



Circular No -098/2025

Date: 03.12.2025

To
All Members of The Association

KEA TAKES UP WITH HON'BLE CHIEF MINISTER
FOR TAKING STEPS TO EXPEDITE IMPLEMENTATION
OF FOUR NEW LABOUR CODES

The Association has addressed a letter dated 03.12.2025 to the Hon'ble Chief Minister, Government of Karnataka, regarding the implementation of the Four New Labour Codes, which are scheduled to come into effect from 21.11.2025 as notified by the Government of India.

The representation highlights the need for expedited framing and notification of rules under each of the Labour Codes by the Government of Karnataka. Timely action by the State Government is crucial to ensure smooth implementation of the Codes, reduce compliance burdens on employers, enhance labour welfare, and improve the overall ease of doing business in the State.

A copy of the Letter dated 03-12-2025 is attached.

For KARNATAKA EMPLOYERS' ASSOCIATION
Sd/
[B C Prabhakar]
President

KARNATAKA EMPLOYERS' ASSOCIATION

NO.74, 2nd FLOOR, SHANKARA ARCADE, VANIVILAS ROAD,
BASAVANAGUDI, BENGALURU - 560 004
Reg. No. TU 507 / 20-3-1962



B.C. Prabhakar, B.A., B.L.,
President

Date:03.12.2025

Hon'ble Chief Minister
Government of Karnataka
Vidhana Soudha

Hon'ble Sir,

Sub: Four New Labour Codes – Implementation

1. The Government of India has notified that the four New Labour Codes would come into operation effective from 21.11.2025. These Codes would simplify and streamline Labour Laws related to wages, safety, social security and enhanced welfare for labourers across all sectors.
2. The codes require the framing and notification of specific rules by the State Government.
3. The codes contains introduce several advantages for employees like mandatory appointment letters, enhanced social security, statutory minimum wage, night work for women, fixed employment benefits.
4. The codes are beneficial to employers also. The compliances have been simplified, single registration PAN India single license and single return which would reduce compliance burden. The inspection system focuses on guidance and compliance support rather than punitive action.
5. These provisions will benefit both employers and employees, thus enhancing the ease of doing business.
6. The Association requests your intervention for expediting framing and notification of the rules under each Labour Code by the State Government to make Karnataka an investors destination which would augment the efforts.

For Karnataka Employers' Association

B. C. Prabhakar

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President, KEA

Mob: 98440 33348