the company stating what work they and copy of the state notification. Post the meeting with the PM, we have been informed that they will appoint nodal officers in all states to drive the coordination and we hope we can get the process to work better with their help.

We know that this is a very difficult time for the country, the industry and our employees and their families, and I just want to assure you that my team and I are doing everything we can to help the industry get through this.

I know there will be an impact on business, and this is extremely hard for all of us. But given the kind of crisis we are facing, my humble request to all of you is to please support the government in addressing this crisis first and keeping ourselves and our employees safe.

I am confident we can rebuild the industry to its past glory and more once the crisis is behind us. Till then, we request you for your leadership and support to get through this. And most importantly, please stay safe.

Debjani Ghosh  
President,  
NASSCOM