



Circular No – 025 / 2024

Date: 22-03-2024

To
All Members of The Association

**KEA WRITES AGAIN TO THE PRINCIPAL SECRETARY
PERTAINING TO EXEMPTION OF IT AND ITES ESTABLISHMENTS
FROM THE PROVISIONS OF THE INDUSTRIAL EMPLOYMENT
(STANDING ORDERS) ACT**

1. KEA in its letter to the Principal Secretary, Department of Labour, Govt. of Karnataka - refer to Circular No. 012 dated 01.02.2024, had made suggestions for the consideration of the Government to ease compliance with the provisions of the Industrial Employment (Standing Orders) Act by the Establishments particularly those Establishments in IT and ITES Industries.
2. The Association has written again to the Principal Secretary, Department of Labour, Govt. of Karnataka and has requested the Hon'ble Authority to look into the matter and advise the Association so that if warranted, the Association may inform the IT and ITES Establishments.
3. The association will appraise the members further, as and when response is received from the Government.

A copy of the KEA letter dated 21.03.2024 is enclosed.

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:21.03.2024

The Principal Secretary
Department of Labour
Government of Karnataka
Vikasa Souda
Bengaluru 560001

Dear Sir

Sub: Exemption of IT and ITES Establishments from the Provisions of the Industrial Employment (Standing Orders) Act

1. The Association invites reference to its letter dated 29.12.2023 on the above subject. Copy of the letter dated 29.12.2023 is enclosed for your ready reference.
2. The Association had made following two suggestions for the consideration of the Government to ease compliance with the provisions of the Industrial Employment (Standing Orders) Act by the Establishments particularly those Establishments in IT and ITES Industries.
 - The Government may withhold the proposal for withdrawing the exemption granted to the IT & ITES Establishments and other similar industries from the applicability of the Industrial Employment (Standing Orders) Act.
 - Exemption from the applicability of the Industrial Employment (Standing Orders) Act to IT and ITES Establishments may be extended from 25.06.2024 for a period of 2 years with a specific condition that if Industrial Relations Code is implemented, the

exemption granted to IT and ITES Establishments stands withdrawn.

3. The Association is awaiting response of the Government in respect of the above suggestions. The members of the Association particularly those who are engaged in IT and ITES Services are anxiously awaiting the decision of the Government in respect of the above suggestion.
4. The Association shall be grateful if the Hon'ble Authority would please look into the matter and advise the Association so that if warranted, the Association may inform the IT and ITES Establishments. The Authority would please appreciate that it is necessary to take a view about the above suggestion as the current exemption granted to IT and ITES Establishments from the applicability of the Industrial Employment (Standing Orders) Act would expire on 24.05.2024. Hence the Association requests for your response to the above suggestions.

For Karnataka Employers' Association

B.C. Prabhakar

**B.C. Prabhakar
President**

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