



Circular No – 049 / 2024

Date: 16.07.2024

To
All Members of The Association

AGM Invitation **KEA 63rd Annual General Meeting**

Members have been informed vide Notice dated: 05th July 2024 that KEA will hold its **Annual General Meeting on Thursday, 25th July 2024 at 11.30 am through Virtual Platform (Zoom)**

As per procedure, the Notice dated 05th July 2024 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 the 63rd AGM on Thursday, 25th July 2024. 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.

Annexures:

1. Proceedings of 62nd AGM – Annexure I
2. Annual Report for the year – 2023-2024 - Annexure II
3. Audited Balance Sheet for the year 2023-24 - Annexure III
4. Amendment to the Byelaws - Annexure IV



Please block your time on Thursday, 25th July 2024 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 62nd Annual General Meeting Friday, 26th May 2023 at 11.30 a.m. through Virtual Platform - Zoom

The 62nd Annual General Meeting of Karnataka Employers' Association (KEA) was conducted on Friday, 26th May 2023 at 11.30 a.m. through Virtual Platform - Zoom. Mr. Vasuki K.N, Treasurer, KEA, greeted all the members and requested Mr. 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 Meeting (AGM) for the fourth straight year, conducted through a Virtual Platform. The 59th, 60th and 61st AGMs were conducted virtually during the previous three years.
- b.** Taking KEA to the next level - KEA has taken a major step forward towards preparing itself for the future. Mr. Raj Pillai, Vice President & Honorary Chief Executive Officer and Ms. Pooja Prabhakar Vice President & Honorary Chief Operating Officer of the Association have set in motion a series of initiatives that would not only take KEA to greater levels but also continue to keep KEA in the forefront of taking up the challenges of the next 60 years.
- c.** The year's most memorable event was the grand Diamond Jubilee Celebration of KEA held on Tuesday, 29th November 2022 at Hotel CONRAD, Bengaluru. The Association was fortunate to have Padma Vibhushan Sri Azim Premji, Founder Chairman of Wipro Limited as the Chief Guest for the occasion. Sri Azim Premji spoke on the prevailing

labour relation environment and trends and the critical role played by employers. Sri Azim Premji also acknowledged the President's significant contribution towards building the Association by working relentlessly. The entire event unfolded in a mesmerizing manner with clockwork precision, it was attended by 550 industry leaders and representatives from member companies, industry invitees and Government officials from Labour Department and was highly appreciated by each and every member present on the occasion.

- d. During the calendar year 2022 in all 105 circulars were issued updating the Members with the developments relating to Industrial Relations, Labour Legislation, Wage Settlements, Employment related Laws, POSH, Minimum Wage etc.
- e. Daily News Update continues to be popular, and members have found it extremely useful.
- f. Thereafter, the President gave details of the activities and major events that were conducted during the Diamond Jubilee year 2022-23:
 - (i) **Webinar on "Moonlighting" an Inevitable Bane or Preventable Hindrance, organised by BCP Associates in association with KEA.**
105 participants attended this important webinar which was successful in providing an insight into this complex issue.
 - (ii) **Webinar on Implication on Recent Supreme Court Judgement on Pension Scheme organised by BCIC in association with KEA**

Through this webinar, KEA has given clarity to both the employers as well as employees with regard to the pros and cons of opting for the

higher pension scheme. 160 participants attended the Webinar which itself shows the importance of this topic.

(iii) Diamond Jubilee Celebration

It was held at Hotel CONRAD, Bengaluru. The Chief Guest for the celebration was Padma Vibhushan Sri Azim Premji, Founder Chairman of Wipro Limited

- g.** The Association is on the Committees/Boards and Employers' Forum in Karnataka i.e., Labour Welfare Board, Minimum Wages Advisory Board, EPFO State Regional Committee and Karnataka Contract Employees Advisory Board. The Association representatives attended 12 committee meetings convened by the Government during the year 2022-23. Also, submitted 21 representations to the Government and other Institutions.
- h.** New Government in Karnataka: A new Congress Government under Chief Minister Sri Siddaramaiah has just taken over. Much is expected from the new Government. As far as industrial relations are concerned, hope that well experienced persons take over as Labour Minister and Industry Minister because these two are important portfolios that will decide the future industrial growth in Karnataka. KEA has already addressed a letter on 20.05.2023 to the Hon'ble Chief Minister in this regard.
- i.** Manufacturing: During the last year, India has marched ahead in setting up manufacturing facilities mainly due to the forward-looking policies of the Central Government. The thrust on Make in India and Atmanirbhar Bharat have already started showing results. The establishment of iPhone manufacturing and Tata Group entering in a big way are welcome developments. Karnataka should continue to attract manufacturing projects in the fields of mobility,

telecommunication, chip manufacturing and automotive sectors in a big way.

- j.** Despite the potential benefits for manufacturing in Karnataka, the Labour policies of the Government are still acting as a hindrance. It is hoped that the new Government will carry out a comprehensive overhaul to reorient the policies to facilitate ease of doing business.
- k.** Regarding Labour Codes: as mentioned in the last year's AGM, 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. If the present trend continues, the Labour Codes may not see the light of the day until after 2024 general elections.

II. 62nd 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 and membership strength also continues to be 750 which is highest when compared to any other Employers Associations in the country.

b. The President was happy to report that Eight Executive Committee Meetings were held during the year 2022-23.

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

- d.** The President mentioned that Mr. D.R. Nagaraj desired to retire after a 50 plus years of association with KEA. The President expressed his deep sense of gratitude to Mr. D.R. Nagaraj who was associated with KEA for 5 decades and wished him good health and happiness. Also, mentioned that Mr. D.R. Nagaraj will continue his sagacious advice in the years to come as an advisor and mentor to KEA.
- e.** The President appreciated that the backbone of the Association is the Secretariat which has worked silently and efficiently throughout the year. Secretary General Mr. Seetharam Bhat, Executive Secretary Mr. P. Narayan Bhat and Mr. Sunil Kumar, IT Operator have been carrying out their functions sincerely and diligently.
- f.** The President mentioned that as a part of taking KEA to the next level, KEA had appointed Programme Manager Ms. Pratibha P.N. and she has contributed significantly during the last one year and was the sheet anchor during the long period of preparations before the Diamond Jubilee Celebrations.
- g.** 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.
- h.** 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.
- i.** The President informed that as a part of taking forward KEA, two Vice Presidents, Mr. Raj Pillai, and Ms. Pooja Prabhakar, who are also CEO and COO of the Association visited Singapore National

Employers Federation (SNEF) and established a relationship with KEA and SNEF.

Pursuant to change under KEA 2.0 the following changes are affected:-

- a. Revamping the operations of the Secretariat
- b. Digitisation of all functions including accounting and billing
- c. Engaging an accounting firm and migration to Zoho Books
- d. Introduction and migration to Net Banking
- e. Continued improvement of Glue Up usage for membership management
- f. Collection of past arrears
- g. Upgradation of the KEA website including cataloguing and archiving of historical data
- h. Benchmarking against SNEF and incorporation of some of their best practices is underway.

Further, an action plan is being drawn to conduct training programmes and involve industry leaders in all future activities of KEA. The Members would be informed of all future activities. The President was happy and appreciated that, Mr. Raj Pillai and Ms. Pooja Prabhakar have taken keen interest in taking KEA activities to the next level.

- j.** The President mentioned that rate of Annual Subscription of KEA had been fixed at Rs.6,000/- from 01.04.2018. Having regard to the cost of operation and with a view to augmenting the resources of the Association and implementing the new initiatives and several activities for taking KEA to the next level, it has become necessary to increase the subscription rate from the present Rs 6,000/- to Rs 10,000/- per annum.
- k.** The President thanked the Auditors of the Association M.S Krishna Swamy & Co headed by Mr. M.K. Santhanaraman and Mr. P.

Gopalsamy for guiding the Secretariat in maintaining the accounts, keeping it fully compliant and giving audit guidance wherever necessary.

- I. The President informed that the work on KEA Souvenir comprising of a compilation of KEA's journey over the last 6 decades is almost completed and soon it will be released for the benefit of all members.

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 61st Annual General Meeting held on Wednesday, 27th July 2022 at 11.30 AM through Virtual Mode (Zoom)

The President placed the minutes of the 61st Annual General Meeting held on Wednesday, 27th July 2022 for confirmation before the AGM.

Mr. Arvind Sekhar, EC Member, KEA and Managing Partner, M/s Sai Packaging Co. proposed and Mr. Sudhir N, DGM HR, Schneider Electric, seconded the confirmation of the proceedings.

Accordingly, the proceedings were confirmed.

3. Adoption of the Annual Report of the Association for the year 2022-23

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

Mr. Ravishankar M, EC Member, KEA, & Managing Partner, M/s Dura Materials & Services LLP, proposed the adoption of the Annual Report. Mr. Venkataramana P, Head HR, Indo-MIM Pvt 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 2022-23

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. Mr. Ramachandra D Joshi, Senior Manager HR, UltraTech Cement Ltd - Malkhed Plant, 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 2023-24 (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 2023-24. The President proposed an increase of remuneration by Rs 5000/- (Total Rs, 35,000/-plus GST) for the year 2023-24 and was approved unanimously.

Mr. G V Krishna Kumar, EC Member, CFO & HR - M/s Stumpp Schuele & Somappa Springs Pvt. Ltd., proposed the re-appointment of Auditors and their remuneration. Mr. Mohan Raj, Director HR, Raymond Group, seconded the re-appointment of Auditors and their remuneration. Accordingly, the re-appointment of Auditors and their remuneration has been passed.

6. Announcement of results and taking over by newly elected Office Bearers and Executive Committee Members who will hold office for two years (i.e 2023-2024 and 2024-2025)

As per the AGM Notice dated 13.05.2023 nomination forms had been sent to the members wherein nomination for the position of Eight posts of Office Bearers and Seven posts of Executive Committee Members were invited. The nominees were declared and elected unanimously: The names are as follows:

➤ **Office Bearers:**

Name	Designation
1. Mr. B.C. Prabhakar	President - KEA & Advocate & Chairman - BCP Associates LLP
2. Mr. Raj Pillai	Working President & CTO - JMC Projects
3. Ms. Pooja Prabhakar	Vice President & Managing Partner - BCP Associates LLP
4. Mr. Vasuki K N	Secretary - KEA & Advocate
5. Mr. K.G. Nagendra Prasad	Joint Secretary - KEA & Advocate
6. Mr. C.K. Devappa Gowda	Treasurer - KEA & Advocate
7. Mr. C.K. Subramanya	Assistant Secretary - KEA & Advocate
8. Mr. N. Umesh	Assistant Secretary - KEA & Advocate

➤ **Executive Committee Members:**

Name	Designation
1. Mr. B.R. Indushekar	Executive Committee Member - KEA & Director - Group Real Estate - M/s Volvo Group India Private Limited
2. Mr. Arvind Sekhar	Executive Committee Member - KEA & Managing Partner - M/s Sai Packaging Company
3. Mr. Ravishankar M	Executive Committee Member - KEA & Managing Partner - M/s Dura Materials & Services LLP
4. Dr. S. Rajesh	Executive Committee Member - KEA & Secretary - M/s BM (Bapuji Memorial) Association
5. Mr. Nagaraj M	Executive Committee Member - KEA & Plant Managing Director - M/s Wistron Infocom Manufacturing Pvt. Ltd.
6. Mr. Shakshar Guha	Executive Committee Member - KEA & Head Employee Relations - M/s Wipro Ltd (Wipro Consumer Care & Lighting Division)
7. Mr. G.V. Krishna Kumar	Executive Committee Member - KEA & CFO & Head HR - M/s Stump Schuele & Somappa Pvt. Ltd.

The President welcomed all the newly elected Office Bearers and Committee Members. He also thanked all the outgoing members.

7. Any other subject with the permission of the chair - Additional agenda regarding the increase in Annual Membership Subscription

The President placed the Annual Membership Subscription of Rs.10,000/- per annum effective from 01-04-2023.

Mr. Nagaraj M, EC Member, KEA and Plant MD, M/s. Wistron Infocomm Manufacturing (India) Private Limited proposed and Mr. Kempe Gowda,

Director HR, GE HealthCare, seconded the increase in Annual Membership Subscription.

Accordingly, the increase in Annual Membership Subscription was approved.

The President invited the newly elected Working President Mr. Raj Pillai to share his views.

Mr. Raj Pillai – Working President	<ul style="list-style-type: none"> • Members are our strength and like to use this for making KEA 2.0 a reality in the coming years • Soon will reach out to members to seek guidance and advice • Two of the key agenda of KEA 2.0 would be to make KEA as inclusive as possible for the benefit of members with their support and make KEA a globally recognised association • Strive to make Karnataka a preferred destination for investment • Would be following the footsteps of Mr. D R Nagaraj (DRN). DRN has been a strong pillar of KEA for its growth and development
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Working President Mr. Raj Pillai invited Ms. Pooja Prabhakar, Vice President to say a few words on outgoing Working President Mr. D R Nagaraj.

Ms. Pooja Prabhakar – Vice President	<ul style="list-style-type: none"> • KEA will certainly not be the same without Mr. D R Nagaraj • Will seek guidance and advice to take KEA forward, especially on the training front • Wished Mr. D R Nagaraj great health and good times • Look to take forward a lot of what Mr. D R Nagaraj has infused into the ethos of KEA
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The President requested members to share their views about Mr. D.R. Nagaraj.

The following Executive Committee Members expressed their views:

Mr. Indushekar B.R. - EC Member	<ul style="list-style-type: none"> • Will miss Mr. D R Nagaraj (DRN) • Huge experience, thought leadership and perspectives that always brought in all forums is a true testimony of DRN's passion towards HR/IR
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	<ul style="list-style-type: none"> • Good that DRN will continue to support KEA and guide at all endeavours
Mr. Arvind Sekhar - EC Member	<ul style="list-style-type: none"> • Thanked Mr. D R Nagaraj for all the knowledge shared • It has been a very wonderful learning experience

The President invited the outgoing Working President Mr. D.R. Nagaraj and requested him to say a few words.

Speaking on the occasion Mr. D.R. Nagaraj appreciated the work done by President – Mr. B C Prabhakar.

Mr. D R Nagaraj	<ul style="list-style-type: none"> • Association with KEA started in 1966-67 with Mr. Puttananjappa • Great pleasure to work with Mr. B C Prabhakar • Mr. B C Prabhakar always gives objective advice to employers • Mr. B C Prabhakar respected not only by employers but also by Trade Union Leaders • KEA Members always express high opinion about Mr. B C Prabhakar for his analysis • Happy that Mr. Raj and Ms. Pooja taking KEA to the next level • KEA will become more active from the employers perspective • KEA under the leadership of Mr. B C Prabhakar & Mr. Raj will be able to evolve new systems, new procedures, and new policies • Enjoyed the journey in KEA • Will always be there to support KEA
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The President thanked Mr. D R Nagaraj.

Mr. Seetharam Bhat, Secretary General of KEA proposed vote of thanks to all the members who were present and also the Newly Elected Members of the Association.

Sd/-
Mr. K.G. Nagendra Prasad
Secretary

Sd/-
Mr.B.C. Prabhakar
President



KARNATAKA EMPLOYERS' ASSOCIATION

Annual Report of KEA
For The Year 2023-2024,
Presented at 63rd Annual General Meeting
Thursday, 25th July 2024 - Virtual Platform

Annual Report 2023-24

Index

1.	KEA Circular Services
2.	Membership Status
3.	Executive Committee Meetings
4.	Programmes & Events During the Year 2023-24
5.	Representation on the Committees / Advisory Boards
6.	Meetings Attended
7.	Representations to the Government & Other Institutions
8.	Issues arising out of the quashing of 34 Minimum Wage Notifications in 34 Writ Petitions by the Hon'ble High Court of Karnataka
9.	Acknowledgement

Office Bearers for the Year – 2023-24 & 2024-25



**Mr. B C PRABHAKAR
PRESIDENT**



**Mr. RAJ PILLAI
WORKING PRESIDENT**



**Ms. POOJA PRABHAKAR
VICE PRESIDENT**



**Mr. VASUKI K.N.
SECRETARY**



**Mr. K.G. NAGENDRA PRASAD,
JOINT SECRETARY**



**Mr. C.K. DEVAPPA GOWDA
TREASURER**



**Mr. C.K. SUBRAMANYA
ASST. SECRETARY**



**Mr. UMESH. N
ASST. SECRETARY**

Executive Committee for the Year – 2023-24 & 2024-25



Mr. B R INDUSHEKAR MEMBER



Mr. ARVIND SEKHAR MEMBER



Mr. RAVISHANKAR M MEMBER



**Dr. S. RAJESH
MEMBER**



Mr. SHAKSHAR GUHA MEMBER



**Mr. NAGARAJA M
MEMBER**



**Mr. G.V. KRISHNA KUMAR
MEMBER**

63rd Annual General Meeting

Karnataka Employers' Association (KEA) established in the year 1961 has stepped into its 63rd year of service to our members. On the occasion of 63rd AGM the Working Report for the year 2023-24 (from 1st April 2023 to 31st March 2024) of the Association is presented to the members. This report gives an overall view of the activities of the Association during the year 2023-2024 (01.04.2023 to 31.03.2024).

1. KEA Circulars:

The Association has issued 114 circulars during the Calendar year 2023 (105 circulars were issued in the previous calendar year, 2022) 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 43 Circulars during the period from 1st January 2024 to July, till date.

Daily News Update

During the month of September 2015, KEA started a 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 Status:

The total membership of the Association stood at 731 as on 31st March 2024, which is inclusive of 23 new members admitted during the year 2023-2024.

3. Executive Committee Meetings:

During the year under report, Four Executive Committee Meetings were held on (1) 11th May 2023 (2) 14th September 2023 (3) 19th December 2023 (4) 26th March 2024 for discussing various important issues and presentations by the President on recent trends in Industrial Relations, Settlements and other related developments.

4. Programmes & Events for the year 2023-24:

01	26.05.2023	62 nd Annual General Meeting (AGM) of the Association at 11.30 A.M, through virtual mode – Zoom
02	05.10.2023	<p>Training Program on Industrial Relations & Discipline Management, organised by KEA - which had 75 registered participants from 45 companies.</p> <p>Faculty:</p> <ul style="list-style-type: none"> • Mr. Pramod Mahatme - Advisor, M/s Wipro Ltd. • Mr. D.R. Nagaraj - CEO, NMS HR Solutions <p>An extensive one-day in-depth practical training program that focused on two pivotal areas: Industrial Relations & Discipline Management. These two domains are instrumental in nurturing a harmonious working relationship between management and employees within the workplace. In this context, Karnataka Employers' Association had a customized training program, with the expertise of two industry veterans delivering the subject matter over two separate sessions within a single day.</p>
03	07.12.2023	<p>One Day Seminar on Recent Trends in National & Karnataka Wage Agreements, organised by KEA - which had 114 registered participants from 65 different companies.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mr. B C Prabhakar - Advocate, President, KEA • Mr. D R Nagaraj - CEO, NMS HR Solutions • Dr Krishna Murthy - Director, Industrial Relations Institute of India, Mumbai • Mr. Junaid Sheikh - M/s Mercer Consulting • Ms. Shuba Nagesh - MD, GE BE Pvt Ltd • Mr. Srinivasa B A - GM-HR, Bosch Automotive Electronics India Pvt Ltd • Mr. CK Devappa Gowda – Advocate, Bhoopalam Law Associates & Treasurer, KEA • Mr. Aditya Kamath - Senior Partner, BCP Associates LLP <p>The seminar provided an opportunity for Companies/Industries to understand the trends in wage settlements, evolve their</p>

		<p>approach and preparation for negotiations for the settlement. The highly interactive session included presentations on the analysis of more than 40 wage agreements which concluded in the year 2022 and 2023.</p>
04	24.01.2024	<p>Training Session on Primer on Labour Laws and Compliance for IT/ITES Companies, organised by KEA in association with BCP Associates - which had 64 registered participants from 39 different companies.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mr. Aditya Kamath - Partner, BCP Associates LLP • Mr. Devaiah - Principal Associate, BCP Associates LLP <p>Panel Discussion on "Ease of Doing Business – Compliance as a Bane or Boon":</p> <ul style="list-style-type: none"> • Moderator: Ms. Pooja Prabhakar - Managing Partner & CEO, BCP Associates LLP & Vice President, KEA • Panellists: <ul style="list-style-type: none"> ▪ Ms. Sharmila Chandan - Assistant General Counsel, Compliance, Infosys ▪ Mr. Sharath Mahendra - Sr. Legal Counsel - Employment Laws, India, Adobe Software ▪ Mr. Percy Patel - Head, Risk & Compliance, FMR India ▪ Mr. Benny Augustine - Director Compliance & Ethics and Global Head, Conflicts of Interest, Center of Excellence, Unisys <p>This training session provided an in-depth understanding on the applicable labour and employment laws as applicable to the IT and ITES sectors. The session involved the use of case studies and examples to facilitate a better understanding of the law and the compliance requirements under it.</p>
05	08.02.2024	<p>Webinar on Compulsory Gratuity Insurance Notification of Government of Karnataka and Compliance Requirements for Establishments, organised by KEA in association with BCP Associates - which had 201 registered participants from 150 different companies</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Mr. B C Prabhakar - Advocate, President, KEA

		<ul style="list-style-type: none"> • Mr. CK Devappa Gowda – Advocate, Bhoopalam Law Associates & Treasurer, KEA • Mr. Aditya Kamath - Partner, BCP Associates LLP <p>The Government of Karnataka, on 10th January 2024 notified rules under Section 4A of the Payment of Gratuity Act, 1972. This webinar was designed to walk participants through the requirements and nuances of the rules and compliance thereunder. The webinar will also examine the position once the Social Security Code, 2019 is brought into force. Two-hour webinar clarified points related to the aforesaid notification.</p>
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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
- Workers Education Board, Karnataka

6. Meetings Attended:

01	19.06.2023	EFI 90th Annual General Meeting (Virtual) attended by Mr. B.C. Prabhakar, Mr. Vasuki K.N & Mr. Sunil Kumar S, KEA
02	24.06.2023	The Interactive Meeting with Hon'ble Labour Minister Shri Santosh Lad, attended by Sri B C Prabhakar - President, Sri Raj Pillai - Working President, Sri Vasuki K.N. – Secretary & Ms. Prathibha P.N. - Program Manager
03	26.08.2023	The FKCCI Interactive Meeting and Honouring the Presidents of Associations, attended by Sri. Seetharam Bhat, Secretary General

04	05.10.2023	<p>Revisiting of working hours of Industrial units, Factories, Commercial houses, Companies, and establishments (W.P 6585 of 2020 – GM-RES-PIL) to resolve the traffic congestion – held at Karmika Bhavan</p> <p>Meeting Chaired by: Dr. Manjunath, Additional Labor Commissioner</p> <p>From KEA represented by: Seetharam Bhat, Sunil Bhat M & Md. Faheem – BCP Associates</p>
05	11.10.2023	<p>Review of Zones Regarding the Minimum Wages and attended by Seetharam Bhat - KEA and Sunil Bhat – KEA</p>
06	17.10.2023	<p>Coordination Meeting Regarding the Minimum Wages – All Management Associations - meeting held at the office of the President of KEA.</p> <p>Chaired by: Sri B C Prabhakar.</p> <p>Attended by KEA: Adv. Vasuki K.N., Seetharam Bhat and Sunil Bhat M</p> <p>Other Attendees: Mr. Tallam Venkatesh - Former President, FKCCI, Ms. Uma Reddy - Vice President, FKCCI, Mr. Madhu Damodaran - Vice President, Quess, CII, Mr. Balaji - Garment Association (CMAI), Mr. Murali - BCIC, Mr. Nagaraj - KASSIA, and Mr. PC Rao - Hotels Association.</p>
07	25.10.2023	<p>Coordination Meeting Regarding the Minimum Wages – All Management Associations - - meeting held at the office of the President of KEA.</p> <p>Chaired By: Sri B C Prabhakar.</p> <p>Attended by KEA: Adv. Vasuki K.N., Seetharam Bhat and Sunil Bhat M</p> <p>Other Attendees: Mr. Tallam Venkatesh - Former President, FKCCI, Mr. Madhu Damodaran - Vice President, Quess, CII, Mr. Balaji - Garment Association (CMAI), Mr. Murali - BCIC, Mr. Nagaraj - KASSIA, Mr. PC Rao - Hotels Association and Mr. Venkat from Shahi Exports Pvt. Ltd.</p>
08	26.10.2023	<p>Revisiting of working hours of Industrial units, Factories, Commercial houses, Companies, and establishments (W.P 6585 of 2020 – GM-RES-PIL) to resolve the traffic congestion. The meeting was held at Vikas Soudha</p>

		Meeting Chaired by: Md. Mohsin, Principal Secretary, Labor Dept. Attended by KEA: Seetharam Bhat & Sunil Bhat
09	31.10.2023	Regarding the compliance of Building and other construction workers BOCWWB Act and Rules – compliance collection of CESS, Registration, etc. and attended by Seetharam Bhat - KEA and Sunil Bhat – KEA Chaired by – Labour Secretary held at Karmika Bhavan
10	02.11.2023	Regarding the filing of an appeal by the State Govt. challenging the quashing of 26 minimum wage notifications by the Hon’ble court of Karnataka on the ground of not having followed Reptakos Brett's judgment while revising the rates of minimum wages and attended by Seetharam Bhat - KEA and Sunil Bhat – KEA Convened by Hon’ble Labour Minister Shri Santosh Lad and the meeting was held at Vikasa Soudha
11	07.11.2023	Courtesy Visit to KASSIA attended by Seetharam Bhat - KEA and Sunil Bhat – KEA
12	08.11.2023	Courtesy Visit to Whitefield Area Commerce and Industries Association attended by Seetharam Bhat - KEA and Sunil Bhat – KEA
13	05.01.2024	Labour Policy Meeting at Labour Department, Karmika Bhavana, Bannerghatta Road attended by Mr. Seetharam Bhat, Secretary General, KEA and Mr. Sunil Bhat M, DGM, KEA
14	15.01.2024	Industry-Academia Collaboration – XLRI – Jamshedpur - Mr. Raj Pillai - Working President visited XLRI, Jamshedpur campus in January 2024 and met Fr S George, S J - Director and Prof. Santanu Sarkar - Professor of Labour Relations & HRM
15	29.01.2024	CII Regional Affiliated Associations Meeting 2024 at Shangri-La Hotel, Bengaluru, attended by Mr. Seetharam Bhat, Secretary General, KEA
16	07.02.2024	Zonal Minimum Wages Meeting at Labour Department, Karmika Bhavana, Bannerghatta Road attended by Mr. Seetharam Bhat, Secretary General, KEA

17	09.02.2024	Labour Policy Meeting at Vikasa Soudha, attended by Mr. Seetharam Bhat, Secretary General, KEA
18	17.02.2024	Labour Policy Meeting at National Law School of India University, attended by Mr. Seetharam Bhat, Secretary General, KEA
19	28.02.2024	Labour Policy Meeting at Labour Department, Karmika Bhavana, Bannerghatta Road attended by Mr. Seetharam Bhat, Secretary General, KEA
20	07.03.2024	<p>Technical Consultation on Extending Social Protection to Gig and Platform Workers In India - A Government Of Karnataka Initiative In Collaboration With ILO at Taj West End, Bengaluru.</p> <p>Govt. of Karnataka in collaboration with the International Labour Organization (ILO) organized the inauguration program of "Technical Consultation of Extending Social Protection to Gig & Platform Workers in India" Mr. Santosh Lad, Hon'ble Minister of Labour, Govt. of Karnataka inaugurated the session. On behalf of All India Organisation of Employers, the President of Karnataka Employers' Association Mr. B.C. Prabhakar delivered a Welcome Speech. Ms. Michiko Miyamoto - Country Director, ILO also spoke.</p> <p>Attended by: Mr. Seetharam Bhat – Secretary General, KEA</p>
21	13.03.2024	Labour Policy Meeting at Labour Department, Karmika Bhavana, Bannerghatta Road attended by Mr. Seetharam Bhat, Secretary General, KEA
22	18.03.2024 to 21.03.2024	<p>Asia Pacific Regional Meeting on Child Labour and Forced Labour, Bangkok, Thailand – Conference organised by the International Labour Organization (ILO).</p> <ul style="list-style-type: none"> Mr. Raj Pillai - Working President represented Karnataka Employers' Association. Also, Mr. Raj Pillai made a presentation on Strengthening Due Diligence Processes to Prevent and Address Child Labour and Forced Labour in Supply Chains (Construction Industry in India).
23	27.03.2024	Industry-Academia Collaboration - IIM-Bangalore: Attended by Mr. Raj Pillai, Working President & CEO, KEA, Mr. Indushekar, Member KEA, Mr. Shakshar Guha, Member KEA

24		<p>EPFO Regional Committee Meetings at EPFO, Zonal Office, HQ, Bengaluru</p> <ul style="list-style-type: none"> • Date: 12.07.2023 - 93rd Regional Committee Meeting for the State of Karnataka, attended by Sri. Vasuki K N, Secretary KEA • Date: 11.09.2023 - 94th Regional Committee Meeting for the State of Karnataka, attended by Sri. Seetharam Bhat, Secretary General • Date: 04.01.2024 - 95th Regional Committee Meeting, attended by Mr. Seetharam Bhat, Secretary General, KEA • Date: 27.03.2024 - 96th Regional Committee Meeting, attended by Mr. Seetharam Bhat, Secretary General, KEA
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7. Representations to the Government & Other Institutions:

01	13.04.2023	Letter to Central Provident Fund Commissioner regarding the Need to extend the time towards Implementation of Hon'ble Supreme Court Judgment on claim for 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
02	25.04.2023	Letter to The Chief Secretary, Govt. of Karnataka, to issue a notification to conform to the provision of the Act regarding the Grant of Paid Holiday to the Employees on Polling Day
03	26.04.2023	Letter to the Secretary Labour, Govt. of Karnataka, requesting to ensure that any notification issued by the Government of Karnataka is in accordance with Section 3A of the Karnataka Industrial Establishments (National Festival) Holidays Act and the notification may not stipulate that the establishment itself should remain closed on the day of polling i.e. 10.05.2023 with a copy to the Labour Commissioner & the Director of Factories & Boilers.
04	27.04.2023	Letter to the Director of Factories, Department of Factories Boilers, Industrial Safety & Health – regarding the Office Circular Dated 19.04.2023 For Grant of Paid Holiday on The Election Day Requires Reconsideration
05	02.05.2023	Letter to the Central Provident Commissioner, New Delhi, regarding the need to extend further time limit for submitting claim for Higher Pension.

06	27.05.2023	Letter to the Hon'ble Labour Minister, Govt of Karnataka - Congratulatory Letter – Mr. Santosh Lad on the assumption of the office as Minister for Labour, Government of Karnataka
07	19.06.2023	Letter to The Central Provident Fund Commissioner, Govt of India - Implementation of Hon'ble Supreme Court Judgment on Claim for Higher Pension – Need to further extension of time
08	23.06.2023	Letter to The Hon'ble Labour Minister, Govt of Karnataka - Suggestions for augmenting the efforts of the Government for attracting more investment and consequent other benefits which would accrue to the State and to maintain harmonious industrial relations.
09	27.06.2023	Letter to Director General, Employees State Insurance Corporation - Seeding of Aadhaar Details of Insured Person Using Ip Portal By The Employers
10	28.06.2023	Letter to Dr. H N Gopal Krishna IAS, Commissioner of Labour, Govt of Karnataka - Welcome Letter – on his posting as Labour Commissioner
11	04.07.2023	Letter to Hon'ble Chief Minister, Govt of Karnataka - request that appropriate directions may kindly be issued to implement the revolutionary scheme of the Hon'ble Labour Minister
12	24.07.2023	Letter to Secretary, Department of Labour, Govt of Karnataka - Constitution of Advisory Board under Contract Labour (Regulation and Abolition) Act 1970 - requesting the Authorities to include the Karnataka Employers' Association as a representative of employers in the Advisory Board under CLRA Act as and when it is constituted
13	24.07.2023	Letter to Secretary, Department of Labour, Govt of Karnataka - Constitution of Advisory Board under Minimum Wages Act - requesting the Authorities to include the Karnataka Employers' Association as a representative of employers in the Advisory Board as and when it is constituted
14	01.08.2023	Letter to Secretary, Department of Labour, Govt of Karnataka - Constitution of Advisory Board under Contract Labour (Regulation and Abolition) Act 1970 - requesting the Authorities to include the Karnataka Employers' Association as a representative of employers in the Advisory Board under CLRA Act as and when it is constituted.
15	01.08.2023	Letter to Chief Executive Officer, Karnataka Building and Other Construction Workers Welfare Board Constitution of Advisory Board under Building and Other Construction Worker's (Regulation of Employment and Conditions Of

		Service) Act 1966 - request the Authorities to include the Karnataka Employers Association as a representative of employers in the Advisory Board under the Building and Other Construction Worker's (Regulation of Employment And Conditions of Service) Act as and when it is constituted.
16	11.08.2023	Letter to Secretary to Government, Department of Labour, Govt of Karnataka - Welcome Letter – Mr. Mohammad Mohsin I.A.S on his posting as Labour Secretary
17	05.09.2023	Letter to - Regional Director, ESIC - Constitution of Regional Board of Karnataka State under ESIC Act - requesting the Authorities to include the Karnataka Employers' Association as a representative of employers in the Advisory Board under ESIC Act, as and when it is constituted.
18	11.09.2023	Letter to the Commissioner, Department of Labour, Government of Karnataka – regarding Registration under the Karnataka Shops and Commercial Establishments Act
19	10.10.2023	Letter to Labour Secretary Government of Karnataka – Regarding the Incorrect Reference of the Dispute Under Section 10(1) of the Industrial Disputes Act of Dispute Between the Workmen of Wipro Kawasaki Precision Machinery Pvt Ltd Represented by Wipro Kawasaki Precision Machinery Pvt Ltd Workers Union and the Management of the Company
20	12.10.2023	Letter to Chief Secretary Government of Karnataka - Filing of Appeal by the State Government Challenging the Quashing of 26 Minimum Wage Notifications by the Hon'ble High Court of Karnataka on the ground of not having followed Reptakos Brett Judgment while revising the rates of minimum wages.
21	12.10.2023	Letter to The Hon'ble Labour Minister Government of Karnataka, Filing of Appeal by the State Government Challenging the Quashing of 26 Minimum Wage Notifications by the Hon'ble High Court of Karnataka on the ground of not having followed Reptakos Brett Judgment while revising the rates of minimum wages.
22	12.10.2023	Letter to Principal Secretary Government of Karnataka Filing of Appeal by the State Government Challenging the Quashing of 26 Minimum Wage Notifications by the Hon'ble High Court of Karnataka on the ground of not having followed Reptakos Brett Judgment while revising the rates of minimum wages.

23	17.10.2023	Letter to Secretary Department of Labour – Regarding Increasing the Threshold Limit for Applicability of Contract Labour (Regulation and Abolition) Act 1970 to the Establishments
24	26.10.2023	Letter to Principal Secretary Government of Karnataka Filing of Appeal by the State Government Challenging the Quashing of 26 Minimum Wage Notifications by the Hon’ble High Court of Karnataka on the ground of not having followed Reptakos Brett Judgment while revising the rates of minimum wages.
25	26.10.2023	Letter to Secretary, MSME, Mines, Textiles & Sugar Commerce and Industries Department Government of Karnataka Filing of Appeal by the State Government Challenging the Quashing of 26 Minimum Wage Notifications by the Hon’ble High Court of Karnataka on the ground of not having followed Reptakos Brett Judgment while revising the rates of minimum wages.
26	18.11.2023	Letter to The Secretary Department of Labour Government of Karnataka Preliminary Meeting called on 18.11.2023 to discuss the issues: i) Revision of Minimum Wages ii) Uniform Notification in respect of various Scheduled Employments
27	22.12.2023	Letter to Hon’ble Home Minister, Government of Karnataka, Regarding the meeting called on 22.12.2023 to discuss the Revision of Minimum Wages
28	29.12.2023	Letter to The Principal Secretary, Department of Labour, Exemption of IT and ITES Establishments from the Provisions of the Industrial Employment (Standing Orders) Act
29	29.12.2023	Letter to Hon’ble Home Minister Government of Karnataka regarding Prominence to Kannada in Sign Boards
30	03.02.2024	Letter to The Hon’ble Chief Minister, Government of Karnataka, The Karnataka Compulsory Gratuity Insurance Rules 2024. The Association has suggested for consideration of the Government that the rules be made applicable to those establishments employing 100 or more employees on or after 10.01.2024. Labour Department officials may be instructed to guide and educate employers to comply with the provisions of the Rules of 2024.

31	20.02.2024	Letter to The Hon'ble Chief Minister, Government of Karnataka, The Karnataka Compulsory Gratuity Insurance Rules 2024 - requesting the Hon'ble Minister to please intervene in the matter and ensure that the time for implementation of the rules may be extended and it would be more appropriate to extend the time limit by one year.
32	29.02.2024	Letter to the Commissioner of Labour, Government of Karnataka, Karnataka Compulsory Gratuity Insurance Rules 2024. The Association appreciates the initiative of the Labour Commissioner Department of Labour Govt of Karnataka in organizing an interactive session on compliance with the above rules. Also requested the Government to kindly have the matter reconsidered at the earliest as the time available for compliance with the rule will end on 10.03.2024.
33	16.03.2024	Letter to the Director, Factories, Boilers, Industrial Safety & Health, Women workers to work overtime in Factories – seeking clarification regarding overtime working of the women workers
34	21.03.2024	Letter to the Principal Secretary, Department of Labour, Exemption of IT and ITES Establishments from the Provisions of the Industrial Employment (Standing Orders) Act

8. Issues arising out of the quashing of 34 Minimum Wage Notifications in 34 Writ Petitions by the Hon'ble High Court of Karnataka:

The issues arising out of the Quashing of 34 Minimum Wage Notifications:

The Learned Single Judge of the Hon'ble High Court of Karnataka in its judgment dated 26.09.2023 has quashed minimum wage notifications issued by the Government of Karnataka on the ground that the Government has not followed the guidelines issued by the Hon'ble Apex Court in the case of Workmen Represented by Secretary Vs. Management of Reptakos Brett and Company Limited and Others AIR 1992 SC 504. The judgment in Reptakos does not refer to any survey to be made by the Government before fixing or revising minimum wages. Further, fixation of minimum wages shall have to be made by the appropriate Government in accordance with Section 3 of the Minimum Wages Act.

The Learned Single Judge appears to have been swayed by the contention of the Petitioner Trade Unions that the Government ought to have scrupulously followed the guidelines framed by the Apex Court in the Reptakos judgment while fixing as well as revising the minimum wages. The procedure followed by the Government in revising the minimum wages for the 26 notifications is completely in compliance with procedure prescribed under Section 5 of the Minimum Wages Act. There is no irregularity or illegality in the procedure followed by the Government in revising the minimum wages under the above notifications. The judgment of the Learned Single Judge is not only without appreciating the statutory provisions as contained in the Minimum Wages Act but also the earlier judgments of the Hon'ble High Court of Karnataka itself. There are good and sufficient legal grounds for challenging the judgment of the Learned Single Judge referred to above. Another consequence of the judgment is that all the notifications issued by the Government of Karnataka will stand quashed. The employers have already implemented the minimum wages fixed under each of the notifications in the industries to which the notifications apply, although the minimum wages fixed are second highest in the country. The managements would approach the Government for reducing the minimum wages so that their units may continue to be viable. On the contrary, the organization of the employees will demand for either maintaining the wages as notified in 26 notifications or would demand higher minimum wages. Thus, there would be a serious industrial relations situation. Further, as all the notifications have been quashed, the employers may opt to pay the minimum wages as per the previous notifications which is far less and the same would create disturbance in industrial relations. Thus, the consequences of implementing the judgments are multi-fold and would create problem for all the stakeholders i.e. the employers, the employees as well as the Government as it has to deal with the situations which may develop as described above. The Association, therefore, suggested that the Government should file a Writ Appeal before the Division Bench of the Hon'ble High Court of Karnataka with a prayer to stay of the judgment and also set aside the judgment of the Learned Single Judge as it is contrary to the judgment of Reptakos itself and also the statutory provisions of the Minimum Wages Act. Also, requested that

when filing the Writ Appeal against the Judgment of the Hon'ble High Court of Karnataka against the quashing of notifications, the management associations also may be made as parties.

Later the Association had written letters to the Government. And sent letters to Industries explaining that the Industry Associations should challenge. Meanwhile, the Government took report from the Minimum Wage Advisory Board which suggested that the Government is preparing to issue fresh notifications for revising the minimum wages.

As the Govt. did not choose to file Writ Appeal KEA took the decision to file the Writ appeal. KEA was the first to file the Writ Appeal and to get an Interim order. The hearing of the Writ Appeals is in progress.

9. Acknowledgement:

The committee appreciates the Co-operation and support extended date to the KEA by the officials of State Govt. Labour Department, Labour Commissioner and his officers, Regional Provident Fund Commissioner and Regional Employee State Insurance Corporation.

Apex organisations namely AIOE, EFI have dissemination valuable information on matters concerning Labour Law Policy etc. and also invited KEA for meetings, seminars, workshops, etc.

The KEA duly acknowledges the support of all the member companies who have supported various activities, events of the Association during the year.

The Committee also acknowledges the support rendered by print media for publishing the views of the Association on various issues pertaining to Industry and Labour.

The KEA Executive Committee acknowledges the services rendered by the KEA Secretariat.

Sd/-
(Vasuki K.N.)
Secretary
KEA

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

INDEPENDENT AUDITORS' REPORT

To
The Members
Karnataka Employers' Association
Bengaluru – 560 004.

Report on the Financial Statements**Opinion**

We have audited the accompanying financial statements of the Karnataka Employers' Association, #74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004, which comprises Balance Sheet as at 31.03.2024 and Statement of Income and Expenditure and Cash Flow Statement for the year then ended and notes to the financial statement, including a summary of significant accounting policies.

In our opinion, and to the best of our information and according to the explanations given to us, the aforesaid financial statements give a true and fair view of the financial position of the association as at March 31, 2024, and of its financial performance (and its cash flows) for the year then ended in conformity with the accounting principles generally accepted in India

Basis for Opinion

We conducted our audit in accordance with the Standards on Auditing (SAs) generally accepted in India. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the association in accordance with the ethical requirements that are relevant to our audit of the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of the financial statements that give a true and fair view of the financial position, financial performance and cash flows of the association in accordance with the Accounting Standards. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation and presentation of the financial statements that give a true and fair view and are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management of the association is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the association's financial reporting process

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- a) Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- b) Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- c) Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- d) Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence



obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.

- e) We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

For M.S. KRISHNASWAMY & CO
Chartered Accountants
Firm Regn No. 1552-S

- Sd -

Place: Bengaluru
Date : 05.06.2024

(M.K. SANTHANARAMAN)
Partner
Membership No: 13838
UDIN:24013838BKCMFH8220



KARNATAKA EMPLOYERS' ASSOCIATION

74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004.

BALANCE SHEET AS AT 31st MARCH, 2024

(Amount in ₹)

ASSETS	31.03.2024		31.03.2023	
CASH AND CASH EQUIVALENTS				
Cash on hand with President / Treasurer		--		3,696
Cash at Bank				
State Bank of India - Savings Account	44,964		23,267	
Karur Vysya Bank - Savings Account	42,21,550	42,66,515	17,34,375	17,57,643
INVESTMENTS				
Fixed Deposits with Bank		2,02,44,890		2,06,69,810
BUILDING				
Cost	9,32,770		9,32,770	
Less: Depreciation till date	8,54,232	78,538	8,45,506	87,264
FURNITURE AND OFFICE EQUIPMENTS				
Cost	6,24,525		4,81,745	
Add: Additions during the year	--		1,42,780	
Less: Depreciation till date	4,42,293	1,82,232	4,22,045	2,02,480
COMPUTER & ACCESSORIES				
Cost	2,31,494		2,31,494	
Add: Additions during the year	39,990		--	
Less: Depreciation till date	2,35,291	36,193	2,11,162	20,332
OTHER ASSETS				
Tax Deducted at Source		3,77,433		1,33,838
Advance to Vendors		5,37,700		5,37,700
GST Receivable		--		18,000
Staff Advance		55,000		--
Total Assets		2,57,78,501		2,34,30,763
LIABILITIES		31.03.2024		31.03.2023
FUNDED CAPITAL				
As per last Balance Sheet	2,33,27,952		2,31,51,463	
Add: Entrance Fee from Members - Current Year	17,000		34,000	
Entrance Fee from Members - Previous Year	6,000		8,000	
Excess of Income Over Expenditure	21,66,755	2,55,17,707	1,34,489	2,33,27,952
LIABILITIES				
Advance subscription for the years 2024-25		21,460		54,000
Amount received from New Members for the year 2024-25		1,27,000		42,000
GST Payable		1,12,334		5,361
TDS Payable		--		1,450
To be read with				
Notes to financial statement and Significant Accounting Policies				
Total Liabilities		2,57,78,501		2,34,30,763
As per our report of date				
For M.S. KRISHNASWAMY & CO			For KARNATAKA EMPLOYERS' ASSOCIATION	
Chartered Accountants				
- Sd -			- Sd -	
(M.K. SANTHANARAMAN)			(B.C. PRABHAKAR)	
Partner			President	
			- Sd -	
Place: Bengaluru			(VASUKI K.N)	
Date : 05-06-2024			Secretary	
			- Sd -	
			(C.K. DEVAPPA GOWDA)	
			Treasurer	

KARNATAKA EMPLOYERS' ASSOCIATION

74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004.

STATEMENT OF INCOME AND EXPENDITURE FOR THE YEAR ENDED 31ST MARCH, 2024

(Amount in ₹)

INCOME	31.03.2024		31.03.2023	
Membership Annual Subscription received in Advance in 2022-23				
- Current Members	54,000		1,56,000	
- New Members	36,000		48,000	
Membership Annual Subscription Receipts in 2023-24				
- Current Members	59,90,000		33,84,000	
- New Members	1,94,000		2,04,000	
- One-Time Special Subscription	--		1,30,000	
- Arrear Recovery	2,45,400	65,19,400	4,08,000	43,30,000
Interest Received				
From Investment	4,40,080		12,53,275	
From Savings Account	1,43,177		33,780	
From Income Tax Refund	682	5,83,939	10,773	12,97,828
Webinar/Seminar/Training Prog. Collection (Net of Expenses)		10,49,318		86,272
Advisory Income (Net of Expenses)		50,000		--
Miscellaneous Income		1,180		400
Total		82,03,837		57,14,500
EXPENDITURE	31.03.2024		31.03.2023	
Establishment Expenses		48,57,146		28,31,855
Accounting & Other Charges		3,24,500		1,91,210
Printing and Stationery		15,353		37,709
Computer Maintenance		55,940		1,01,836
Postage and Courier		6,992		10,432
Travelling & Conveyance Expenses		62,920		2,80,993
Electricity Charges		15,538		15,197
Email Communication Expenses		1,48,825		1,49,853
Telephone Charges		9,907		11,649
Internet Charges		30,219		30,622
AGM & EC Meeting Expenses		29,800		24,104
Subscription to Association & Conference		63,588		75,402
Repairs & Maintenance		55,017		79,874
Newspaper & Periodicals including Library books		11,330		22,534
Rates & Taxes		13,776		16,710
Staff Welfare Expenses		6,547		13,850
Audit Fee		35,400		29,500
Bank Charges		37,308		7,417
General Expenses		4,482		9,541
Diamond Jubilee Celebration Expenses (Net of Collections)		--		15,93,975
Souvenir for coffee table expenses		1,99,390		--
Depreciation		53,103		45,749
Total Expense		60,37,082		55,80,011
Excess of Income over Expenditure		21,66,755		1,34,489
Total		82,03,837		57,14,500
To be read with Notes to financial statement and Significant Accounting Policies				
As per our report of date				
For M.S. KRISHNASWAMY & CO Chartered Accountants		For KARNATAKA EMPLOYERS' ASSOCIATION		
- Sd -		- Sd -		
(M.K. SANTHANARAMAN) Partner		(B.C. PRABHAKAR) President		
Place: Bengaluru Date : 05-06-2024		- Sd - (VASUKI K.N) Secretary		- Sd - (C.K. DEVAPPA GOWDA) Treasurer

KARNATAKA EMPLOYERS' ASSOCIATION

74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004.

CASH FLOW STATEMENT FOR THE YEAR ENDED 31ST MARCH 2024

(Amount in ₹)

PARTICULARS	31.03.2024		31.03.2023	
(A) CASH FLOW FROM OPERATING ACTIVITIES				
Cash inflows:				
Membership Subscription Collections				
- Existing Members	59,90,000		33,84,000	
- New Members	1,94,000		2,04,000	
- One-Time Special Subscription	--		1,30,000	
- Arrear Recovery	2,45,400	64,29,400	4,08,000	41,26,000
Advance Subscription for the year 2024-25		21,460		42,000
Application Money received for the year 2024-25		1,27,000		42,000
Diamond Jubilee Celebration Collection		--		28,50,000
Webinar/Seminar/Training Prog. Collection		23,34,260		1,08,119
Advisory Income (net of expenses)		50,000		--
GST Collected		2,87,930		67,279
TDS Collected		4,14,830		4,32,550
Miscellaneous Receipts		1,180		400
Cash outflows:				
Diamond Jubilee Celebration Expenses		--		(44,43,975)
Webinar/Seminar/Training Prog. Expenses		(12,84,942)		(21,847)
Establishment Expenses		(48,63,693)		(28,31,855)
Accounting and Other Charges		(3,59,900)		(1,91,210)
Email Communication Expenses		(1,48,825)		(1,49,853)
Repairs and Maintenance		(55,017)		(73,274)
Subscription to Association & Conference		(63,588)		(75,402)
Meeting Expenses - AGM & EC		(29,800)		(24,104)
Travelling Expenses		(62,920)		(2,80,993)
Postage, Telephone, Power, Books & Other Expenses		(2,00,845)		(3,03,055)
Souvenir Expenses		(1,99,390)		--
GST Payment		(1,62,957)		(61,918)
TDS Payment		(4,16,280)		(4,31,100)
Advance to Vendors/Staff Advance		(55,000)		(5,37,700)
GST Receivable		--		(21,942)
Net Cash generated by operating activities		17,62,903		(17,79,879)
(B) CASH FLOW FROM INVESTING ACTIVITIES				
Fixed Deposit Matured		66,43,170		3,33,72,998
Investment in Fixed Deposit		(62,18,250)		(3,16,05,437)
Purchase of Computer and Furniture & Fixtures		(39,990)		(1,42,780)
Net Cash used in Investing activities		3,84,930		16,24,781
(C) CASH FLOW FROM FINANCING ACTIVITIES				
Interest Income from Banks & IT Refund		5,83,939		12,97,828
Income Tax Refund		13,798		2,08,237
TDS Receivable		(2,57,393)		(1,33,838)
Entrance Fee from New Members		17,000		34,000
Net Cash generated by financing activities		3,57,344		14,06,227
Net (decrease)/increase in Cash & Cash Equivalents (A+B+C)		25,05,176		12,51,129
Cash & Cash Equivalents as at the beginning of the year		17,61,339		5,10,210
Cash & Cash Equivalents as at the end of the year		42,66,515		17,61,339
Components of Cash and Cash Equivalents				
Cash on hand		-		3,696
Balances with Banks		42,66,515		17,57,643
		42,66,515		17,61,339

As per our report of date

For M.S. KRISHNASWAMY & CO
Chartered Accountants

- Sd -

(M.K. SANTHANARAMAN)
PartnerPlace: Bengaluru
Date : 05-06-2024**For KARNATAKA EMPLOYERS' ASSOCIATION**

- Sd -

(B.C. PRABHAKAR)
President

- Sd -

(VASUKI K.N)
Secretary

- Sd -

(C.K. DEVAPPA GOWDA)
Treasurer

KARNATAKA EMPLOYERS' ASSOCIATION

74, Second Floor, Shankara Arcade, Vani Vilas Road, Basavanagudi, Bengaluru - 560 004.

NOTES TO FINANCIAL STATEMENTS AND SIGNIFICANT ACCOUNTING POLICIES FOR THE YEAR ENDED 31st MARCH, 2024

A. Significant Accounting Policies

1 Basis of Accounting

The financial statements have been prepared under the historical cost convention and on a going concern basis.
The accounts are maintained on "cash basis" and the Association recognises income and expenditure on cash basis.

2 Fixed Assets

Fixed assets are stated at cost after reducing accumulated depreciation.

3 Depreciation

Depreciation is provided for on the written down value at the rate mentioned in the schedule of Fixed

4 Revenue Recognition

Entrance fee received from members is taken to Funded Capital.
Annual subscription fee and other programme fee are recognised when received.
Interest on fixed deposits is recognised on maturity. Tax deducted on fixed deposit interest is recognised as interest income at the time of tax deduction.

5 Employee Benefits

(a) Short Term Employee Benefits:

All employee benefits falling due wholly within twelve months of rendering the service are classified as short term employee benefits. The benefits like salaries, wages, allowances etc., are recognised in the period in which the employee renders the related service.

(b) Defined Benefit Plan:

The number of employees is below 10 and hence provisions of The Payment of Gratuity Act, 1972, The Employees' Provident Fund and Miscellaneous Provisions Act, 1952 and Employees' State Insurance Act, 1948 are not applicable to the Association.

B. Figures in financial statements are rounded off to nearest rupee.

As per our report of date

For M.S. KRISHNASWAMY & CO
Chartered Accountants

- Sd -

(M.K. SANTHANARAMAN)
Partner

For KARNATAKA EMPLOYERS' ASSOCIATION

- Sd -

(B.C. PRABHAKAR)
President

- Sd -

- Sd -

Place: Bengaluru
Date : 05-06-2024

(VASUKI K.N)
Secretary

(C.K.DEVAPPA GOWDA)
Treasurer

KARNATAKA EMPLOYERS' ASSOCIATION**SCHEDULE TO BALANCE SHEET FOR THE YEAR ENDED ON 31.03.2024****Fixed Assets:**

S.No.	Particulars	Gross Block				Depreciation					Net Block	
		Cost as on 01.04.2023	Additions	Deletions	Cost as on 31.03.2024	Depn as on 01.04.2023	Rate	For the year		Total Depn	WDV as on 31.03.2024	WDV as on 31.03.2023
		₹	₹	₹	₹	₹	%	₹		₹	₹	₹
1	Building	9,32,770	--	--	9,32,770	8,45,506	10	8,726	--	8,54,232	78,538	87,264
2	Furniture & Fittings	6,24,525	--	--	6,24,525	4,22,045	10	20,248	--	4,42,293	1,82,232	2,02,480
3	Computer & Accessories	2,31,494	39,990	--	2,71,484	2,11,162	40	24,129	--	2,35,291	36,193	20,332
TOTAL		17,88,789	39,990	--	18,28,779	14,78,713		53,103	--	15,31,816	2,96,963	3,10,076

Amendment to the Karnataka Employers' Association – Constitution and Rules

Executive Committee Meeting at the meeting held on 05th June 2024 at KEA Office

SI NO	Existing	Proposed Amendments	Reason
1.	<p>KEA Byelaw Clause No 2- Objects</p> <p>The Present objects of the Association are mentioned in a clause (a) to (o). To the said clauses additional clauses may be added which are mentioned in the proposed amendments and the numbering may be amended as clauses 2(1) to (15) and additional objects may be added as 2(16) to 2(31) which are enumerated in proposed amendments.</p>	<p>16. To collect and circulate statistics and other information affecting Member employers.</p> <p>17. To guide employers on labour matters, to assist them in the settlement of labour disputes and to represent or arrange for the representation of employers in any proceedings before Conciliation Officers, Conciliation Boards, Courts of Enquiry, Labour courts, Industrial Tribunals, Labour Appellate Tribunal or any Court or other judicial or quasi-judicial body.</p> <p>18. To carry on dissemination of information for the purpose of educating the public with regard to the character, scope, importance and needs of industrial enterprises as represented by the Association.</p> <p>19. To purchase, take on lease, or hire or otherwise acquire any movable or immovable property or any rights or privileges necessary or convenient for the purposes of carrying out the objectives of the Association.</p> <p>20. To construct or alter or keep in repair any buildings required or used by or for the Association and to pull down or demolish any buildings not so required.</p>	<p>The Association shall have to enlarge its activities to meet the contemporary requirements of the industry and member establishments. The additional objectives enumerated in clauses 2(16) to 2(31) are necessary to empower the Managing Committee to carry out its activities to meet the present day requirements.</p>

21. To sell, improve, manage, develop, lease, mortgage, dispose of or otherwise deal with all or any part of the property of the Association.

22. To remunerate any person or company for services rendered or to be rendered in placing or assisting to place or guaranteeing, placing of any debentures or other securities of the Association.

23. To establish and support, or aid in the establishment and support of associations, institutions, funds, trusts and conveniences, calculated to benefit employees of the Association or the dependants or connections of such persons, and grant pensions and allowances, and to make payments towards insurance and to subscribe or guarantee money for charitable or benevolent objects, or for any exhibition or for any public, general, useful object.

24. To enter into any arrangement with any government or authority, municipal, local or otherwise that may seem conducive to the Association's objects or any of them and to obtain from any such government or authority, all rights, concessions, and privileges which the Association may think it desirable to obtain and to carry out, exercise and comply with any such arrangements, rights, privileges and concessions.

25. To sell or dispose of the assets of the Association or any part thereof for such consideration as the Association may think fit and in particular for shares, debentures or securities of any other company, Association or union having objects altogether or in part similar to those of this Association.

26. To take or otherwise acquire and hold shares in any company having objects altogether or in part similar to those of this Association.

27. To take such action as may be called for or as may be practicable, in all labour disputes affecting industry, trade and commerce represented by the Members.

28. To take all possible steps for counteracting activities inimical to industry, trade and commerce of the country.

29. To promote and protect the interest of employers engaged in industry, trade and commerce through Staff training and development in the areas of IR, HR, Health and Safety, Social Security etc.

30. To subscribe to become a member of, or otherwise cooperate with any other association, whether incorporated or not whose objects are altogether or in part similar to those of this Association.

31. To make rules and regulations and bye-laws for the conduct of the realisation of the above aims and objects of the Association directly.

2.	<p>KEA Byelaw Clause No 4 - Admission of Honorary Members</p> <p>Persons whose services are deemed necessary for the furtherance of the objects of the Association may be admitted as Honorary Members of the Association, either by the General Body of the Association or the Executive Committee and taken as one of the Officers enumerated in Rule 10. On such admission, they become Members of the Executive Committee automatically and shall hold office till the next Election. <u>However, the number of Honorary Members admitted shall not exceed one - third of the total number of Members of the Executive Committee.</u></p> <p>Honorary Members shall not be liable to pay admission fees or Membership - subscriptions or any other dues.</p>	<p>The portion marked in yellow colour to be replaced as under by way of amendment.</p> <p><u>However, the number of honorary Members admitted shall not exceed twelve</u></p>	<p>The membership of the Association has grown and continues to grow. The request from the member establishments to the Association for appearance before the Conciliation Officer, Authorities, Labour Courts and Industrial Tribunal has also increased. Hence, it is necessary to have more number of officers of the Association to represent the members before the Authorities and Courts referred to above.</p>
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<p>3.</p>	<p>KEA Byelaw Clause No 11 – Management of the Association</p> <p>The Management of the Association shall vest in an Executive Committee consisting of the above Officers and 8 other Members all elected at the Annual General Meeting, or once in two years. Provided that:</p> <p>(i) The Executive Committee shall have the power to co-opt not more than four additional members to the Executive Committee who shall hold office till the next election.</p> <p>(ii) All Executive functions of the Association shall be performed by the Secretary, under the guidance of the President and in his absence the Working / Executive President.</p>	<p>KEA Byelaw Clause No 11 – Management of the Association</p> <p>The existing clause 11 will be renumbered as 11 (a)</p> <p>The portion marked in yellow colour to be replaced as under by way of amendment.</p> <p>Twelve Additional Members</p> <p>To add new Clause (ii) as follows.</p> <p>(ii) The executive committee shall also have the power to co-opt four joint secretaries and four Assistant Secretaries as officers who shall hold office till the next election.</p> <p>To renumber the existing clause (ii) as Clause (iii)</p>	<p>The Association has embarked on expanding its activities as a part of KEA 2.0 mission. The Association requires the services of experts who are proficient in Administration, HR and IR policies and practices, Labour Economics to advise the Executive Committee on the said issues.</p>
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<p>4.</p>	<p>Apex Body, Formation of Sub-Committees and Secretariat</p> <p>– NIL</p>	<p>Adding a New Clause as Clause No 11. (b)</p> <p>11. (b) Apex Body, Formation of Sub-Committees and Secretariat</p> <p>(i) The Administration of the affairs of the Association shall be vested in a body herein after called APEX BODY which shall consist of the President, Working President and one Vice President.</p> <p>(ii) Powers of the Apex Body – The Apex Body may appoint various sub-committees from time to time and delegate such powers and functions generally or specifically to any such sub-committee. The Apex Body shall have the power to include in sub-committee persons who are not members of any committees.</p> <p>(iii) Secretariat – The Apex Body shall have the power to appoint the staff and such other officers including CEO who are required to carry out the activities and work of the Association from time to time. The Apex Body can assign suitable designations to the staff and officers like Director General, Executive Director, Director, Secretary General or with any other suitable designation and assign responsibilities. The Apex Body shall also have the power to fix Remuneration and prescribe other service conditions, service rules, policies etc from time to time. The Apex Body shall authorize any one of the members of Apex Body or Secretary to issue the appointment letters, contract etc.</p>	<p>Having regard to the Expansion of the activities of the Association and mission KEA 2.O, the administration of the Association should be structured and appointments of the staff and assigning their responsibilities to be decided by the Sub-Committee after due deliberations.</p>
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5.	<p>KEA Byelaw Clause No 14</p> <p>Meeting of the Executive Committee –</p> <p>The Executive Committee may meet as often as necessary. Five Members shall form a quorum and no quorum shall be necessary for Adjourned Meetings. At least 3 days' notice shall normally be given except in the case of special or urgent meetings. *</p>	<p>Clause 14 will be numbered as 14. (a) To add a sentence at the end of the para as follows –</p> <p>* The meeting of the Executive Committee can be conducted Physically or in Virtual Mode and / or mix mode.</p>	<p>Having regard to the fact that situations like arising out of COVID-19 and any other emergencies or situations, if physical meetings may not be advisable to be held in such a situation and with a view to enabling the holding of meetings the virtual mode can be adopted. Having regard to technological development virtual meeting is as effective as physical meetings. Even the Companies Act and Company Law Board has permitted virtual mode of convening Board Meetings and Annual General Meetings. Hence the proposed amendments.</p>
6.	<p>Approval by Circulation – NIL</p>	<p>Adding a New Clause as Clause No. 14. (b) 14. (b) APPROVAL BY CIRCULATION If for the reason of urgency, Committee's approval is required then resolution/resolutions to be passed at a meeting may be circulated to all Members of the Committee and the concurrence obtained from a majority of them. The resolution/resolutions shall upon obtaining the aforesaid concurrence be deemed to have been duly passed in a meeting of the Committee.</p>	<p>As the Executive committee meetings would be convened after gap of time, if any urgent decisions are to be taken the same may be circulated by way of an agenda to the EC members.</p>

7.	<p>KEA Byelaw Clause No 16 Annual General Meeting –</p> <p>(a) The Annual General Meeting of the Association shall be held, not later than the month of July each year to transact the following business:</p>	<p>(a) The Annual General Meeting of the Association shall be held either Physically or via Virtual Mode or in a mix mode, not later than the month of July each year to transact the following business:</p>	<p>Having regard to the fact that situations like arising out of COVID-19 and any other emergencies or situations, if physical meetings may not be advisable to be held in such a situation and with a view to enabling the holding of meetings the virtual mode can be adopted. Having regard to technological development virtual meeting is as effective as physical meetings. Even the Companies Act and Company Law Board has permitted virtual mode of convening Board Meetings and Annual General Meetings. Hence the proposed amendments.</p>
8.	<p>President Emeritus - NIL</p>	<p>President Emeritus</p> <p>Adding a New Clause as Clause No 19.</p> <p>(a) President Emeritus – Executive Committee Having regard to the contribution and in token of honour and respect for the services rendered by a past president may propose his name as President Emeritus which may be approved at a meeting of General Body of the Association. The position of President Emeritus shall be an honorary position for the lifetime of the person so nominated as President Emeritus. President Emeritus is a permanent invitee to the meeting of the Executive Committee and General Body but shall not have voting power.</p> <p>(b) At any time if Executive Committee considers that the position of President Emeritus is not required to be continued in the interest of the Association, the Executive Committee may pass such resolution and on its approval by General Body the position of President Emeritus shall cease to exist.</p>	<p>The services of the past president is required to be available to the Association for continuity, his wisdom and knowledge would continue to be available to the Executive Committee for carrying out the activities of the Association and KEA 2.0 mission.</p>