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KARNATAKA EMPLOYERS' ASSOCIATION

NO.74, SHANKARA ARCADE, VANIVILAS ROAD, BASAVANAGUDI
BENGALURU - 560 004
Reg. No. TU 507 / 20-3-1962

Date : 04-10-2013

CIRCULAR No.65/2013

To
All Members of the Association

SUB: NATIONAL AND FESTIVAL HOLIDAYS DURING 2014.

Regulation with regard to grant of paid Holidays to employees 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, the a copy of the list of paid holidays finalized in consultation with the Trade Union/Employees Representatives is required to be sent to the Labour Officer for his perusal and records.

For facilitating to choose the holidays, a list of Public Holidays during the **Calendar year 2014** is enclosed.

for KARNATAKA EMPLOYERS' ASSOCIATION

**sd/-
(B.C. PRABHAKAR)
PRESIDENT**

SCHEDULE
[(See Section (3))]

LIST OF FESTIVALS

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

Karnataka Employers' Association

List of Public Holidays in the State of Karnataka during 2014

Sl.No.	MONTH	DATE	DAY	EVENT
01	January	14	Tuesday	Ed-Milad
02	January	15	Wednesday	Makara Sankranti
03	January	26	Sunday	Republic Day
04	February	27	Thursday	Maha Shivarathri
05	March	31	Monday	Chandramana Ugadi
06	April	13	Sunday	Mahaveera Jayanthi
07	April	14	Monday	Dr. Ambedkar Jayanthi
08	April	18	Friday	Good Friday
09	May	01	Thursday	May Day
10	May	02	Friday	Sri Basava Jayanthi
11	July	29	Tuesday	Kutub-A-Ramzan
12	August	15	Friday	Independence Day
13	August	29	Friday	Vinayaka Vratha
14	September	23	Tuesday	Mahalaya Amavasya
15	October	02	Thursday	Gandhi Jayanthi
16	October	03	Friday	Mahanavami / Ayudha Pooja
17	October	04	Saturday	Vijaya Dashami
18	October	05	Sunday	Bakrid
19	October	08	Wednesday	Valmiki Jayanthi
20	October	22	Wednesday	Naraka Chathurdashi
21	October	24	Friday	Deepavali
22	November	01	Saturday	Kannada Rajyotsava
23	November	04	Tuesday	Last day of Moharam
24	November	08	Saturday	Kanakadasa Jayanthi
25	December	25	Thursday	Christmas Day