



## **Circular No – 008 / 2026**

Date: 04-02-2026

To  
All Members of The Association

### **State Government Notifies Rules Under Four New Labour Codes**

The Government of Karnataka, vide Gazette Extra-Ordinary Notification, has notified draft rules under the Four New Labour Codes. These draft rules have been published in the *Gazette of Karnataka* dated:

1. The draft Code on Industrial Relations (Karnataka) Rules, 2026. Notification No.: LD 1 LET 2021 dated 23.01.2026
2. The draft of the Code on Wages Karnataka Rules, 2026. Notification No.: LD 157 LET 2020 (P-1) dated 23.01.2026
3. The draft of the Occupational Safety, Health and Working Conditions (Karnataka) Rules, 2026. Notification No.: LD 245 LET 2021 dated 23.01.2026
4. The draft Code on Social Security (Karnataka) Rules, 2026. Notification No.: LD 285 LET 2021 dated 29.01.2026.

The Government of Karnataka has invited suggestions and objections from the public. The objections and suggestions may be addressed to the Labour Department, Vikasa Soudha, Dr. B.R. Ambedkar Veedhi, Bengaluru.

Objections and suggestions should be submitted within 45 days from the date of publication of the notification in the *Gazette of Karnataka*. Any objection or suggestion which may be received by the State Government from any person with respect to the said draft before the expiry of the period specified above will be considered by the State Government.

Members may download the gazette notification from the Karnataka Rajya Patra website and send their objections and suggestions to the Authority specified above within the stipulated time period.

- Link to download the notifications: <https://erajyapatra.karnataka.gov.in/>

Sl. No.	Department	Latest Special Gazettes	Date
29	Labour Department	The draft Code on Social Security (Karnataka) Rules, 2026.	29-Jan-26
34	Labour Department	The draft of the Occupational Safety, Health and Working Conditions (Karnataka) Rules, 2026	23-Jan-26
35	Labour Department	The draft of the Code on Wages Karnataka Rules, 2026	23-Jan-26
36	Labour Department	Code on Industrial Relations (Karnataka) Rules, 2026	23-Jan-26

**For KARNATAKA EMPLOYERS' ASSOCIATION**

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