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KARNATAKA EMPLOYERS' ASSOCIATION

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

Date : 05-10-2015

CIRCULAR No.88/2015

To
All Members of the Association

SUB: NATIONAL AND FESTIVAL HOLIDAYS DURING 2016.

Regulation with regard to grant of paid Holidays to employees employed in Industrial Establishments is governed by the Karnataka Industrial Establishments (National and Festival Holidays) Act, 1963. The minimum number of holidays provided as per the amended Sec. 3 of the Act is “**TEN**” days in a calendar year of which 26th January (Republic Day), 15th August (Independence Day), 2nd October (Gandhi Jayanthi), 1st May (May Day) and 1st November (Kannada Rajyotsava) are compulsory. However, compulsory declaration of holidays on May Day and Kannada Rajyotsava are not obligatory for Central Public Sector Undertakings, who need to observe minimum eight paid holidays in a calendar year.

If any of the compulsory Holidays fall on weekly Holiday even then the same has to be declared as Paid Holiday, as in the case of these holidays “Substitution” does not arise.

Moreover, those Establishments which are already granting more than TEN HOLIDAYS in a Calendar year are required to continue the practice in accordance with the provisions of Sec. 11 of the Act.

As per the provisions of Amended Section 3 of the Act, 5 optional festival holidays are to be chosen from out of the list of 52 festivals specified in the Schedule appended to the Act which is reproduced overleaf.

The festival holidays are to be finalized in consultation with the Trade Unions and in the absence of any Trade Union functioning in the establishment, the same is to be finalized in consultation with the employees or their authorized representatives. Whenever there is any disagreement between the Employer and their Employees or the Trade Unions concerned, as to the festivals to be allowed as holidays, during each calendar year, the Employer or the Employees or the concerned Trade Union shall refer the dispute to the Labour Officer concerned, having jurisdiction over the area in which the Industrial Establishment is situated, for his decision whose decision shall be final. Therefore, unlike the procedure followed till 1997, there is no necessity to seek approval of the Labour Officer before declaring the holidays, except where there is disagreement.

As per the amended provisions of the Act, a copy of the list of paid holidays finalized in consultation with the Trade Union/Employees Representatives is required to be sent to the Labour Officer for his perusal and records.

For facilitating to choose the holidays, a list of Public Holidays during the **Calendar year 2016** is enclosed.

for KARNATAKA EMPLOYERS' ASSOCIATION

sd/-
(B.C. PRABHAKAR)
PRESIDENT

SCHEDULE
[(See Section (3))]

LIST OF FESTIVALS

1. New Year's Day	27. Shankara Jayanthi
2. Bhogi Festival	28. Buddha Poornima
3. Uttarayana Punyakala (Sankranthi)	29. Bakrid
4. Kanu Festival	30. Varamahalakshmi Vratha
5. Tyagaraja Aradhana	31. Last day of Mohram
6. Purandara Dasara Punyadina	32. Upakarma
7. Garuda Jayanthi	33. Sri Krishna Jayanthi
8. Ratha Sapthami	34. Swarna Gowri Vrach
9. Vyasa Poornima	35. Ganesha Vratha
10. Maha Shivarathri	36. Thiru Onam
11. Holi Festival	37. Ananthapadmanabha Vratha
12. Holi Saturday	38. Mahalaya Amavasya
13. Good Friday	39. Mahanavami
14. Shabh Barath	40. Vijaya Dashami
15. Chandramana Ugadi	41. Id-Milad
16. Souramana Ugadi	42. Tula Shankramana
17. Sri Rama Navami	43. Naraka Chathurdashi
18. Dr. Ambedkar Jayanthi	44. Bali Padyami
19. Mahaveera Jayanthi	45. Kannada Rajyotsava
20. May Day Celebration	46. Uttana Dwadasi
21. Chitra Poornima	47. Gurunanak Jayanthi
22. Shebe-E-Quader	48. Geetha Jayanthi
23. Jumar-UI-Vida	49. Shiva Deepa
24. Sri Ramaunajacharya Tiru Nakshatra	50. Christmas Eve
25. Basava Jayanthi	51. Christmas
26. Ramzan	52. Madhwa Navami

Karnataka Employers' Association

List of Public Holidays in the State of Karnataka during 2016

SI.No.	MONTH	DATE	DAY	EVENT
01	January	15	Friday	Makara Sankranti
02	January	26	Tuesday	Republic Day
03	March	07	Monday	Maha Shivarathri
04	March	25	Friday	Good Friday
05	April	08	Friday	Chandramana Ugadi
06	April	14	Thursday	Dr. Ambedkar Jayanti
07	April	19	Tuesday	Mahaveera Jayanti
08	May	01	Sunday	May Day
09	May	09	Monday	Sri Basaveshwara Jayanti
10	July	06	Wednesday	Idul Fitr/Kutub-A-Ramzan
11	August	15	Monday	Independence Day
12	September	05	Monday	Vinayaka Vrata / Ganesha Chaturti
13	September	12	Monday	Bakrid
14	September	30	Friday	Mahalaya Amavasya
15	October	02	Sunday	Gandhi Jayanti
16	October	10	Monday	Mahanavami / Ayudha Pooja
17	October	11	Tuesday	Vijaya Dashami
18	October	12	Wednesday	Last day of Moharam
19	October	15	Saturday	Valmiki Jayanti
20	October	29	Saturday	Naraka Chaturdashi
21	October	31	Monday	Deepavali
22	November	01	Tuesday	Kannada Rajyotsava
23	November	17	Thursday	Kanakadasa Jayanti
24	December	12	Monday	Id - Milad
25	December	25	Sunday	Christmas Day