



GRC BULLETIN

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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

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

Applicability:

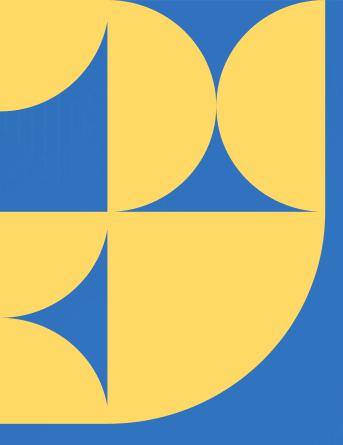
Applicable to all IT (Information Technology) industries, ITES (Information Technology Enabled Services) industries, start-ups, animation industries, gaming industries, computer graphics industries, telecom industries, BPO (Business Process Outsourcing) industries, KPO (Knowledge Process Outsourcing) 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 10th 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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