

**NOTE ON INTERACTIVE SESSION WITH MR. RAMESH B. ZALKI, SECRETARY,
LABOUR DEPT. GOVERNMENT OF KARNATAKA AND OTHER SENIOR
OFFICIALS ON 3rd DECEMBER, 2009**

BCIC organized an Interactive Session with Mr. Ramesh B. Zalki, Secretary, Labour Department, Government of Karnataka on 3rd December, 2009. The Interactive session was also addressed by the following Government Officials:

1. Mr. S. Manjunatha Sastry, Addl. Labour Commissioner (Admn.), Labour Department, Government of Karnataka
2. Mr. H. Srinivasaiah, Director, Directorate of Factories and Boilers
3. Mr. S. Jaiprakash – 99163 56251, Regional Director, Employee State Insurance Corporation
4. Mr. K.C. Jayaprakash Narayanan, Regional Provident Fund Commissioner- I Employees' Provident Fund Organization

In his welcome address, Mr. N. Ahmedali, Past President and Chairman, HR & Training Expert Committee, BCIC thanked all the officials for making it convenient to participate in the Interactive Session. He said that the Chamber is organizing such type of Interactions with the Officials of the Labour Department on a regular basis to understand on the recent developments on Labour Policies and Procedural issues being undertaken by the Government and also to bring forth the issues/problems being faced by the Industry especially at the administrative and procedural aspects to the knowledge of the Government so that the Government could take appropriate measures to address those issues/problems.

In his Address, Mr. Zalki outlined on some of the Policy initiatives undertaken by his Government on various issues such as :

1. Industrial Employment Standing Orders Act

In this regard, he mentioned that the Standing Orders need not be required to be certified by the Department and the serving Officers have been given the necessary authority to put the seal and notify the Standing Order.

2. Contract Labour Regulations and Abolition Act

The process has been simplified and the deemed permission has been granted to those who have applied for employing contract labour within 15 days of the application i.e. if there is no response from the Government within a period of 15 days, it is presumed that permission has been granted to their request.

3. Karnataka Shops and Establishment Act

On this, he said that the number of Returns to be filed for has been done away with and now all the forms have been converted into a Single form i.e. Form 'D' to enable the units to file their returns with ease and less hardship. He further added that Karnataka is the only State in the country to have introduced this novel concept.

4. Industrial Disputes Act

He said that under Sec 25(o) , the Government has considered to empower the Labour Courts to publish the Award in order to avoid delay and issue certified copies .

The Government also decided that petition/challenges that are filed against punishment/dismissal should be cleared within three years period. Otherwise it will get automatically get dismissed.

5. Payment of Minimum Wages Act

The ceiling for Minimum wages has been increased to Rs.6,500/- per month.

As per the request received from a Mall (Total Mall) the Government has allowed women workers to work upto 12 p.m. provided the management assures that the following measures are strictly adhered :-

- a) Adequate Security of Women Employees
- b) Necessary arrangements are made to drop the Workers after duty hours
- c) Workers get additional shift allowance
- d) Assured safety to employees.

He also stated if there are any similar requests from any other establishments, the Government will be pleased to consider the same favourably.

6. Factories Act

Mr.Zalki outlined that some of the following measures have been undertaken under the above Act:-

- a) Elimination of multi-level Inspections>Returns
- b) Self Certification is being permitted
- c) Recognition of Creche maintained by NGOs
- d) Relaxation of working hours (being contemplated)
- e) Issue Over-Time
- f) Introduction of Smart Card facilities
- g) E-filing of Returns and access to the internet

Mr. Zalki also explained on the Skill Development Programme undertaken by the State Government under the Public Private Partnership. Following Mr. Zalki's

Presentation there was a detailed interaction by the participants with all the Officials.

Mr. A.M. Naganna, Co-Chairman of the HR & Training Committee, BCIC also brought up some procedural issues to the attention of the Labour Secretary and Department officials and all those issues were addressed amicably by the Officials.

Mr. T.S. Sampath Kumar, Secretary General proposed a vote of thanks.
