CIRCULAR

Circular No - 039 / 2022

Date: 17.05.2022

To
All Members of The Association

KEA MEETS AND GREETS SHRI MANOZ JAIN, IAS, SECRETARY TO GOVERNMENT, LABOUR DEPARTMENT

A delegation from Karnataka Employers' Association (KEA) met with Shri Manoz Jain IAS, Secretary to Government, Department of Labour, on Friday, 13th May 2022. The delegation was led by the President, Mr B C Prabhakar, and comprised of KEA Executive Committee members and industry leaders:

1. Mr. Raj Pillai - Vice President, KEA & Chief Technology Officer, JMC Projects
2. Ms. Pooja Prabhakar - Vice President, KEA & Managing Partner, BCP Associates LLP
3. Mr. Nagaraja M - EC Member, KEA & Plant Managing Director, M/s Wistron Infocom Manufacturing (India) Private Limited
4. Mr. B R Indushekar - EC Member, KEA & Director, Group Real Estate, Volvo Group India Private Limited
5. Dr. S. Rajesh – EC Member, KEA & Secretary, M/s BM (Bapuji Memorial) Association, Institutions
6. Mr. Shakshar Guha - EC Member, KEA & Head Employee Relations, M/s Wipro Limited
7. Mr. Pramod Mahatme - Member, KEA & Advisor, M/s Wipro Limited

Complimenting Shri Manoz Jain IAS for taking over as Labour Secretary, the President apprised him on the immediate labour reforms required in the State in order to enable ease of doing Business and to promote "Make in India" initiative. He brought to the notice of the Labour Secretary the Association's

letter dated 23.04.2022 already submitted to the Government containing specific action points with an objective to enable more investments to flow into the state as well as to support generation of additional employment.

During the meeting, KEA Executive Committee members and Industry Leaders provided their perspectives to the Secretary on new ways of working, on how to make our work force move towards high quality productivity, on upgradation of technology and labour force. Apart from the need of key labour law reforms and related regulatory changes the issues with regard to intervention of Digital technology, role of Government and employers in the context of improving the compliance and labour relations were also discussed. A detailed memorandum was submitted by KEA on the occasion to the Labour Secretary.

The Labour Secretary warmly welcomed the initiative taken by KEA in meeting and apprising him on the present Labour scenario in Karnataka. He stressed the need for further steps to be taken by all the stakeholders in the above context of implementation of Digital technology and addressing issues of implementation of labour codes, labour law compliance and the role of industry. His keenness to know more about KEA and it's members was evident. The meeting concluded on the note that a detailed meeting along with labour department officials would follow where KEA would do a presentation highlighting each point meticulously.

A copy of the Memorandum dated 13-05-2022 submitted to the Labour Secretary is attached.

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

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KARNATAKA EMPLOYERS' ASSOCIATION

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BASAVANAGUDI, BENGALURU - 560 004
Reg. No. TU 507 / 20-3-1962

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

Date: 13-05-2022

To,

Shri Manoz Jain I A S,
Secretary to Government,
Department of Labour,
Vikasa Soudha,
Bangalore-560001

Dear Sir,

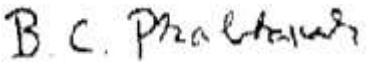
Sub: Memorandum.

1. The Association once again extends hearty welcome to you on assuming the role as Head of Industrial Relations and Labour Administration in the State.
2. The members of the Association are looking forward for initiation of the much needed reforms in the Labour Laws and also administration of Industrial Relations in the State which would attract more investment in the State.
3. The Association would like to place before you some of the important issues which requires immediate attention by the Government and which are critical for "Make in India" movement a success in Karnataka.
4. The Government of India have already notified the new Labour Codes which contain certain provisions which could be the game changer for industries particularly manufacturing industries. However, the date from which the Labour Codes would come in to force have not been notified and the reasons there for are well known.
5. In the meantime, the Association suggest that the steps as indicated in our letter dated: 23.4.2022 addressed to the Hon'ble Chief Minister which is enclosed for your ready reference may be initiated so that more investment may flow into the state. Needless to state that

neighbouring states are making all efforts to attract investments to their states for boosting economy and generating additional employment.

6. The Association fervently appeals to you to initiate steps for making necessary amendment to chapter V-B of the Industrial Disputes Act and enhance the provision for seeking permission to retrench, layoff and closure of the unviable establishment employing 100 or more employees. As you are aware the Government of Andhra Pradesh, Gujrat, Uttar Pradesh have already amended Chapter V-B of the Industrial Dispute Act with regard to the enhanced the requirement of seeking permission to retrench, layoff and closure of the establishments from 100 workmen to 300 workmen. Such enhancement will not only make Karnataka investment friendly state but will generate additional employment.
7. Another important issue which requires your immediate attention is a growing incidence of attack on the executives of the Industrial Establishment by the Trade Unions and their members. The Association has already taken up the matter with the Hon'ble Chief Minister by its letter dated 31.03.2022 seeking the intervention of the Government for issuing appropriate instructions to arrest this dangerous trend which is seriously affecting harmonious Labour – management relations, Industrial Growth and threatening the safety and security of the executives in the Industrial Establishment.
8. The Association looks forward for your immediate action in the interest of Industrial Development and creating an investment friendly atmosphere in the State.

For Karnataka Employers' Association



B.C. Prabhakar
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