

Circular No – 034 / 2026

Date: 04-06-2026

To
All Members of The Association

**KEA CONGRATULATES THE HON'BLE CHIEF MINISTER OF
KARNATAKA**

KEA has addressed a letter dated 04.06.2026 to the Hon'ble Chief Minister, Government of Karnataka, congratulating him on assuming office and conveying the Association's best wishes for his tenure. The Association has also highlighted the importance of industry-friendly policies and effective administration in the Industries and Labour Departments for promoting investments in the State.

KEA has further brought to the attention of the Hon'ble Chief Minister certain important matters concerning industry, including the notification dated 22.05.2026 revising minimum wages for 81 scheduled employments. The Association has also urged the Government to expedite the framing and notification of Karnataka Rules under the four Labour Codes and to undertake measures for simplifying labour law compliances, streamlining registration and renewal procedures, reducing multiplicity of inspections and strengthening ease of doing business in the State.

A copy of the letter addressed to the Hon'ble Chief Minister is attached.

For KARNATAKA EMPLOYERS' ASSOCIATION

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



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KARNATAKA EMPLOYERS' ASSOCIATION

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Reg. No. TU 507 / 20-3-1962

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

Date: 04.06.2026

Sri D. K. Shivakumar
Hon'ble Chief Minister
Government of Karnataka
Vidhana Soudha
Bengaluru - 560001

Respected Sir,

Sub: MAKE KARNATAKA NUMBER ONE DESTINATION FOR INVESTORS

1. The Association, the Office Bearers and the Members take this opportunity to congratulate you on your assumption as Chief Minister of Karnataka, a much-deserved responsibility. The people of Karnataka look forward for paradigm shift in the Administration of the State to make it number one destination for the Investors which would in turn make way for setting up of Industries and generation of employment and revenue to the State Exchequer.
2. Our Association is one of the oldest Employers' Organisations in the State and has been in existence for over six decades. The membership of the Association consists of public sector undertakings, State as well as Central, private industries, software industries and a host of other individual enterprises from different sectors of Industries, Commerce and Service Sector. The membership of the Association is over 700. The Association has been in the forefront of championing the cause of industry, employers and also maintaining harmonious industrial relations in the industry.

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3. Under your leadership, the Association has no doubt that the State will prosper. The Department of Industries and Labour, which have a crucial role to play in making Karnataka an industry-friendly State, should be headed by dynamic leaders who would take their responsibilities with missionary zeal and bring about changes in the functioning of the said departments.
4. Your honour may please keep the above requirements of the two important departments in mind for attracting investments in Karnataka, which would pave the way for employment generation and create opportunities for the local youth.
5. The Association wishes to bring to your honour's kind attention an important matter concerning the welfare of industry and the workforce of Karnataka. The Government of Karnataka has issued a notification dated 22.05.2026, revising the rate of minimum wages for 81 scheduled employments. The Association appreciates the Government's intent to improve the wages and livelihoods of workers and remains fully committed to the principle of fair and equitable remuneration for all employees. However, the Association, in its role as a responsible and constructive partner of the Government, respectfully submits that the said notification requires careful reconsideration in the light of the following. The Minimum Wages Act, 1948, under which the notification has been issued, stands repealed by the Code on Wages, 2019, which has come into force with effect from 21.11.2025. Further, the notification requires to be examined in the context of the order dated 28.07.2025 passed by the Hon'ble High Court of Karnataka in WP 22771/2025. Additionally, since the Code on Wages, 2019, has introduced a new and unified framework for wages, the Association believes that a revision carried out under the provisions of the new Code, after due consultation with all stakeholders, would be on a far more sound legal footing and would also enjoy greater acceptance among both employers and workers. The Association, therefore, earnestly requests Your Honour to direct the concerned department to undertake the revision of minimum wages afresh under the Code on Wages, 2019, through a transparent, consultative, and legally compliant process. We are confident that under Your Honour's dynamic leadership, a balanced and sustainable wage structure can be arrived at one that protects the interests of workers,

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strengthens the confidence of investors, and reinforces Karnataka's reputation as a progressive and industry-friendly State.

6. The Association also wishes to place before your honour certain other industry-related matters that require the Government's immediate attention. The implementation of the four Labour Codes, the Code on Wages, 2019; the Industrial Relations Code, 2020; the Code on Social Security, 2020; and the Occupational Safety, Health and Working Conditions Code, 2020, at the Central level has created a situation of considerable uncertainty, as the State of Karnataka is yet to finalise and notify its Rules under these Codes. This regulatory gap is causing significant compliance ambiguity for industries and is adversely affecting investor confidence. We urge Your Honour to direct the Labour Department to expedite the framing and notification of Karnataka's Rules under all four Labour Codes at the earliest. Additionally, the Association would like to bring to Your Honour's notice the need to streamline the registration and renewal processes under various labour statutes, reduce the multiplicity of inspections, and adopt a technology-driven, transparent inspection regime in line with the spirit of the "Ease of Doing Business" reforms. A business-friendly labour administration will not only attract fresh investments into Karnataka but will also provide confidence to existing industries to expand their operations, thereby generating large-scale employment for the youth of the State.
7. The Association looks forward towards heralding a new era in Karnataka under your dynamic leadership and the Association assures fullest co-operation on behalf of employers in Karnataka.

For Karnataka Employers' Association

With Warm Regards

B.C. Prabhakar

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