



GSTIN : 29AABAK0318H1ZW

Off : 080 - 26613091 / 26607167
42103360 / 26761877

Email : kea@kea.co.in
Web : www.kea.co.in

KARNATAKA EMPLOYERS' ASSOCIATION

Circular No.171 /2020

Date: 28.10.2020

To:
All Members of the Association

NATIONAL AND FESTIVAL HOLIDAYS DURING 2021

Regulation with regard to grant of paid Holidays to employees employed in Industrial Establishments is governed by the Karnataka Industrial Establishments (National and Festival Holidays) Act, 1963. The minimum number of holidays provided as per the amended Sec. 3 of the Act is **"TEN" days** in a calendar year of which 26th January (Republic Day), 15th August (Independence Day), 2nd October (Gandhi Jayanthi), 1st May (May Day) and 1st November (Kannada Rajyotsava) are compulsory. However, compulsory declaration of holidays on May Day and Kannada Rajyotsava are not obligatory for Central Public Sector Undertakings, who need to observe minimum eight paid holidays in a calendar year.

If any of the compulsory Holidays fall on weekly Holiday even then the same has to be declared as Paid Holiday, as in the case of these holidays "Substitution" does not arise.

Moreover, those Establishments which are already granting more than TEN HOLIDAYS in a Calendar year are required to continue the practice in accordance with the provisions of Sec. 11 of the Act.

As per the provisions of Amended Section 3 of the Act, 5 optional festival holidays are to be chosen from out of the list of 52 festivals specified in the Schedule appended to the Act which is reproduced overleaf.

The festival holidays are to be finalized in consultation with the Trade Unions and in the absence of any Trade Union functioning in the establishment, the same is to be finalized in consultation with the employees or their authorized representatives. Whenever there is any disagreement between the Employer and their Employees or the Trade Unions concerned, as to the festivals to be allowed as holidays, during each calendar year, the Employer or the Employees or the concerned Trade Union shall refer the dispute to the Labour Officer concerned, having jurisdiction over the area in which the Industrial Establishment is situated, for his decision whose decision shall be final. Therefore, unlike the procedure followed till 1997, there is no necessity to seek approval of the Labour Officer before declaring the holidays, except where there is disagreement.

As per the amended provisions of the Act, every employer is required to send to the Labour Officer for his perusal and records and display a statement of paid holidays finalized in consultation with the Trade Union/Employees Representatives.

For facilitating to choose the holidays, a list of Public Holidays during the **Calendar year 2021** is enclosed.

For Karnataka Employers' Association

Sd/-

[B.C. Prabhakar]

PRESIDENT

SCHEDULE
[(See Section (3))]
LIST OF FESTIVALS

1. New Year's Day	26. Ramzan
2. Bhogi Festival	27. Shankara Jayanthi
3. Uttarayana Punyakala (Sankranthi)	28. Buddha Poornima
4. Kanu Festival	29. Bakrid
5. Tyagaraja Aradhana	30. Varamahalakshmi Vratha
6. Purandara Dasara Punyadina	31. Last day of Mohram
7. Garuda Jayanthi	32. Upakarma
8. Ratha Saphthami	33. Sri Krishna Jayanthi
9. Vyasa Poornima	34. Swarna Gowri Vrath
10. Maha Shivarathri	35. Ganesha Vratha
11. Holi Festival	36. Thiru Onam
12. Holi Saturday	37. Ananthapadmanabha Vratha
13. Good Friday	38. Mahalaya Amavasya
14. Shabh Barath	39. Mahanavami
15. Chandramana Ugadi	40. Vijaya Dashami
16. Souramana Ugadi	41. Id-Milad
17. Sri Rama Navami	42. Tula Shankramana
18. Dr. Ambedkar Jayanthi	43. Naraka Chathurdashi
19. Mahaveera Jayanthi	44. Bali Padyami
20. May Day Celebration	45. Kannada Rajyotsava
21. Chitra Poornima	46. Uttana Dwadasi
22. Shebe-E-Quader	47. Gurunanak Jayanthi
23. Jumar-UI-Vida	48. Geetha Jayanthi
24. Sri Ramaunajacharya Tiru Nakshatra	49. Shiva Deepa
25. Basava Jayanthi	50. Christmas Eve
	51. Christmas
	52. Madhwa Navami

Karnataka Employers' Association

List of Public Holidays in the State of Karnataka during 2021

Sl. No.	Month	Date	Day	Event
01	January	14	Thursday	Makara Sankranti
02	January	26	Tuesday	Republic Day
03	March	11	Thursday	Maha Shivarathri
04	April	02	Friday	Good Friday
05	April	13	Tuesday	Chandramana Ugadi
06	April	14	Wednesday	Dr. Ambedkar Jayanti
07	April	25	Sunday	Mahaveera Jayanthi
08	May	01	Saturday	May Day
09	May	14	Friday	Idul Fitr / Kutub - A - Ramzan / Sri Basava Jayanti
10	July	21	Wednesday	Bakrid
11	August	15	Sunday	Independence Day
12	August	19	Thursday	Last day of Muharram
13	August	20	Friday	Varamahalakshmi Vrata
14	September	10	Friday	Vinayaka Vrata/Ganesha Chaturti
15	October	02	Saturday	Gandhi Jayanti
16	October	06	Wednesday	Mahalaya Amavasya
18	October	14	Thursday	Mahanavami/Ayudha Pooja
19	October	15	Friday	Vijaya Dashami
20	October	19	Tuesday	Id - Milad
21	October	20	Wednesday	Valmiki Jayanti
22	November	01	Monday	Kannada Rajyotsava
23	November	03	Wednesday	Naraka Chaturdashi
24	November	05	Friday	Balipadyami / Deepavali
25	November	22	Monday	Kanakadasa Jayanti
26	December	25	Saturday	Christmas Day

For Karnataka Employers' Association

Sd/-

[B.C. Prabhakar]

President