



GOVERNMENT OF KARNATAKA

No. LD 53 LET 2013

Karnataka Government Secretariat,
Vikasa Soudha,
Bangalore, Dated:25-01-2014.

NOTIFICATION

In exercise of the powers conferred under Section 14 of the Industrial Employment (Standing Orders) Act, 1946, the Government hereby exempts IT/ITES/Startups/Animation/Gaming/Computer Graphics/ Telecom/ BPO/KPO/other knowledge based industries from the applicability of Industrial Employment (Standing Orders) Act, 1946 (Central Act of 1946), for a period of Five(5) years from the date of publication of this Notification in the Official Gazette.

The above IT/ITES/Startups/Animation/Gaming/Computer Graphics/ Telecom/BPO/KPO/other knowledge based industries establishments are exempted from the application of various provisions of the Industrial Employment (Standing Orders) Act, 1946, subject to the following conditions;

- I. Each IT/ITES/Startups/Animation/Gaming/Computer Graphics/ Telecom/ BPO/KPO/other knowledge based industries establishment shall constitute *Internal Committee* as per the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and Rules framed thereunder.
- II. Each IT/ITES/Startups/Animation/Gaming/Computer Graphics/ Telecom/ BPO/KPO/other knowledge based industries establishment shall constitute a Grievance Redressal Committee (GRC) consisting of equal number of persons representing employer and employees, to address any complaint / grievances of any of the employee. The GRC shall be empowered to handle all types of complaints / grievances of employee within a reasonable timeframe.
- III. Each IT/ITES/Startups/Animation/Gaming/Computer Graphics/ Telecom/ BPO/KPO/other knowledge based industries establishment shall Intimate information about the cases of disciplinary action like suspension, discharge, termination, demotion, dismissal etc. of its employees to the Jurisdictional Deputy Labour Commissioner and Commissioner of Labour in Karnataka.

- IV. Any information regarding service conditions of the employees of any IT/ITES/Startups/Animation/Gaming/Computer Graphics/ Telecom/ BPO/KPO/other knowledge based industries establishment sought by the Jurisdictional Deputy Labour Commissioner or Commissioner of Labour in Karnataka shall be promptly and fully submitted by every employer within the reasonable timeframe fixed by the authority.

**By order and in the name of the
Governor of Karnataka**



(P.NAGARATHNAMMA)

**Under Secretary to Government,
Labour Department**

To,

The Compiler, Karnataka Gazette, Bangalore – with a request to publish the above Notification in the Extraordinary Gazette Dt. .01.2014 with a request to furnish 100 copies of the Notification to the Under Secretary to Government, Labour Department and 100 copies to the Commissioner of Labour in Karnataka, Karmika Bhavana, Bannerghatta Road, Bangalore.

Copy to:

1. The Secretary to Government of India, Ministry of Labour, Shramshakthi Bhavan, New Delhi-110001.
2. The Secretary to Government, Department of Law and Parliamentary Affairs, Vidhana Soudha, Bangalore.
3. The Secretary to Government, Information Technology/Biotechnology & Science, & Technology Department, M.S. Building, Bangalore.
4. Commissioner of Labour in Karnataka, Karmika Bhavana, Bannerghatta Road, Bangalore.
5. P.S. to Hon.Minister for Labour Department, Vidhana Soudha,
6. P.S. to Secretary to Government, Labour Department
7. Weekly Gazette/S.G.F/Spare Copies.