



Circular No – 030/2026

Date: 25.05.2026

To
All Members of The Association

Representation to be made by the Individual Industries on the Final Notification Dated 22.05.2026 Steeply Revising the Minimum Wages in the State of Karnataka in 81 Scheduled Employments

The Association has submitted a representation dated 25.05.2026 to the Hon'ble Chief Minister, Government of Karnataka, requesting that the Government should withdraw the final notification dated 22.05.2026 and immediately hold consultation with the Industries and their Associations and only thereafter issue a fresh draft notification after the Floor Wages are fixed by the Central Government under the Code on Wages.

We also request individual industries to submit a similar representation to the Government and to all the relevant Ministers and Secretaries, with a copy to kea@kea.co.in. Should you have any queries, please contact us.

A draft representation is attached, you may modify it to suit your industry.

For KARNATAKA EMPLOYERS' ASSOCIATION

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

25.05.2026

The Hon'ble Chief Minister,
Government of Karnataka
Bengaluru

Respected Sir,

Sub: Final Notification dated 22.05.2026 steeply revising the Minimum Wages in the State of Karnataka in 81 Scheduled Employments.

On behalf of please accept our humble wishes and greetings.

About our Company:

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Sir, we are writing this letter to bring to your kind notice the following in the matter of revision of minimum wages by Final Notification dated 22.05.2026:

Brief background on the events leading to the final notification dated 22.05.2026:

- 1) The Government of Karnataka issued a draft notification dated 11.04.2025 under the Minimum Wages Act, 1948 proposing to issue a common notification to fix uniform minimum wages for employment in 61 scheduled employments and also in another 18 new scheduled employments totalling 81 scheduled employments in all which is contrary to the object of the Minimum Wages Act, 1948.
- 2) Four Writ Petitions were filed before the Hon'ble High Court of Karnataka challenging the proposal to issue a common notification through the draft notification dated 11.04.2025. The Government convened the Minimum Wages Advisory Board meeting on 29.07.2025.
- 3) In Writ Petition Nos. 22771/2025 and 22776/2025 filed before the Hon'ble High Court of Karnataka the Petitioners sought a direction against the first Respondent Government not to take any precipitative steps by issuing the final notification subsequent to the Advisory Board meeting dated

29.07.2025 pertaining to, in connection with and relating to the draft notification dated 11.04.2025. The Hon'ble High Court was pleased to pass the following order dated 29.07.2025:

".....The order that would be passed by the meeting of the Advisory Board on 29.07.2025 or subsequently, shall not be implemented till the next date of hearing.."

- 4) Despite a clear direction from the Hon'ble High Court as reproduced above, the Government has issued the final notification dated 22.05.2026 without seeking leave of the Court. It is submitted that this action of the Government is violative of the Order of the Court.
- 5) In the meantime, Code on Wages was notified by the Central Government on 21.11.2025 which had the effect of repealing the Minimum Wages Act, 1948. Since the Code on Wages has abolished the concept of Scheduled Employments, the draft notification dated 11.04.2025 issued by the Government under the repealed Minimum Wages Act is infructuous.
- 6) Further, under the Code on Wages, the State Government is required to revise the minimum wages only after the Central Government has fixed the Floor Wages.

The final notification dated 22.05.2026 suffers from legal infirmities:

- 7) The final notification dated 22.05.2026 has been issued by exercising powers under the repealed Minimum Wages Act (which was repealed by Code on Wages which has come into effect from 21.11.2025) and hence is without the authority of law.
- 8) The Code on Wages has abolished the concept of Scheduled Employments whereas the notification dated 22.05.2026 is made applicable to 81 scheduled employments which do not exist in law.

Impact of the final notification dated 22.05.2026 - Unprecedented wage hike:

- 9) The proposal of the Government to increase the already high minimum wages by another 60% will badly affect our industry for the following reasons:.....
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Impact on Karnataka's economy:

- 10) The rates of minimum wages in Karnataka are already highest among the Southern States and second in the Country next only to New Delhi. Cost of production and services will be more affecting the viability of the industries. Investors will hesitate to invest in Karnataka if minimum wages are further increased thereby depriving the employees of employment opportunity.
- 11) The steep increase in the rates of minimum wages would lead to significant impact on Karnataka's economy. All the neighbouring states including Maharashtra have lower rates of minimum wages
- 12) For all the above reasons, it is requested that the Government should withdraw the final notification dated 22.05.2026 and immediately hold consultation with the industries and their Associations and only thereafter issue fresh draft notification after the Floor Wages are fixed by the Central Government under the Code on Wages. Any increase should be a reasonable one keeping in mind the viability of the industries in Karnataka.

For

Authorised Signatory

Cc: Dy. Chief Minister; Industries Minister; Health Minister; Labour Minister;
Chief Secretary; Respective Secretaries, Labour Commissioner, ADLC-IR &
ADLC-Minimum Wager Advisory Board