

# GRC BULLETIN

JULY - 2024, VOLUME: II

## **Government of Karnataka**

Exemption from the applicability of Industrial Employment  
(Standing Orders) Act, 1946 for a period of five years

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# LABOUR LAWS

## Authority

Government of  
Karnataka

## Circular Date

Jun 10, 2024

## Circular Number

No: LD 328 LET 2023

## Effective Date

June 10, 2024

# GOVERNMENT OF KARNATAKA - EXEMPTION FROM THE APPLICABILITY OF INDUSTRIAL EMPLOYMENT (STANDING ORDERS) ACT, 1946 FOR A PERIOD OF FIVE YEARS

### *Applicability:*

*Applicable to all IT (Information Technology) industries, ITES (Information Technology Enabled Services) industries, start-ups, animation industries, gaming industries, computer graphics industries, telecom industries, BPO (Business Process Outsourcing) industries, KPO (Knowledge Process Outsourcing) industries, and other knowledge-based industries in Karnataka.*

The Karnataka Government has extended the exemption of IT/ITES/Start-ups/Animation/Gaming/Computer Graphics/Telecom/BPO/KPO/Other Knowledge-based Industries from the applicability of the Industrial Employment (Standing Orders) Act, 1946, for an additional five years starting 10<sup>th</sup> June 2024.

### **Conditions for Exemption:**

- Establishments must form an Internal Committee as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.
- Establishments must form a Grievance Redressal Committee (GRC) with equal representation from employers and employees to address employee complaints and grievances within a reasonable time frame.
- Establishments must report disciplinary actions such as suspension, discharge, termination, demotion, dismissal, etc., to the Jurisdictional Deputy Labour Commissioner and Commissioner of Labour in Karnataka.
- Establishments must promptly provide information regarding employee service conditions to the Jurisdictional Deputy Labour Commissioner and Commissioner of Labour in Karnataka upon request.
- If the Industrial Relations Code, 2020, is implemented, it will take precedence and apply to all establishments regardless of this exemption.

**SOURCE:** [Click Here for more details](#)



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