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KARNATAKA EMPLOYERS' ASSOCIATION

CIRCULAR NO - 135/2020

Date:19-07-2020

To
All Members of the Association

ANNUAL REPORT for the Year 2019-2020

KEA Annual General Meeting to be held on Thursday, 23rd July 2020

Kindly refer to our Notice dated 06.07.2020 sent to you regarding the 59th Annual General Meeting of the Karnataka Employers' Association to be held at 11.30 AM on Thursday 23rd July 2020 through virtual platform (video conference session).

We have further forwarded to you the Audit Report for the year 2019-2020 and the Proceedings of the 58th Annual General Meeting vide our e-mail dated 16th July 2020.

We have also forwarded to you the Notice for the 59th Annual General Meeting of the Karnataka Employers' Association to be held on Thursday 23rd July 2020 vide our Circular No 133 dated 17th July 2020.

We are now attaching herewith the Annual Report of Karnataka Employers' Association for the year 2019-2020.

As already informed, the AGM will be held through a virtual platform on Thursday 23rd July 2020 at 11.30 am.

You are requested to participate in the AGM. Kindly confirm your participation in the AGM through the following link:

[Click Here to Register](#)

The web-link for participating in the AGM shall be forwarded to you on 22nd July, 2020.

A copy of the Annual Report is attached.

For Karnataka Employers Association

Sd/-

**B C PRABHAKAR
PRESIDENT**

**Annual Report of
Karnataka Employers' Association
for the year 2019-2020 presented at the
59th Annual General Meeting held at 11.30 am
on Thursday, 23rd July 2020, through Virtual Platform**

Karnataka Employers' Association (KEA) established in the year 1961 has stepped into its 59th years of service to our Members. On the occasion of the 59th AGM the Working Report for the year 2019-2020 (from 1st April 2019 to 31st March 2020) of Association is presented to members. This report gives an overall view of the activities of the Association during the year 2019-2020.

1. KEA Circular Service:

The Association has issued 100 circulars during the Calendar year 2019 (Previous Calendar Year – 2018 – 95 Circulars) and has been keeping the members informed on the latest developments in the matters pertaining to Labour & Employment Legislation, Industrial Relations, Wage Agreements and other related areas. Our circular services continue to be appreciated and sought after for information by the members. Incidentally, we have issued 134 Circulars during the period 1st January 2020 to July 2020 out of which 89 Circulars have been issued during four months starting from 1st April 2020 to July 2020 until now. (Covid 19 period).

The Financial position of the Association has been reasonably well thanks to the prudent financial management practices followed by KEA. The audited balance sheet for the year 2019-20 has already been circulated to the members.

Daily News update

During the month of September 2015 KEA started new system of information updating called "**Daily News Update**" by extracting important clippings from daily news and presenting the Labour & Employment related news in a short and concise manner. This initiative has been appreciated by all the members. The same is continued.

2. Membership:

The total membership of the Association stood at 780 as on 31st March 2020, which is inclusive of 57 new members admitted during the year 2019-2020.

3. Executive Committee Meetings:

During the year under report, Seven Executive Committee Meetings were held on 1) 25th April, 2019 2) 20th August, 2019 3) 24th October, 2019 4) 19th November, 2019 5) 30th December 2019, 6) 29th January, 2020 and 7) 30th March 2020 for discussing various important issues and presentation by the President on recent trends in Industrial Relations and Settlements.

4. PROGRAMMES & EVENTS DURING THE YEAR 2019-20

Programmes:

58th Annual General Meeting & Annual Day

The 58th Annual General Meeting of Karnataka Employers Association was held on Thursday, 11th July 2019 at "The Capitol Hotel" Raj Bhavan Road, Bengaluru.

Events

WORKSHOP ON "TRENDS IN IR & WAGE SETTLEMENTS AND IR IN NEXT DECADE"

Dr. Rajen Mehrotra, a renowned Management Consultant, formerly President Industrial Relations Institute of India Mumbai, President NIPM Mumbai Chapter and Senior Specialist, Employers Activities for South Asia – International Labour Organization was the main speaker. He gave us a thoughtful presentation on "Industrial Relations in the next decade"

Mr B.C. Prabhakar, President, KEA spoke on "Trends in IR and Wage Settlements" based on statistics gathered from several wage settlements that he facilitated in a large number of companies in Karnataka.

Mr C.K. Devappa Gowda, Advocate and Joint Secretary of the Association, spoke on Legal Management of Contract labour, issues in PF and NEEM Trainees.

Mr Vasuki K.N., Advocate, spoke on Minimum Wages and impact of recent judgements.

Mr D R Nagaraj Vice President Chaired the session and Mr. Seetharam Bhat, Secretary General, gave the vote of thanks.

The workshop was attended by more than 183 delegates from 105 organisations. The enthusiastic response demonstrates the good quality of the program and its contents and also confirms that they meet the contemporary requirements. We shall make further efforts to organise and conduct more such Events in our efforts to serve the Members.

5. Representation on the Committees / Advisory Boards.

KEA is represented its members on the following Committees/Board and Employers' Forum.

- Member of the Central Minimum Wages Advisory Board, New Delhi.
- Member of the Karnataka contract Employees Advisory Board

6. Meetings Attended

- | | |
|------------|--|
| 26.05.2020 | Meeting with labour Commissioner with Union leaders postponement of paying minimum / VDA for 4 months. |
| 13.06.2019 | Meeting of Karnataka State Contract Labour Advisory Board Meeting at Labour Commissioners Office. |
| 21.08.2019 | Round Table discussion on "Code on Wages" at Hotel Conrad organised by BCP Associates. |
| 22.08.2019 | Presentation on "Code on Wages" at BCIC. |

- 23.08.2019 Industry Interaction with Central Provident Commissioner & Discussion on Ease of doing business: Stakeholders perspective- Memorandum submitted to Sri Sunil Barthwal, Central PF Commissioner.
- 19.09.2019 Infosys- All India Annual Security Meet. Addressed the delegates at Infosys Board Room at Electronics City.
- 20.09.2019 Interactive meeting with new Labour Secretary at Vikasa Soudha regarding PF & ESI issues along with PF / ESI officials, other Employers body and Trade Unions.
- 21.10.2019 Interactive meeting with Labour Minister, Govt. of Karnataka at Vikasa Soudha along with other Employer's Associations.
- 16.12.2019 Meeting with Labour Secretary along with Trade Union Leaders

REPRESENTATIONS TO GOVERNMENT & OTHER INSTITUTIONS.

- 28.05.2019 Letter to Hon'ble Minister of State for Labour & Employment, Govt. of India regarding Prospective implementation of the Supreme Court Judgment dated 28.02.2019 on inclusion of allowances for PF contribution.
- 13.06.2019 Letter to Minister of labour, Govt. of Karnataka, regarding Enacting the new Shops & Establishments Act in line with Model Shops and Establishment (Regulation of Employment & Conditions of Services)
- 26.7.2019 Welcome letter to new Mr. Manivannan IAS new Secretary Labour and Mr. Prakash G.C., Labour Commissioner.
- 17.8.2019 Code on Wages - Representation to Central Govt. Regarding Power to Prosecute Employers.
- 23.08.2019 Memorandum submitted to Sri Sunil Bharthwal, Central PF Commissioner.
- 11.09.2019 Letter to Si K.G. Shantharam, IAS, Labour Commissioner, Govt. of Karnataka, congratulating him on his taking over as new Labour Commission.
- 16.10.2019 Letter to the Secretary, Labour, regarding non-inclusion of KEA in the newly constituted Minimum Wages Advisory Board.
- 24.09.2019 Suggestions / Comments to amendments in the Employees Provident Fund & Miscellaneous Provisions Act 1952.

- 25.09.2019 Appreciation/Comments letter to Secretary Labour, meeting of Heads of Labour, ESIC and PF held on 20.09.2019
- 19.10.2019 Comments submitted to Secretary Labour, regarding the Minutes of the meeting held on 20.09.2019 regarding ESIC & PF.
- 21.10.2019 Representation submitted to Sri Suresh Kumar, Minister of Labour, regarding issues relating to Employers.
- 25.11.2019 Error in the notification KAE 21 LMW 2017 dated 31.10.2019 reviving rates of Minimum Wages for employment in Garments, Costumes and Tailoring Industry.
- 09.12.2019 Direction of the State Govt. to the conciliation officer to conclude the proceeding in a time bound schedule.
- 23.12.2019 Writ Appeals filed before the Division Bench of the Hon'ble High Court of Karnataka challenging the judgment of the learned single judge in WP No.8388-8417/2017 pertaining to Minimum Wage Notification
- 22.02.2020 Letter addressed to Labour Secretary, Govt. of Karnataka, regarding creche Facility under the Maternity Benefit Act

Sd/-
(K.G. Nagendra Prasad)
Secretary
KEA

Sd/-
(B.C. Prabhakar)
President
KEA



**Karnataka
Employers'
Association**

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Welcome to Karnataka Employers' Association

Karnataka Employers' Association (KEA) is a leading and premier Employers Organization in the State of Karnataka, established in the year 1961. KEA is proud of its establishment as the First Employers' Organization in Karnataka. It has served the members for..... [read more](#) ▶



Latest news

Employee Relations	Information Service	Research & Information	MemberShip
 <p>KEA is sensitive on the latest developments and changes in the area of Employers Relations...</p>	 <p>The KEA is a major source of information to its Members. KEA regularly informs...</p>	 <p>KEA maintains latest collection of Collective Agreements, Labour statistics, to serve the...</p>	 <p>Reputed Corporates including large, medium and small-scale Industries, IT & ITES...</p>

Objective

The objectives of KEA interalia are to promote and protect the interests of member organizations through representation, advocacy, education, consultation and research in the areas of workforce management.

- ✓ To Promote, safeguard and protect the legitimate interest of employers
- ✓ To organize seminars, workshops, conferences etc...
- ✓ To federate with organization of employers in india and the ILO



Annual Membership Subscription

- ✓ Membership fee (Financial year - January to December) **Rs. 6000/-**
- ✓ Admission fee (For new members) **Rs 1000/-**



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