



CIRCULAR

Circular No – 013 / 2022

Date: 29-01-2022

To
All Members of The Association

KEA FEEDBACK ON MINIMUM WAGE DRAFT NOTIFICATION
PERTAINING TO EMPLOYMENT OF SAFAI KARMACHARIS

A draft notification proposing to fix minimum rates of wages pertaining to Employment in Cleaning / Scavenging of Bathrooms, Toilets, Washrooms, Drainages etc. as Private Safai Karmacharis has been published by the Government on 29.11.2021. The draft notification excludes such works in Urban Local Bodies and Panchayat Raj Institutions thereby implying that it is applicable to private factories and establishments. A time period of two months was given for making suggestions / objections on the above said draft notification.

KEA has given its feedback to the Additional Chief Secretary, Department of Labour on the draft notification vide its letter dated 27.01.2022.

A copy of the letter dated 27-01-2022 is attached.

For KARNATAKA EMPLOYERS' ASSOCIATION
Sd/-
[B.C. PRABHAKAR]
PRESIDENT

O/C

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KARNATAKA EMPLOYERS' ASSOCIATION

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Reg. No. TU 507 / 20-3-1962

B.C. Prabhakar, B.A., B.L.
President

Date: 27.01.2022

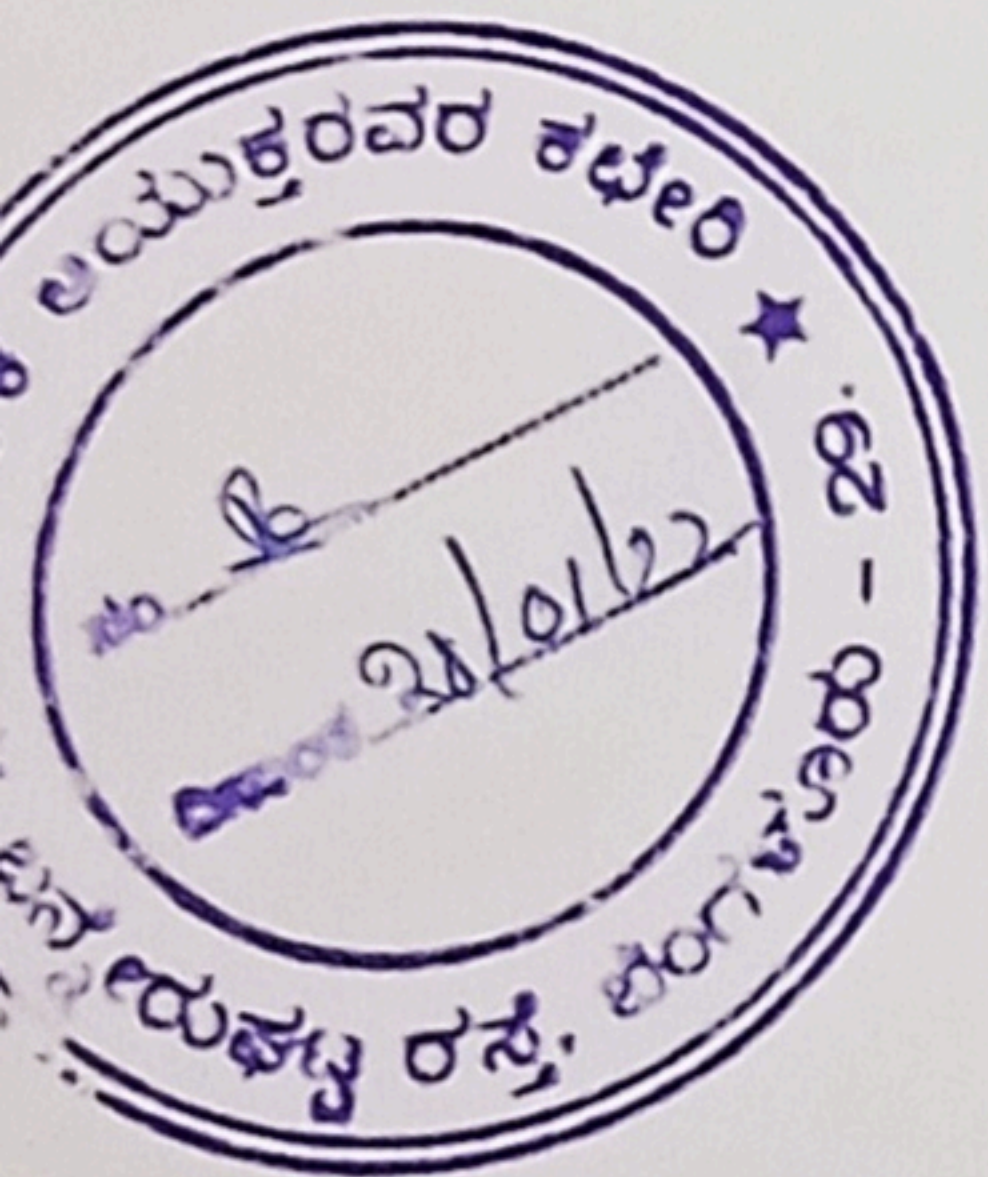
To
Additional Chief Secretary
Department of Labour
Government of Karnataka
No. 414, 4th floor, Vikasa Soudha,
Dr. B. R. Ambedkar Veedhi,
Bengaluru - 560 001.

Madam,

**Sub: Draft Notification KaE 105 LWA 2021 dated 29.11.2021
pertaining to Employment in Cleaning / Scavenging of
Bathrooms, Toilets, Wash Rooms, Drainages etc. as Private
Safai Karmacharis excluding such works in Urban Local Bodies
and Panchayat Raj Institutions).**

We wish to bring to your kind notice the following objections and suggestions with regard to the above said notification:

- 1) The exclusion of Urban Local Bodies and Panchayat Raj Institutions from the purview of the above said notification gives the impression that the notification will be applicable to all private industries and establishments.
- 2) The rate of minimum wages specified in the notification is very high and is not commensurate with the work carried out by similarly situated workers such as the house keeping staff. This will lead to creating disparity among House Keeping Staff who are already working in private industries and establishments but who are also involved in cleaning of bathrooms, toilets, washrooms etc. as a part of their house keeping duties on the one hand and safai karmacharis on the other hand.



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- 3) By keeping out the Urban Local Bodies and Panchayat Raj Institutions from the purview of the above said notification, the notification is admitting that the rate of minimum wages specified in the notification is very high and unaffordable for the Urban Local Bodies and Panchayat Raj Institutions.
- 4) When such being the case, it is unconscionable that the private industries and establishments are forced to pay such high wages besides creating disparity in wages between housekeeping staff and safai karmacharis.
- 5) Further, we wish to bring to your kind notice that the very same issue is pending in WP 100319/2018 before the Dharwad Bench of Hon'ble High Court of Karnataka.

In view of the above, we request you to issue a clarification that the above said notification is not applicable to Employment in Cleaning of Bathrooms, Toilets, Washrooms, Drainages etc. being carried out by House Keeping Staff in private industries and establishments.

With Best Regards,

B. C. Prabhakar

B C Prabhakar

President.

Mobile: 98440 33348

Cc:

1. Labour Commissioner
2. Addl Labour Commissioner - IR
3. Secretary & ALC, Minimum wages Advisory Board
4. Section Officer – II (Minimum Wages), Dept of Labour