



Circular No – 065 / 2023

Date: 19.05.2023

To
All Members of The Association

AGM Invitation
KEA 62nd Annual General Meeting

Members have been informed vide Notice dated: 11th May 2023 that KEA will hold its **Annual General Meeting on Friday, 26th May 2023 at 11.30 am through Virtual Platform (Zoom)**

As per procedure, the Notice dated 11th May 2023 has been forwarded to enable the member companies to depute their representative to participate in the AGM. We once again request members to participate in 62nd AGM on Friday, 26th May 2023. The AGM will commence at 11.30 am sharp and conclude at 12.30 Noon.

Prior registration will be required for participation in the AGM.

[Click here For Registration](#)

Once the registration is complete, Members will get a link for participation automatically.

Proceedings of 61st AGM and Annual Report for the year 2022-23 are attached. The Audited Balance Sheet for the year 2022-23 has already been circulated along with the notice dated 11th May 2023.

Please block your time on Friday, 26th May 2023 from 11.30 am to 12.30 Noon and confirm participation.

For, KARNATAKA EMPLOYERS' ASSOCIATION

**Sd/
[B C Prabhakar]
President**



Karnataka Employers' Association (KEA)

Proceedings of the 61st Annual General Meeting

Wednesday, 27th July 2022 at 11.30 a.m.
through Virtual Platform - Zoom

The 61st Annual General Meeting of Karnataka Employers' Association (KEA) was conducted on Wednesday, 27th July 2022 at 11.30 a.m. through Virtual Platform - Zoom. Mr. Vasuki K.N, Treasurer, KEA, greeted all the members and requested Sri B.C. Prabhakar, President, to conduct the proceedings.

I. Welcome Address by the President

In his welcome address, the President stated as follows:

- a.** Annual General Meetings (AGM) were conducted for past 58 years in physical mode and 59th & 60th AGMs were conducted through Virtual Platform and again the present AGM is also being conducted through a Virtual Platform.
- b.** India has responded to the challenge of pandemic in the most exemplary manner and has delivered 200 Crore vaccinations, a record perhaps unmatched by any other country in the world. The strong leadership shown by the country in tackling the pandemic head-on has lessons for all of us. Employers may face new challenges in the Labour Laws and Industrial Relations front.
- c.** Taking KEA to the next level is the Association's response to the new challenges of the future. KEA has taken a major step forward towards preparing itself for the future.

- d. Having served the interests of employers for the past 60 years, KEA has always been looked upon as a reliable partner by employers for all their Labour Law and IR related requirements. KEA has taken several initiatives in the past that have contributed to the development of a healthy employer-employee relationship in Karnataka.

- e. With the Government of India strongly advocating 'Make in India' and 'Atmanirbhar Bharath' and other equally path breaking initiatives such as introduction of new Labour Codes, the time is now ripe for taking steps that would take KEA to the next level.

Taking KEA to the next level

In the past 6 months, KEA has held several rounds of discussions regarding how to take KEA to the next level. During the 1st Executive Committee Meeting for the current year, a decisive step was taken in this direction by constituting a committee comprising Mr. Raj Pillai, Vice President and Ms. Pooja Prabhakar, Vice President to brainstorm ideas and come up with concrete suggestions in taking KEA to the next level.

Considering the key role played by the KEA Secretariat in being the liaison between the members and the management of KEA, it is suggested that the KEA Secretariat may be strengthened by creating two new positions of Chief Executive Officer - CEO and Chief Operating Officer – COO on an honorary basis in the Association's Secretariat with specific aims and objectives assigned to each position.

Accordingly, the Executive Committee was pleased to pass a resolution during its meeting held on 18.05.2022 to appoint Mr. Raj Pillai, Vice President as Honorary Chief Executive Officer and Ms. Pooja Prabhakar Vice President as Honorary Chief Operating Officer of the Association with immediate effect.

- f. As a next step in this direction, KEA has decided to benchmark its practices on par with international standards. A team comprising of Working President - Sri D.R. Nagaraj, Vice President & CEO - Sri Raj Pillai and Vice President & COO - Ms. Pooja Prabhakar will be visiting Singapore and Malaysia to hold discussions with Singapore National Employers Federation (SNEF) and Malaysian Employers Federation (MEF) in the month of August 2022.
- g. During the calendar year 2021 in all 151 circulars and 58 Circulars from January to till date were issued updating the Members with the developments relating to Industrial Relations, Labour Legislation, Wage Settlements, Employment related Laws, POSH, Minimum Wage, impact of Covid -19, Lockdown and SOPs.
- h. Daily News Update continues to be popular and members have found it extremely useful.
- i. Thereafter, the President gave details of the activities and major events that were conducted during the Diamond Jubilee year 2021-22:

Diamond Jubilee Programme

(i) Diamond Jubilee Programme Series 1

To mark the beginning of the Diamond Jubilee Celebrations, conducted a Webinar on "**Industrial Relations Conference 2021**" and the webinar was held over 3 days i.e., on 26th, 27th & 28th of August 2021. The webinar was well received and over 245 members participated from 127 organisations.

(ii) Diamond Jubilee Programme Series 2

Three-day HR Virtual Conference on– "**HR - Post Covid Challenges and Responses**" was conducted on 22nd, 23rd & 24th of September 2021 wherein 151 members attended the webinar.

(iii) Diamond Jubilee Programme Series -3

The debate on **“Work from Home-Boon or Bane”** was conducted on 20th October 2021 and was attended by 131 members.

(iv) Diamond Jubilee Programme Series -4

Webinar on **“Battle on Many Fronts- The Pandemic, Vaccination, Return to Work, Nominations and Other Compliance Concerns”** was conducted on 29th November 2021 and was attended by 77 members.

(v) Diamond Jubilee Programme Series -5

Webinar on **New Labour Codes – “Unveiling the Survey Findings on Industry Preparedness”** conducted on 20th January 2022 in association with M/s BCP Associates LLP. Webinar was very well received and appreciated by the participants and it was attended by over 795 members.

(vi) Diamond Jubilee Programme Series -6

Webinar on **“Recent Supreme Court and High Court Judgements which have impacted the Management and HR”** was conducted on Thursday, 7th July 2022.

- j.** The Association representatives attended 17 committee meetings convened by the Government during the year 2021-22. Also, submitted 23 representations to the Government and other Institutions.
- k.** In Manufacturing, India is becoming the front office of the world and it is due to the forward-looking policies of the Central Government. The thrust on Make in India and Atmanirbhar Bharat has already started showing results. Several reforms have been introduced. Both

industry and Government should work together to build the image of the country as a reliable source of goods and services. At the international level, India's ability to tackle complex issues and its problem-solving ability is being widely appreciated.

- l.** Potential for Manufacturing in Karnataka - Karnataka is a preferred destination for setting up factories to manufacture. It is the only state in India which offers all facilities for manufacturing. For example, in machine tools manufacturing, out of the total machine tools required, 55% of machine tools are manufactured in India and 45% are imported. Out of the 55% manufactured in India, 70% of the same is manufactured in Peenya, Bengaluru.
- m.** Despite this potential in Karnataka, the ease of doing business and the labour policy of the State are not aligned to promote the potential further. As an example, recently, when a leading manufacturing company applied for permission to maintain records in electronic format for four statutes, the inspector raised the issue of compliance in respect of a few other statutes. Thus, when it comes to Labour Laws, the Inspectorate of the Karnataka Labour Department has perfected the trick of sabotaging even well-meaning reforms towards ease of doing business. They must be not only trained but also mandated to change the inspector's mindset to that of a facilitator.
- n.** Regarding Labour Codes: Labour Codes ensure better use of technology for various compliances. Although the introduction of Labour Codes is a welcome development, the threat of prosecution is a cause for worry. Employers who are employment generators should not be subjected to the threat of criminal prosecution for mere non-compliance with the routine provisions of Labour Codes. Legislation should help growth of business, investment, employment generation and also be compliance friendly.

- o.** Before concluding, the President said that he would like to remind the members of their responsibility in the post-covid world. He appealed to all members to ensure adherence to the covid appropriate behaviour and take all steps possible for the safety of all employees in their organisations. It is also good to know that wellness management is becoming part of the responsibility in organisations.

II. 61st ANNUAL GENERAL MEETING

1. a. The President stated that the Balance Sheet and Statement of Accounts of KEA have already been circulated by mail to all the members and noted that within the limited resources, the financial position of KEA continues to be satisfactory.

b. The President was happy to report that Eight Executive Committee Meetings were held during the year 2021-22.

c. The President formally acknowledged the work and contribution made by the Working President Sri D.R. Nagaraj and the two Vice Presidents Sri Raj Pillai & Ms. Pooja Prabhakar, office bearers and Executive Committee Members of the Association and he expressed his gratitude to them.

d. The President appreciated that the backbone of the Association is the Secretariat which has worked silently and efficiently throughout the year. Secretary General Sri Seetharam Bhat, Executive Secretary Sri P. Narayan Bhat and Mr. Sunil Kumar, IT Operator have been carrying out their functions sincerely and diligently.

e. The President mentioned that as a part of taking KEA to the next level, KEA has appointed Programme Manager Ms. Pratibha P.N. and

she has contributed significantly by collating and analysing the membership profile and data.

- f.** The President said that Members of the Association are highly valued, and they are solidly supporting the Association in its activities. The President thanked all the members of the Association for their encouragement to the Office Bearers and the Secretariat.

- g.** The President informed that many representations made to the Government by KEA have been published by the media. And appreciation for proactive efforts has been received from all over India.

- h.** The President thanked the Auditors of the Association M.S Krishna Swamy & Co headed by Sri M.K. Santhanaraman and Sri P. Gopalsamy for guiding the Secretariat in maintaining the accounts, keeping it fully compliant and giving audit guidance wherever necessary.

The President was happy to welcome all the new members of the executive committee of the association. He said that he was glad that all of them were present for today's function in virtual mode of course.

2. Confirmation of the proceedings of the 60th Annual General Meeting held on Thursday, 22nd July 2021 at 11.30 AM through Virtual Mode (Zoom)

The President placed the minutes the 60th Annual General Meeting held on Thursday; 22nd July 2022 for confirmation before the AGM.

Sri Arvind Sekhar, EC Member, KEA and Managing Partner, M/s Sai Packaging Co. proposed and Sri Siddalinga Khatavkar, Manager HR, M/s Biocon Ltd, seconded the confirmation of the proceedings.

Accordingly, the proceedings were confirmed.

3. Adoption of the Annual Report of the Association for the year 2021-22

The President placed the Annual Report of the work done by the Association which has been circulated to all the members for its adoption.

Sri Ravishankar M, EC Member, KEA, & Managing Partner, M/s Dura Materials & Services LLP, proposed the adoption of the Annual Report. Ms. Sreelatha, GM HR, M/s Page Industries Ltd, seconded the adoption of the annual report. Accordingly, the annual report was adopted.

4. Passing of the Audited Accounts of the Association for the year 2021-22

The President placed the audited accounts before the AGM. The highlights were explained by Mr. Santhanaraman M.K. the Auditor.

Dr. Rajesh, EC Member, & Secretary, BM (Bapuji Memorial) Association proposed passing of the Audited Accounts. Sri Vinayak Bhat, GM HR, M/s Automotive Axle Ltd (Meritor Group), seconded the passing of the Audited Accounts. Accordingly, the members after deliberation passed the annual accounts of the Association.

5. To appoint the Auditors and to fix their remuneration for the year 2022-23 (M.S. Krishnaswamy & Co., Chartered Accountants, # 217, 2nd Cross, 39th Main, Behind Central Silk Board, BTM Layout, 2nd Stage, Bengaluru-560068, who will retire and are eligible for reappointment).

The appointment of auditors M/s Krishnaswamy & Co., Chartered Accountants, # 217, 2nd Cross, 39th Main, Behind Central Silk Board, BTM Layout, 2nd Stage, Bengaluru- 560068 as Auditors for the next financial year namely 2022-23 and fixing their remuneration by Rs 5000/- (Total Rs, 30,000/-plus GST) for the year 2022- 23 was placed and was approved unanimously.

Sri Pramod Mahatme, Advisor M/s Wipro Enterprises Ltd, proposed the re-appointment of Auditors and their remuneration. Sri Mannathan Perumal, DGM HR, M/s Silver Park Apparel Ltd, seconded the re-appointment of Auditors and their remuneration. Accordingly, the re-appointment of Auditors and their remuneration has been passed.

The following Executive Committee Members spoke on the occasion:

Sri Indushekar B.R. - EC Member	<ul style="list-style-type: none"> • KEA was again the first to communicate with the right Government Executive • KEA chose to be visible on extremely critical issues
Sri D.R. Nagaraj - Working President	<ul style="list-style-type: none"> • KEA has a brand image in all the organisations • As KEA moves to the next level, top management is visiting SNEF to understand their style of working
Sri Raj Pillai - Vice President & Hon' CEO	<ul style="list-style-type: none"> • Taking KEA to the next level: planning to add more additional activities to make it beneficial to members • Working on the roadmap to reach the members to understand industry-specific needs
Sri M. Nagaraj - EC Member	<ul style="list-style-type: none"> • The continuous liaison with the Government to highlight the perspective of employers is commendable • The President always explains to members on the current business situation and highlights the implications of amendments in the laws

Sri Seetharam Bhat, Secretary General of KEA proposed a vote of thanks to all the members who were present.

Sd/-

Sri K.G. Nagendra Prasad
Secretary

Sd/-

Sri B.C. Prabhakar
President

**Annual Report of
Karnataka Employers' Association
For The Year 2022-2023, Presented on
62nd Annual General Meeting, on Friday, 26th May 2023
through Virtual Platform**

Karnataka Employers' Association (KEA) established in the year 1961 has stepped into its 62nd years of service to our members. We are all happy that we had conducted our Diamond Jubilee in the year 2022. On the occasion of 62nd AGM the Working Report for the year 2022-23 (from 1st April 2022 to 31st March 2023) of the Association is presented to the members. This report gives an overall view of the activities of the Association during the year 2022-2023 (01.04.2022 to 31.03.2023)

1. KEA Circular Service:

The Association has issued 105 circulars during the Calendar year 2022 (159 circulars were issued in the previous calendar year, 2021) and has been keeping the members informed on the latest developments in matters pertaining to Labour & Employment Legislation, Industrial Relations, Wage Agreements, and related areas. Our circular services continue to be appreciated and sought after by the members. Incidentally, we have already issued 62 Circulars during the period from 1st January 2023 to May, till date.

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 service is continued.

2. Membership:

The total membership of the Association stood at 753 as on 31st March 2023, which is inclusive of 42 new members admitted during the year 2022-2023.

3. Executive Committee Meetings:

During the year under report, Eight Executive Committee Meetings were held on (1) 18th May 2022 (2) 21st June, 2022 (3) 20th September, 2022 (4) 28th October, 2022 (5) 20th December, 2022 (6) 24th January 2023 (7) 22nd February, 2023, and (8) 28th March, 2023 for discussing various important issues and presentation by the President on recent trends in Industrial Relations, Settlements and other related developments.

4. PROGRAMMES & EVENTS DURING THE YEAR 2022- 23

Programmes:

Diamond Jubilee Celebration

Diamond Jubilee Celebration of Karnataka Employers' Association was held on Tuesday, 29th November 2022 at Hotel CONRAD, Bengaluru. The Chief Guest for the celebration was Padma Vibhushan Sri Azim Premji, Founder Chairman of Wipro Limited.

On this historic day, Sri Azim Premji unveiled a plaque to commemorate and symbolize KEA's robustness and solid-standing for 60 glorious years.

Sri Azim Premji began his address touching upon the important subject of the prevailing labour relation environment and trends and the critical role played by the employers. Sri Azim Premji acknowledged Mr. Prabhakar's significant contribution towards building the Association by working relentlessly, with commitment and without any question of his personal time to give his priority to the Association.

Sri Azim Premji also spoke on some current and relevant topics saying that, "For an economy to work well and be vibrant, we have to build a culture and system which sees firms and their employees as partners. We know that in reality this the only way for businesses to be successful and so also the

employees.” He also spoke about gig workers stating that, “The role of Gig workers has become important. Part time workers are increasing in the workforce and companies with gig works have the benefit of productivity, and flexibility, and companies get access to talent that one would not have within the company.”

Member companies are the strength and pride of KEA, and on this significant milestone of 60 years, KEA recognised and honoured its longest standing member companies – companies who have been with KEA since its inception.

The entire event unfolded in a mesmerizing manner with clockwork precision, in fact it started 2 minutes ahead of time and ended 2 minutes prior to the scheduled end. The event was attended by 550 industry leaders & representatives from member companies, industry invitees and Government officials from Labour & Factories Department and was highly appreciated by each and every member present on the occasion.

During the event The President said that the highlight of the event was presence of the Chief Guest, Padma Vibhushan Sri Azim Premji, Founder Chairman of Wipro Limited. It was an absolute honour for KEA to get this unique opportunity to felicitate Sri Azim Premji.

While addressing the President mentioned that Mr. Raj Pillai – Vice President & Hon. CEO, spared a lot of their time and made efforts to conduct this program in a most befitting manner and make it a success. The President further mentioned that Ms. Pooja Prabhakar – Vice President & Hon. COO, who worked tirelessly to make this event a reality. Right from vision to execution, she has overseen all aspects and ensured its implementation to perfection.

The President appreciated the sincere efforts made by the KEA Secretariat, who have worked on this celebration and made it grand and successful. The President thanked all the Associates of BCP Associates and his office staff who

have helped to make the event possible and contributed significantly, enabling KEA to reach this stage.

The President also said that it is equally important to thank the implementation partners - the Event management team from Keystone Global, Conrad Hotel, Mr. Lakesha from Astons the company that created the plaques, Mr. Subramanya - MC, Mr. Sreekumar & his team for the Film and photography and Mr. Raghavendra, the sand artist.

The KEA's Diamond Jubilee celebrations received extensive media coverage by all the major newspapers, some TV channels and various social media.

Events

01	27.07.2022	61 st Annual General Meeting (AGM) of the Association at 11.30 A.M, through virtual mode – Zoom
02	20.10.2022	Virtual Webinar on "Moonlighting" an Inevitable Bane or Preventable Hindrance, organised by BCP Associates in association with KEA
03	17.11.2022	Webinar on Implication on Recent Supreme Court Judgement on Pension Scheme organised by BCIC in association with KEA
03	29.11.2022	Diamond Jubilee celebration at Hotel Conrad, M.G. Road, Bengaluru. The Chief Guest for the celebration was Padma Vibhushan Sri Azim Premji, Founder Chairman of Wipro Limited.

5. Representation on the Committees / Advisory Boards.

KEA is renominated by the Govt. Karnataka on the following Committees/Board and Employers' Forum.

- Labour Welfare Board, Karnataka.
- Minimum Wages Advisory Board, Karnataka
- EPFO State Regional committee, Karnataka

6. Meetings Attended

01	13.05.2022	Meeting With Shri Manoz Jain, IAS, Secretary to Government, Labour Department. By President & Industry Leaders. Memorandum Submitted
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02	16.06.2022	Karnataka Labour Welfare Board Meeting on – 16.06.2022
03	21.06.2022	Karnataka State Minimum Wage Advisory Board Meeting held on 21.06.2022 attended by Mr. Vasuki K.N. Treasurer, KEA and Mr. Seetharam Bhat, Secretary General, KEA
04	30.08.2022	Regional Advisory Committee on National Board for Workers Education & Development held on 30.08.2022 at Regional Provident Organisation (Central), Richmond Circle, Bengaluru-attended by Mr. Seetharam Bhat, Secretary General.
05	06.09.2022	Minimum Wages Advisory Board-Regarding Minimum Wages in Textile Industry-attended by Mr K.N. Vasuki, treasurer and Mr. Seetharam Bhat, Secretary General at Vikasa Soudha
06	27.09.2022	Minimum Wages Advisory Board meeting held at Vikasa Soudha and attended by Mr. K.N. Vasuki, treasurer & Mr. Seetharam Bhat, Secretary General
07	24.11.2022	Minimum Wages Advisory Board Meeting, held at Labour Commissioner's Office attended by Mr. Vasuki K.N, Treasurer
08	27.11.2022	88 th Virtual AGM of AIOE attended by Sri B.C. Prabhakar, President & Mr. Seetharam Bhat, Secretary General.
09	13.12.2022	92 nd of Regional Committee Meeting of EPFO held at EPFO, Richmond Circle, attended by Mr. Seetharam Bhat, Secretary General.
10	27.12.2022	AIOE 88th Annual General Meeting-virtual Mode attended by Mr. B.C. Prabhakar, President, Mr. Vasuki K. N. Treasurer, Mr. Seetharam Bhat, Secretary General
11	13.02.2023	Labour Welfare Fund 95 th Advisory Board meeting along with Labour Minister attended by Mr. P. Narayana Bhat, Executive Secretary.
12	13.02.2023	Meeting with Mr. Prashanth, Regional Provident Commissioner, Richmond Circle, Bengaluru by Mr. C.K. Devappa Gowda, Joint Secretary, Mr. K. N. Vasuki, Treasurer, & Mr. Venugopal, Advocate, Mr. P. Narayana Bhat, Executive Secretary along with Mr. M.V. Subhash Chandra, Sr. Manager M/s Philips India Ltd & Mr. Sathish, PF Consultant. Handed over representation regarding difficulties faced by the Member Establishments with the Provident Offices in Bengaluru.

13	17.02.2023	AIOE Executive Committee meeting (Virtual Mode) attended by Mr. B.C. Prabhakar, President and Mr. Seetharam Bhat, Secretary General.
14	14.03.2023	CII-EFI in partnership IOE-Global Dialogue in Sustainable Social Protection System (Virtual) participated by Sri B.C. Prabhakar, President & Mr. Seetharam Bhat, Secretary General
15	16.03.2023	96 th Karnataka Labour Welfare Board Meeting held at, Kalyana Suraksha Bhavana, Dairy Circle, Bannerghatta Road, Bangalore attended by Mr. Seetharam Bhat, Secretary General.
16	17 th & 18 th March 2023	1 st Global Industrial Relations Summit organized by All India Organisation of Employers (AIOE) in collaboration with FICCI and supported by ILO and EY-Virtual / Physical.
17	28.03.2023	97 th Karnataka Labour Welfare Board Meeting held at , Kalyana Suraksha Bhavana, Dairy Circle, Bannerghatta Road, Bangalore attended by Mr. Seetharam Bhat, Secretary General.

7. REPRESENTATIONS TO GOVERNMENT & OTHER INSTITUTIONS

01	22.03.2022	Letter to Director of Factories - Exemption to the Factories under Section 65(2) of the Factories Act.
02	31.03.2022	Letter to Hon'ble Chief Minister - Attack on the Executives of the Industrial Establishments
03	23.04.2022	Letter to Hon'ble Chief Minister - Need for urgent Labour Reforms in Karnataka
04	06.05.2022	Welcome Letter to Shri Manoz Jain I A S, Secretary to Government, Department of Labour
05	20.05.2022	Article of Minister of Labour, Employment & Environment in Bengaluru edition Times of India on 20.5.2022 "Truly Happiness "To All"
06	21.06.2022	Minimum Wage Advisory Board Meeting.

07	12.08.2022	Letter to Labour Secretary - Final Notification dated 28.07.2022 Revising the Rates of Minimum Wages in 8 scheduled employments
08	12.08.2022	Letter to Hon'ble Chief Minister - Final Notification dated Rates of Minimum Wages in 8 scheduled employments
09	29.08.2022	Letter to Director AIOE - Regarding organizing a meeting Secretary on 16.08.2022 to discuss all issues pertaining to the implementation of the new Labour Codes.
10	02.09.2022	Letter to Labour Secretary - Anomalies in Gazetted Notification reg Security Agencies
11	09.09.2022	Letter to Labour Secretary - Final Notification dated 28.07.2022 Revising the Rates of Minimum Wages in the scheduled employment of Security Agencies
12	15.09.2022	Letter to ESIC, New Delhi, regarding Inoperation of ESI Portal.
13	27.09.2022	Letter to Labour Commissioner & Chairman, Minimum Wages Advisory Board, regarding objections and suggestions submitted towards 16 Scheduled Industries.
14	09.12.2022	Letter to Central Provident Commissioner Requesting to Issue Guidelines Regarding Pension Judgement
15	13.12.2022	The letter written to the Secretary, Labour, regarding Anomalies in Gazetted Notification reg Pharmaceutical Industry Jobs.
16	03.02.2023	Representation to the Director, Health & Family Welfare Department with a copy to the Director, Department of Factories & Boilers regarding provisions of the KPME Act not applicable to the Occupational Health Centre at the factories.
17	10.02.2023	Reminded letter to the Secretary labour regarding Anomalies in final Notification regarding Ayurveda, Yoga, Unani, Siddha Homeopathy (Aayush), and Allopathic Medications Industry including Production, Distribution Advertisement Departments
18	13.02.2023	Representation to Additional Central P.F. Commissioner, Richmond Circle, Bengaluru regarding problems & difficulties faced by the Member Establishments with the Provident Offices in Bengaluru.

19	21.02.2023	KEA Letter to The Central Provident Fund Commissioner, EPFO, Reg Implementation of Hon'ble Supreme Court Judgement on Claim of Higher Pension in the Case Of EPFO V/s. Sunil Kumar B, Decided on 04.11.2022 In Special Leave Petition (C) Nos.8658-8659 Of 2019 – Need To Extend The Time
20	21.03.2023	KEA Letter to The Central Provident Fund Commissioner, EPFO, Reg Supreme Court Judgement on Claim of Higher Pension in The Case Of EPFO Vs. Sunil Kumar B, Decided on 04.11.2022 In Special Leave Petition (C) Nos.8658-8659 OF 2019
21	13.03.2023	KEA writes to the Labour Secretary pertaining to Minimum Wages in Pharma Industry Anomaly Continues

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

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