



## GOVERNMENT OF KARNATAKA


No: LD 194 LET 2016

Karnataka Government Secretariat,  
Vikasa Soudha,  
Bengaluru, dated: 25/05/2019.

### NOTIFICATION

In exercise of the powers conferred under section 14 of the Industrial Employment (Standing Orders) Act, 1946, the Government of Karnataka has exempted IT/ ITES/ Startups/ Animation/ Gaming/ Computer Graphics/ Telecom/ BPO/ KPO/ other knowledge based industries from the applicability of Industrial Employment (Standing Orders) Act, 1946 for a period of five years vide Notification No: LD 53 LET 2013, dated: 25/01/2014. In continuation to this notification, the Government is hereby exempts the above establishments from the applicability of Industrial Employment (Standing Orders) Act, 1946 for a period of further five (5) years from the date of publication of this Notification in the Official Gazette.

The 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 Rule framed there under.
  - 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 and 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

  
(G.M.SIDDARAJU)

Under Secretary to Government,  
Labour Department

**To:**

The Compiler, Karnataka Gazette, Bengaluru with a request to publish this in the next issue of Karnataka Gazette and to send 100 copies of Gazette publication to this office and 100 copies to the Commissioner, Labour Department and 100 copies to the Commissioner of Labour in Karnataka, Karmika Bhavana, Bannerghatta Road, Bengaluru.

**Copy To:**

1. The Secretary to Government of India, Ministry of Labour & Employment, Shramshakthi Bhavan, New Delhi-110001.
2. The Principal Secretary to Government, Commerce and Industries, ~~Department~~ Vikasa Soudha, Bengaluru.
3.  The Secretary to Government, Department of Parliamentary Affairs, Vidhana Soudha, Bengaluru.

4. The Secretary to Government, Information Technology/ Biotechnology & Science & Technology Department, M.S. Building, Bengaluru.
5. Commissioner of Labour in Karnataka, Karmika Bhavana, Bannerughatta Road, Bengaluru.
6. P.S to Hon'ble Minister for Labour Department, Vidhana Soudha, Bengaluru
7. P.S to Secretary to Government, Labour Department, Vikasa Soudha, Bengaluru.
8. P.A to Deputy Secretary to Government, Labour Department, Vikasa Soudha, Bengaluru.
9. S.G.F/ Spare Copies.