



Government of Karnataka

No.LD 24 LET 2016

Karnataka Government Secretariat,
Vikasa Soudha,
Bangalore, Dated: 16-09-2016

NOTIFICATION

Whereas, the draft of "The Karnataka State Self Certification-Cum-integrated Periodic Returns Scheme-2015" was published vide Notification No.LD 24 LET 2016 dated 16.01.2016, in Part-IV-A of the Karnataka State Extraordinary Gazette dated 16.01.2016 and was also published in the Labour Secretariat website www.labour.kar.nic.in inviting objections and suggestions from the persons likely to be affected thereby within 10 days from the date of publication of the Draft Notification in the Official Gazette as well as in the Official website.

Whereas, the said Notification was made available to the public on 16th January 2016 through the official gazette and the above website.

And, whereas no objections and suggestions were received by the State Government.

Now, therefore, the Government of Karnataka is pleased to introduce "the Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015".

The said scheme shall come into force from the date of its publication in the Official Gazette.

The salient features of the said scheme are given as here under:-

1. Preamble: - The Karnataka State Self-Certification-cum-Consolidated Periodic Returns Scheme-2015 is introduced to streamline the enforcement procedures under different labour laws for their meaningful implementation with a voluntary spirit on the part of the employer/entrepreneur. The Karnataka State Self-Certification-cum-Consolidated Periodic Return Scheme-2015 aims at making the employer/entrepreneur a conscious and truthful citizen and law abiding person who is willing to take care of the rights and interest of the workers and employees by complying with all the provisions of labour laws as applicable and enable the Department of Labour to effectively protect the rights and interest of the workers/employees and create a peaceful, harmonious and productive environment as well as co-operative relationship among and between the social partners viz, employees, employers and the Government.



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2. Short Title and Commencement of the Scheme:-

The scheme shall be called the Karnataka State Self Certification-Cum-Consolidated Periodic Returns Scheme-2015. It shall come into force from the date of its notification in the Official Gazette.

3. Definitions:-

In this Scheme, unless the context otherwise requires,--

- a) "Scheme" means, the Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015
- b) "Application Form" means the prescribed Form in which employer/entrepreneur submits his intention of entry into this Scheme as prescribed in Form-I.
- c) "Self Certification" means, a certificate submitted by the employer/entrepreneur to the notified authority, who opts to register his/her establishment under this scheme to the effect that his/her establishment is in full compliance with the statutory requirements under applicable enactments included in this Scheme as prescribed in Form-II.
- d) "Integrated Periodic Returns" means a unified return to be submitted under this Scheme, as prescribed in Form-III.
- e) "Employer's Manual" means the indicative summary of statutory requirements of the employer/entrepreneur under the specified Acts and Rules of this Scheme, as prescribed in Form-IV.
- f) "Startup" means an establishment as defined under Karnataka Startup Policy 2015-2020.
- g) "Notified Authority" means an officer not below the rank of State Joint Labour Commissioner to be notified by the State Government in Official Gazette.
- h) "KARLIN" (Karnataka Labour Identification Number) means the unique registration number to be given by the Labour Commissionerate through 'Karmika Sahayoga' Portal.

4. Object of the Scheme:- The object of the Karnataka State Self-Certification-cum-Consolidated Periodic Returns Scheme-2015 is to bring the spirit of voluntary compliance on the part of employer/entrepreneur and to reduce multiple visits by the Department Officials for inspection without compromising the service conditions, safety, health, social security and welfare of the workers as well as employees and allow submission of consolidated Periodic returns under different labour laws.

5. Applicability of the Scheme:- This Scheme is applicable to the Shops, Commercial Establishments, Factories, Startups and other establishments, to which the following enactments as amended from time to time, are applicable;

1. The Karnataka Shops and Commercial Establishments Act, 1961 and the Rules framed thereunder.
2. The Minimum Wages Act, 1948 and Karnataka Rules framed thereunder.
3. The Payment of Wages Act, 1936 and Karnataka Rules framed thereunder.
4. The Contract Labour (Regulation & Abolition) Act, 1970 and Karnataka Rules framed thereunder.
5. The Maternity Benefits Act, 1961 and Karnataka Rules framed thereunder.
6. The Payment of Bonus Act, 1965 and Rules framed thereunder.
7. The Payment of Gratuity Act, 1972 and Karnataka Rules framed thereunder.
8. The Equal Remuneration Act, 1976 and Karnataka Rules framed thereunder.
9. The Industrial Employment (Standing Orders) Act, 1946 and Karnataka Rules framed thereunder.
10. The Plantation Labour Act, 1951 and Karnataka Rules framed thereunder.

11. The Motor Transport Workers Act, 1961 and Karnataka Rules framed thereunder.
 12. The Karnataka Industrial Establishments (National & Festival Holidays) Act, 1963 and the Rules framed thereunder.
 13. The Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and Karnataka Rules framed thereunder.
 14. The Sales Promotion Employees (Conditions of Service) Act, 1976 and Karnataka Rules framed thereunder.
 15. The Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Karnataka Rules framed thereunder.
 16. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Karnataka Rules framed thereunder.
 17. The Karnataka Labour Welfare Fund Act, 1965 and the Rules framed thereunder.
 18. The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Karnataka Rules framed thereunder.
 19. The Cine Workers and Cinema Theater Workers (Regulation of Employment) Act, 1981 and central rules.
6. **Procedure of Entry into the Scheme:-** This Scheme shall be optional and any employer/ entrepreneur can opt for this Scheme by applying to the Notified Authority in the prescribed format along with details in Form-I and a self-declaration in Form-II. However, this Scheme shall be available to a particular employer/entrepreneur only after obtaining KARLIN (Karnataka Labour Identification Number) number by the establishment concerned.
 7. **Mode of Registration and Time-frame for Approval:-** The Establishment which opts for this scheme will have to submit an Application in Form-I along with the prescribed documents to the Notified Authority. Any discrepancy in the application or enclosures shall be communicated to the applicant within Fifteen (15) days from date of receipt of the application in the office of notified authority. If the Notified Authority is satisfied that the application for covering establishments under this Scheme is complete in all respects, the Notified Authority shall issue a certificate in Form-V within fifteen (15) days. Registering Authority will be notified by Government. The State may develop a software for smooth implementation of this scheme and in such case the employers have to make all correspondence through the software.
 8. **Self-Declaration and Affidavit:-** For being enrolled under this Scheme, the concerned employer/ entrepreneur shall submit a "Self-Declaration" in form -II and also submit an "Affidavit" to that effect to the Notified Authority.
 9. **Filing of Periodic Returns :-** After being enrolled under this scheme, the concerned employer/ entrepreneur shall file the Self-Certified Returns in form -III along with the required extracts of the registers/records, documents and information. The returns shall be filed between 1st of January and 31st January of every year. If any of the employer/entrepreneur fails to file the Periodic returns he/she will become ineligible to avail the benefits of this Scheme.
 10. **Period of Validity of Scheme:-** Factual information given in the prescribed formats and returns shall be the same as on the date of filing the Returns. The Self-Certified declaration/undertaking and affidavit to abide by all the laws as applicable to the Industry/Establishment/Shop/Commercial Establishment/Factory start-up concerned shall be valid for a period of next Five (5) years.

Once an establishment opts for the Scheme, the same shall continue to be valid for five years provided year-on-year the employer / entrepreneur shall file

Annual Returns as prescribed. After the successful compliance under the Scheme for five years, the employer / entrepreneur shall have option either to remain covered under the Scheme or opt out of the scheme. The option must be exercised in writing to the Notified Authority. In case the employer / entrepreneur successfully completes five years under the Scheme and during any inspection carried out, if no violations of laws is detected, the amount of security deposit shall be refunded. No interest shall be payable on the amount of security deposit by the employer/entrepreneur.

- 11. Registration Fee and Amount of Security to be Deposited:-** Any Establishment which opts to enroll under the Scheme for all the applicable legislations mentioned in the Scheme, shall remit registration fee and deposit amount of security as prescribed under the Scheme - Receipts under Labour Laws (0230-00-101-0-00) New Receipt Head of Account "0230-00-101-0-03" Registration Fee & Security Deposits under The Karnataka State Self Certification -Cum integrated Periodic Returns Scheme-2015. The registration fee and security deposit prescribed under the scheme shall be as under :-

Sl. No.	Number of Workers Employed	Registration Fee. (in Rs.)	Amount of Security Deposit (in Rs.)
1	Less than 100	Rs.10,000/-	Rs.25,000/-
2	100 to 500	Rs.15,000/-	Rs.50,000/-
3	More than 500	Rs.25,000/-	Rs.1,00,000/-

In case of increase in number of workers/employees after being enrolled for the said Scheme, the employer / entrepreneur shall remit the difference amount of security deposit and registration fee within one month of such increase.

- 12. Forfeiture of Security Deposit (1)** Any employer / entrepreneur who fails to comply with the terms and conditions of the Scheme or fails to file returns in time under this scheme or fails to abide by affidavit submitted by him/her or any violation of law is detected, then the amount of security so deposited shall be forfeited and in case of the violation of laws, further necessary action as per the applicable law will be initiated and the establishment will cease to continue under this Scheme. However, there will be no bar on the re-entry of employer/entrepreneur into the Scheme again after improving the quality of compliance under various labour laws.
- (2) Any employer / entrepreneur who withdraws prematurely from the Scheme i.e., before the expiry of the prescribed period of five(5) years, shall be liable to lose the amount of security deposit on pro-rata basis.

- 13. Responsibilities of Notified Authority:-** Notified authority shall maintain a register containing all the information of the establishments covered under the scheme including amendments made from time to time.

- 14. Procedure of Inspection under the Scheme:-** An Establishment enrolled under this Scheme shall not be inspected more than once in a year. There shall be a comprehensive inspection covering all the applicable Acts. In any year, not more than 20% of the units covered under the Scheme shall be picked up randomly and inspected. However, this does not bar inspections against specific written complaints by the workers, trade unions and any other concerned person/ authorised person. In such cases, prior permission in writing shall be obtained by the inspecting official from the Commissioner of Labour / Notified Authority in Karnataka.

However, for Startup Companies which opt for this scheme are exempted from the Routine/Random inspections. But such Establishment can be inspected with prior permission of Labour Commissioner / Notified Authority only against written complaints. However, the Commissioner of Labour with reasons to be recorded in writing can order for inspection whenever he/she feels that there are substantial violations in such establishments.

Further, low risk industries / establishments (as notified by the Government) which have opted for this scheme are exempt from the inspections of the Department. However, 5% of these establishments can be inspected as test check by random selection.

15. **Continuation of Existing System:-** This Scheme is voluntary for the employer/entrepreneur. The establishments, who do not desire to opt for the Scheme shall be treated as per the existing system of inspection.
16. **Transparency and Accountability:-** The employer / entrepreneur, who has obtained registration under this Scheme shall maintain all Records, Registers and other up-to-date information as required under various labour laws either in soft-form or hard copy-form at the work-spot/unit office. Whenever Department authorities require records/ registers/information of the establishment, under the provisions of any labour laws, then the employer/entrepreneur is duty-bound to produce the same to the concerned authority, in hard or soft form as desired by the Authorities.
17. **Display of Compliance Information:-** The employer/ entrepreneur shall display the terms and conditions of this Scheme as well as the status of compliance on a notice board/ in a conspicuous place, which is visible to all the employees and workers. The employer can also declare that he/she has opted for the Karnataka State Self-Certification-cum-Consolidated Periodic Returns Scheme-2015 on their website.
18. **Removal of Difficulties:-** In case there are any difficulties in implementation of this Scheme, the decision of the Commissioner of Labour in Karnataka, on the specific issue, shall be final and binding on the concerned parties.

By order and in the name of the
Governor of Karnataka


(G.M. SIDDARAJU)

Under Secretary to Government,
Labour Department



To:

The Compeller, Karnataka Gazette to publish this notification in the Extra-ordinary Gazette and supply 500 copies to the Additional Chief Secretary to Government, Labour Department and 1000 copies to the Labour Commissioner, Bannerugatta Road, Bangalore.

Copy to:

1. Additional Chief Secretary to Government, Finance Department, Vidhanasoudha, Bangalore.

2. **The Additional Chief Secretary to Government, Commerce and Industries Department, Vilasasoudha, Bangalore.**
3. **The Principal Secretary to Government, DPAR, Vidhanasoudha, Bangalore.**
4. **The Secretary to Government, Law Department, Vidhanasoudha, Bangalore.**
5. **The Secretary to Government, Department of Legislation and Parliamentary Affairs, Vidhanasoudha, Bangalore.**
6. **The Registrar, High Court of Karnataka, Bangalore.**
7. **The Commissioner, Labour Department, Bannerugatta Road, Bangalore.**
8. **National Judicial Academy, Shivananda Circle, Bangalore.**
9. **Legal Services Authority, Shanthinagar, Bangalore.**
- ~~10. The concerned Judicial Officers through Labour Commissioner.~~
- ~~11. The concerned Jurisdiction Officers of Labour Department through Labour Commissioner.~~
12. **Private Secretary to Additional Chief Secretary to Government, Labour Department.**
13. **PA to Deputy Secretary to Government, Labour Department.**
14. **SGF/Spare copies.**

The Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015

Form-I
(Application Form)

From

.....
.....
.....

To,

.....
(The Notified Authority)
Department of Labour
Government of Karnataka

Subject:- Application for permission to be registered under the Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015 under labour laws being enforced by Department of Labour, Government of Karnataka-regarding.

Sir,

I/We have gone through the provisions of the Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015 and have understood the same. I/We wish to be registered under the said Scheme. The necessary information and other documents as required under the scheme are herewith submitted for your consideration and acceptance. I/We undertake to abide by all terms and conditions of the scheme. It is also certified that I/We are competent and duly authorized to make any statement or provide any information to any competent Authority of Labour Department on behalf of this establishment/enterprise.

As such I/We request you kindly issue me/us necessary approval for the same.

Thanking you,

Yours faithfully,

(Name, Designation and Full
Address of the Employer / Manager)

Enc:- (1) List of documents
(2) Self Declaration

Acknowledgement Slip

This is to acknowledge that an application in respect of the Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015 under labour laws has been received by the undersigned from M/s..... (Full address in Capital and the same has been entered in the office receipt Register at Sl. No..... Dt..... Any further correspondence in favour in this regard may be done by stating this Sl. No.....

Authorized Signatory
For Department of Labour
Government of Karnataka

Place :

Date :

The Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015

(List of documents to be attached with Form-I)

SL NO	DOCUMENTS	ENCLOSED YES OR NO
1	Registration Certificate under Karnataka Shops and Commercial Act 1961 and Karnataka Rules 1963 / Licence obtained under Factories Act 1948 / Registration Certificate of Principal Employer / Licence of Contractor under the Contract Labour (Regulation and Abolition) Act, 1970, Registration Certificate under the Plantation Labour Act, 1951, Registration Certificate under the Motor Transport Workers Act, 1961, License under the Beedi & Cigar Workers (Conditions of Employment) Act, 1966; The Inter State Migrant Workmen (Regulation of Employment and Condition of Service) Act, 1979, Registration Certificate under the Building and other Construction workers (Regulation of Employment and Condition of Service) Act, 1996 and any other labour laws which is applicable.	
2	ESIC / EPF Registration Certificate / Challan	
3	Details of Fees and Security Deposit paid documents.	
4	Permanent and Postal Address & ID Proof of each and every of Proprietor / Partners / Directors / Occupiers.	
5	Rent Agreement / Ownership Deed / Lease Deed.	
6	Copy of Memorandum of Association and Articles of Association, in case of Private Limited / Public companies.	
7	Partnership Deed in case of Partnership Firm.	
8	Registration / Licence obtained under any Central / State Govt. Agencies (TIN / VAT / Service Tax / Licence Obtained from Industries and Commerce Department).	
9	Declaration regarding non-employment of child Labour and Adolescent labour	
10	Phone, Mobile number, E-mail IDs of Proprietor / Partners / Directors / Occupiers / Contractor / Employer for communication.	
11	Any other related Documents.	

The Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015

Form-II
SELF DECLARATION

I / We
 S/o/D/o/W/o
 R/o and
 Owner / Employer of M/s. hereby certify as
 under :

1. That I / We have applied for grant of registration of unit / establishment by the name of situated at (complete address of the unit) under the Karnataka State Self-Certification-cum-Consolidated Periodic Returns Scheme-2015 of Department of Labour, Government of Karnataka, as notified vide Notification No. dated
2. That I / we have gone through the provisions of the Scheme and have fully understood the provisions of this Scheme and undertake to abide by the same.
3. That it is declared that I/we are complying and will continue to comply with all provisions of labour laws covered under this Scheme.
4. That I / we agree to accept the penalty prescribed under specific enactments and this Scheme in case of violation detected in this unit / establishment under any labour law covered under the Scheme after filing of the information Returns under the Scheme.
5. That it is hereby further solemnly affirmed that the contents given above are true and correct to the best of my/our knowledge and belief.

PLACE :

DATE:

Signature of the Applicant
(Name, Designation and Full Address)

Information to be furnished under the Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015

1.	Name and full address of the Establishment Phone / Mobile Number / e-Mail / Fax / website			
2.	Proprietor/Partner/Director of Establishment Phone / Mobile Number / e-Mail/Fax/Website			
3.	Registration / Licence Number (Which ever Labour Acts are applicable)			
4.	Nature of Business			
5.	Number of Employees	Male	Female	Total
	a) Regular / Permanent Employees	
	b) Probationary Employees			
	c) Contract Employees			
	d) Daily Wages Employees			
	e) Casual / Temporary / Badli Employees			
	f) Trainees			
	g) Any other category (Please specify)			
6.	Weekly holiday			

I/Mr/Mrs/Miss..... hereby, certify that

I am Employer / Owner of the establishment whose identification and general details are as above. I, hereby declare that I comply with all the provisions of the following Applicable Labour Laws:

1. The Karnataka Shops and Commercial Establishments Act, 1961 and Rules framed thereunder.
2. The Minimum Wages Act, 1948 and Karnataka Rules framed thereunder.
3. The Payment of Wages Act, 1936 and Karnataka Rules framed thereunder.
4. The Contract Labour (Regulation & Abolition) Act, 1970 and Karnataka Rules framed thereunder.
5. The Maternity Benefits Act, 1961 and Karnataka Rules framed thereunder.
6. The Payment of Bonus Act, 1965 and Rules framed thereunder.
7. The Payment of Gratuity Act, 1972 and Karnataka Rules framed thereunder.
8. The Equal Remuneration Act, 1976 and Karnataka Rules framed thereunder.
9. The Industrial Employment (Standing Orders) Act, 1946 and Karnataka Rules framed thereunder.
10. The Plantation Labour Act, 1951 and Karnataka Rules framed thereunder.
11. The Motor Transport Workers Act, 1961 and Karnataka Rules framed thereunder.
12. The Karnataka Industrial Establishments (National & Festival Holidays) Act, 1963 and Rules framed thereunder.
13. The Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and Karnataka Rules framed thereunder.
14. The Sales Promotion Employees (Conditions of Service) Act, 1976 and Karnataka Rules framed thereunder.
15. The Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Karnataka Rules framed thereunder.

16. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Karnataka Rules framed thereunder.
17. The Karnataka Labour Welfare Fund Act, 1965 and Rules framed thereunder.
18. The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Karnataka Rules framed thereunder.
19. The Cine Workers and Cinema Theater Workers ((Regulation of Employment) Act, 1981.

I declare that I have also complied with the following provisions :

1. That I have issued appointment letters, leave with wages books to all workers and I have maintained all the registers and records prescribed under all applicable labour laws.
2. That I have issued salary / wage slip to all the workers under the minimum wages as per the various Govt. Notifications and I have maintained all the registers and records under the Minimum Wages Act, 1948.
3. The Wages were paid as per law and no deductions that are not authorized under the law have been made for the wages thereof of the workers.
4. That no child or adolescent as defined under the Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 or any other applicable Act, as amended from time to time, has been employed in the establishment and no women workers have been discriminated.
5. That I have complied with the provisions of the Payment of Gratuity Act, 1972. Arrangement is made to accept the nomination form of workers, that the notice in form-U has been exhibited and number of Workers are paid Rs..... as gratuity under the Act during the year.
6. That I have paid the bonus to all the eligible employees as per the Payment of Bonus Act, 1965 / Memorandum of Settlement under the Industrial Disputes Act, 1947.
7. That _____ number of workers were removed / retrenched / laid-off during the year and I have paid their dues as provided under labour Laws.
8. That I have maintained the registers/ records prescribed under these Acts, and displayed the required notices / abstracts
9. That I undertake to Provide Statutorily prescribed up-to-date information, registers and records, whenever competent authority of the Department of Labour asks for the same.

I hereby state that the information given as above are true and correct to the best of my knowledge and belief and in case it is proved to be false, I will be liable for punishment as provided under the concerned law, as well as under this scheme.

Yours faithfully,

Date : _____

Place : _____

(Signature of Employer / Manager /
Authorized Signatory with
Full Name, Designation and Postal Address)

The Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015

Form - III

COMBINED ANNUAL RETURNS TO BE SUBMITTED IN LIEU OF ANNUAL RETURNS UNDER FOLLOWING ACTS :

1. The Karnataka Shops and Commercial Establishments Act, 1961 and the Rules framed thereunder.
2. The Minimum Wages Act, 1948 and Karnataka Rules framed thereunder.
3. The Payment of Wages Act, 1936 and Karnataka Rules framed thereunder.
4. The Contract Labour (Regulation & Abolition) Act, 1970 and Karnataka Rules framed thereunder.
5. The Maternity Benefits Act, 1961 and Karnataka Rules framed thereunder.
6. The Payment of Bonus Act, 1965 and Rules framed thereunder.
7. The Payment of Gratuity Act, 1972 and Karnataka Rules framed thereunder.
8. The Equal Remuneration Act, 1976 and Karnataka Rules framed thereunder.
9. The Industrial Employment (Standing Orders) Act, 1946 and Karnataka Rules framed thereunder.
10. The Plantation Labour Act, 1951 and Karnataka Rules framed thereunder.
11. The Motor Transport Workers Act, 1961 and Karnataka Rules framed thereunder.
12. The Karnataka Industrial Establishments (National & Festival Holidays) Act, 1963 and the Rules framed thereunder.
13. The Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and Karnataka Rules framed thereunder.
14. The Sales Promotion Employees (Conditions of Service) Act, 1976 and Karnataka Rules framed thereunder.
15. The Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Karnataka Rules framed thereunder.
16. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Karnataka Rules framed thereunder.
17. The Karnataka Labour Welfare Fund Act, 1965 and Rules framed thereunder.
18. The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996 and Karnataka Rules framed thereunder.
19. The Cine Workers and Cinema Theater Workers (Regulation of Employment) Act, 1981.

Year Ending:- _____

1. Name of the Establishment/Enterprise :
2. Registration Number of the Establishment / Enterprises :
(under applicable laws)
3. KARLIN Number of the Establishment / Enterprises

4. Full Postal Address of the Establishment / Enterprises :
(including Email, Fax, Telephone and Mobile number)
5. Full Address of the Registered Office of the Establishment / Head Office
(including Email, Fax and Telephone and Mobile number)
6. Nature/ Type of Industry / Establishment :
7. Name and Residential Address of the Employer Responsible for conduct and control of the Business :

Name	Designation	Residential Address	Telephone		Mobile	E-mail
			Office	Residence		

8. Name and Residential Address of the Occupier (s) and Manager (s) :

	Name	Designation	Residential Address	Telephone		Mobile	E-mail
				Office	Residence		
Occupier (s)							
Manager (s)							

9. Date of Commencement of Manufacturing Process / Business / Trade :

10. Particulars of Employment

	Number of employees on Roll as on 01-01-20__ (year commencement date)	Number of employees on roll as on 31-12-20__ (year completed date)	Number of days establishment worked	Number of Man days worked during the Year	Number of man hours worked including O.T. during the year	Total amount of salary / wages paid including O.T. wages and allowances (in Rs)
Men						
Women						
Total						

- 10-A) Number of employees whose employment is ceased.

Number of employees discharged/ dismissed/ terminated/ retrenched/ resigned/ retired during the year	Amount of Compensation paid	Number of employees suspended during the year	Amount of subsistence allowance paid

11. Particulars of Earned Leave with Wages :

	Total Number of persons Employed	Number of Employees Eligible for Earned Leave	Number of Employees Availd/ Granted Earned Leave	Number of Employees Discharged, Dismissed, Terminated, Retrenched, Resigned or Retired during the year	Number of Employees paid Wages/Salary in lieu of Earned Leave	Number of discharged/ resigned / retired Employees paid Wages/Salary in lieu of Earned Leave
i) Men.						
ii) Women						

11-A) Details of Lay-off :

Number of employees	Period of lay off	Amount of lay-off compensation paid (Rs.)	Remarks

11-B) Details of retrenchment

Number of employees	Period of retrenchment	Amount of retrenchment compensation paid (Rs.)	Remarks

12. Whether the following Welfare Measures, as applicable, are provided?

1.Canteen	
2.Creches	
3.Shelters, Rest rooms and Lunch Room	
4.Transport Facility	
5. Latrines and urinals	
6. Uniforms	
7. Medical facilities	
8. Any Other (Pl. specify)	

13. Maternity Benefits :-

13-A) Details of Maternity Benefits :

1. Total Number of women workers who worked for a period as prescribed under the Act, in the last 12 months immediately preceding the date of delivery	
2. Number of women workers discharged / dismissed in the last 12 months	

20. Beedi and Cigar Workers (Conditions of Employment) Act 1966

a)	Number of home workers employed	
b)	Normal hours worked per week in the industrial premises	
c)	Young persons employed in the industrial premises	
d)	Young persons employed at homes	
e)	Number of workers (other than young persons) employed in the industrial premises / homes	
f)	<u>Maternity benefits:</u> Number of female employees who are given maternity benefits during the year	
	a) employed in the industrial premises	
	b) employed in the homes	

21. The Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996

- a) Total Number of accidents took place during the year
1. Total number of accidents
 2. a) Number of accidents resulting in disablement of building workers for less than 48 hours
.....
b) Number of building workers involved and
c) The number of man days lost.....
 3. a) Number of accidents resulting in disablement of building workers beyond 48 hours but not resulting in any permanent partial or permanent total disablement.....
b) Number of building workers involved and
c) The number of man days lost on account of such accident.....
 4. a) Number of accidents resulting in permanent partial or total disablement....
b) Number of building workers involved and
c) The number of man days lost on account of such accident.....
 5. Number of accidents resulting in death of building workers..... and
 6. The number of resultant deaths

Certified that the information furnished above is true to the best of my/our knowledge.

Signature of Employer/
Occupier / Manager

Date:
Place:

Name

Designation

Full address

Form-IV
Employer's Manual

RESPONSIBILITIES OF THE EMPLOYERS UNDER DIFFERENT LABOUR LAWS

(The provisions of different labour laws to be complied given below are illustrative and not exhaustive and are meant for general guidance. for details please refer to respective Act and Rules.)

1. Payment of Wages Act, 1936 and Karnataka rules framed there under.

The employer shall:

1. Fix the wages period which will not exceed one month.
2. Pay the wages to the employed persons on or before 7th (employing less than 1000 persons) 10th (employing more than 1000 persons) of every month.
3. Pay the wages through Bank Account
4. Deduct from the wages of an employed person wages as per provisions after following the due procedure only.
5. Display the notice containing the abstract of the Act and the rules made thereunder in English, Hindi, Kannada and in languages of the majority of the employed persons.
6. Maintain the following registers
 - Register for fines;
 - Register for deductions for damage or loss;
 - Register of wages.

(For more details Please refer Act and Rules)

2. The Minimum Wages Act, 1948 & Karnataka rules framed there under.

The employer shall:

1. Pay the minimum wages to the workers as notified by the Government of Karnataka from time to time.
2. Fix and allow weekly day of rest/substitute weekly-off.
3. Fixation of number of daily working hours in case of adult for 9 hours.
4. In case of over time working, to pay the workmen at double the rate of their ordinary wage and to maintain a register of overtime in Prescribed Form.
5. To maintain the following records and to produce the same for inspection to the inspecting authority :-
 - a) Register of Fines and Register of Deductions for damages for loss in Prescribed form both as laid down under the Rules.
 - b) Annual Returns in Prescribed Form.
 - c) Register of Wages in Prescribed Form containing signatures/thumb impression to the workmen.
 - d) Wage slips duly signed by the employer in Prescribed Form.

6. Display the following notice in English, Kannada and in a language as understood by the majority of the workers in the employment at the main entrance of the establishment and in the office in legible condition
 - A. Abstract of the Minimum Wages Act, 1948 and the Rules made by the Government of Karnataka there under in Prescribed Form
 - B. Name and address of the inspector.
 - C. The prevalent minimum wages as notified by the Government.
7. Authenticate the entries in the register of wages and wages slips are authenticated by himself or by any person authorized by him in this behalf.
8. Abide by the provision of the Minimum Wages Act, 1948 and the Rules framed by the Government of Karnataka from time to time.
(For more details Please refer Act and Rules)

3. **The Contract Labour (Regulation and Abolition) Act, 1970 and Karnataka Rules framed there under.**

The Principal Employer and the Contractor of the establishment shall provide the following

1. Facilities to the contract labour and in case of failure on the part of contractor to do so the principal employer i.e. the establishment shall provide the same and may recover the expenses from the contractor either by deduction from any amount payable to the contractor under any contract or as a debt payable by the contractor as laid down u/s 20 of the Act.
2. Canteen facilities as prescribed under Karnataka Rules.
3. Rest rooms or suitable alternative accommodation to the contract labour.
4. Other facilities like sufficient supply of wholesome drinking water convenient places, sufficient number of latrines and urinals of the prescribed type washing facilities etc, as prescribed under Karnataka Rules.
5. First-aid facilities to be made available to the contract labour during all working hours with prescribed contents.
6. Submit the Annual Returns in Prescribed Form in duplicate to the Registering Officer not later than the prescribed date following the end of the year to which it relates.
7. Maintain the Register of Contractors in Prescribed Form
8. Record certificate at the end of the entries in the Register of Wages indicating that the workmen concerned have been paid in his/ presence.
9. In case the contractor fails to make payment of wages within the prescribed period or make short payment, the establishment shall be liable to make the payment of wages in full or the unpaid balance due, as the case may be to the contract labour employed by the contractor.
(For more details Please refer Act and Rules)

4. The Maternity Benefit Act, 1951 and Karnataka rules framed there under.

(The Act is Applicable where Ten (10) or more persons are employed on any day in the preceding twelve months)

(The Act is applicable to factory, mine or plantation, every shop or establishment employing 10 or more persons are employed or were employed on any day of the preceding 12 months. This act is not applicable where the establishment is covered under the Employees State Insurance Act 1948);

The employer shall:

1. Ensure that no woman is being employed knowingly during the six weeks immediately following the day of her delivery, miscarriage or medical termination of pregnancy.
2. Ensure that the Maternity benefit at the rate of average daily wage for the period of her actual absence for delivery or twelve weeks whichever is less, is being paid to the women employees, and in case of her death before receiving the maternity benefit, the same shall be given to the person nominated by the said women.
3. Ensure that a medical bonus of two hundred and fifty rupees is also being given to the female employees in case the free of charge pre natal confinement and post natal care is not provided by the establishment.
4. Ensure that a six weeks leave for miscarriage or medical termination of pregnancy is also being given to the affected women employee.
5. Ensure that leave with wages for two weeks for tubectomy operation is given to women employees.
6. Ensure that every woman who has delivered a child who returns to duty shall be allowed in the course of her daily work two breaks of twenty minutes duration for nursing the child until the child attains the age of fifteen months.
7. Maintain the record of women employee of the establishment in Prescribed Form
8. Exhibit an abstract of the Act and the rules there under in Prescribed Form in the language of the locality at a conspicuous place in every part where the women are employed.

(For more details Please refer Act and Rules)

5. The Payment of Bonus Act, 1965 and Rules framed there under :

(The Act is applicable to every factory and other establishment in which 10 or more persons or employed on any day during the accounting year.

The employer has to;

1. Maintain in Form 'A' the record in respect of computation of the 'Available Surplus' in respect of any accounting year.
2. Maintain the Set on and Set off of allocable surplus in Form-B
3. Maintain the record of the bonus paid to employees for any accounting year Form-C
4. Submit Annual Returns in Form-D

5. Pay the bonus to the employees within 8 months of the close of the accounting year;
6. Produce the accounts, books, registers or other documents whenever asked for inspection.

(For more details Please refer Act and Rules)

6. The Payment of Gratuity Act, 1972 and Karnataka Rules framed there under.

(The Act is applicable to every factory, mine, oil field, plantation, Port and Railway company, every shop or establishment employing 10 and above employees and such other establishments or class of establishment employing 10 or more employees on any day of the preceding 12 months.

The employer shall:

1. Give notice of opening in Prescribed Form to the Controlling Authority within 30 days.
2. Give a notice in Prescribed Form to the Controlling Authority in case of any change in the name, address, employer or nature of business.
3. Give a notice in Prescribed Form to the Controlling Authority in case of close down of business at least sixty days before the intended closure.
4. Ensure that a notice is displayed near the main entrance in bold letter in Kannada and in a language understood by at least one third of the employees, specifying the name of the officer with designation authorized by the employer to receive on his behalf notices under the Act or the rules;
5. Ensure that the employees who have rendered continuous service for not less than five years are being paid/shall be paid gratuity on superannuation/retirement/ resignation and the nominees of an employee who dies during the service are also being paid/shall be paid gratuity even though five years of service have not been rendered.
6. Ensure that the amount of gratuity is/shall be determined by the employer and the notice in writing is/shall be given to the person to whom the gratuity is payable and also to the Controlling Authority.
7. Ensure that the amount of gratuity is / shall be paid within 30 days from the date it becomes payable as has been laid down under the Act and the Rules.
8. Ensure that an abstract of Act and the rules made thereunder in Prescribed Form in English and in Kannada have been displayed at a conspicuous place.

(For more details Please refer Act and Rules)

7. The Equal Remuneration Act, 1976 and Karnataka rules framed thereunder.

1. Employer has to pay remuneration at equal rates to men & women workers for performing same or similar nature of work.
2. Employer has to maintain Register in form 'D'.

(For more details Please refer Act and Rules)

8. The Karnataka Shops and Commercial Establishment Act, 1961 and Karnataka rules framed there under.

1. Obtain Registration of the shop or commercial establishment as required under the Act and also get it amended from time to time if any change occurs in the particulars.
2. Give Appointment letters in Form-Q to each Employee.
3. Fix the weekly hours, weekly holidays, compensatory holidays, daily hours, intervals for rest, spread over period as specified in the Act and rules made there under.
4. Pay extra wages of overtime as twice of the ordinary rate of wages.
 - a) Maintain the following registers:
 - b) Attendance Register
 - c) Inspection Book
 - d) Leave with Wages Register
 - e) Extra Wages for overtime register, Register of Fines, and Register of Deductions for damages for loss in Prescribed Form and all other registers as required under law.
5. Give the annual leave with wages, and other admissible leave as prescribed.
6. Provide safe and hygienic working condition as prescribed.
7. Submit the prescribed annual returns within the stipulated time.
8. Abide by all the provisions of the Karnataka Shops and Commercial Establishment Act, 1961 and the Rules framed there under by the Government of Karnataka from time to time.
(For more details Please refer Act and Rules)

9. Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Karnataka rules framed thereunder.

The Employer shall

1. Obtain the registration from the notified authority.
2. Ensure that the contractor should get licence from the state from which the labour is brought and the state where the labour works.
3. Maintain the details of contractors and maximum number of inter-state migrant workmen employed by them.
4. Pay displacement allowance and journey allowance to the inter-state migrant workmen
5. Ensure that health, safety and welfare facilities are provided to the inter-state migrant workmen
6. Maintain register of contractors, register of workmen employed by contractors, return journey allowance register, muster roll, register of wages, register of deduction for damages or loss, register of fine, register of advances, register of over-time
7. Issue service certificate to employees who leave service.
8. Submit annual Returns in XXIII and XXIV
(For more details Please refer Act and Rules)

10. Karnataka Industrial Establishments (National and Festival Holidays) Act 1963 and Karnataka rules framed thereunder.

1. The employer has to display the list of national and Festival Holiday for that calendar year in English and Kannada in a conspicuous place in the Establishment.
2. The employer has to ensure that prescribed and declared national and festival holidays are given to the employees with wages. If any employee works on such holidays, employees are entitled twice the wages or substituted holiday with wage on any other day.
3. The employer has to give holiday with wages on the polling day for House of People or to the State Legislative Assembly.

(For more details Please refer Act and Rules)

11. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Karnataka rules framed there under.

Note: Child means a person who has not completed his fourteenth year of age.

The Employer has to ensure that;

1. No child has been employed or permitted to work in any of the occupations set forth in part-A; of the Schedule or in any workshop wherein any of the processes set forth in part-B of the schedule is carried on.
2. No child is permitted to work in the establishment for more than four and half hours on any day.
3. The period of work of a child on each day has been so fixed that no period exceeds three hours and no child shall work for more than three hours before he has had an interval for rest for at least one hours and the spread over is not more than six hours including the time spent in waiting for work.
4. No child has been permitted or required to work between 7 P.M. to 8.A.M. and not required or permitted to work overtime.
5. Every child employed in an establishment has been allowed a weekly holiday.
6. The notice to inspector as required u/s 9(2) of the Act has been given containing the information as per section 9(1) of the Act;
7. The record in prescribed Form has been/shall be maintained.
8. The notice containing abstract of section 3 and 14 has been displayed at the place of work in local language and in English language.
9. The health facilities and safety of child as required u/s 13 have been provided.

10. All the provisions of the Act and the rules are/shall be complied with.

(For more details Please refer Act and Rules)

12. Karnataka Labour Welfare Fund Act 1965 and Karnataka rules framed there under.

- a) Employer shall pay employer and employee contribution to the Labour Welfare Fund at the rate of Rs.12 and Rs.6 to be deducted from December month's salary within the prescribed time limit in Form D
- b) Employer shall transfer any unpaid accumulation to the Labour Welfare Fund within prescribed time limit
- c) Employer shall maintain and keep register of wages in Form A, and consolidated register of unclaimed wages and fine in form B

(For more details Please refer Act and Rules)

13. The Plantation Labour Act 1951 and rules made there under.

- a) Employer shall maintain a register of adult workers in form 12
- b) Employer shall maintain a register of non-adult workers in form 13
- c) Employer shall maintain and keep register of leave with wages in Form 14
- d) Employer shall provide leave book in form 15
- e) Employer shall maintain a bound inspection book
- f) Employer shall display the notice of period of work in form 6
- g) Employer shall keep the certificate of fitness in respect of each young person employed in form 1
- h) Employer shall keep the certificate of sickness form 7
- i) Employer shall maintain a register of accidents in form 2B
- j) Employer shall send a notice of accident to the authority in form 2A
- k) Submit the prescribed annual returns within the stipulated time

(For more details Please refer Act and Rules)

14. The Industrial Employment (Standing Orders) Act 1946 and rules made there under.

- a) Employer shall submit the application in Form I for certification of standing orders to the certifying officer within six months from the date of applicability of the Act
- b) Employer shall display certified standing orders in English and in language understood by majority of the workers

(For more details Please refer Act and Rules)

15. The Motor transport workers Act 1961 and rules made thereunder.

- a) Employer shall maintain a register of workers in form IX
- b) Employer shall maintain a muster roll of all workers in form X
- c) Employer shall maintain an overtime muster roll of all workers in form XI
- d) Employer shall provide leave book in form VIII
- e) Employer shall maintain a register of leave with wages in Form VII
- f) Employer shall provide individual control book in Form XII to every worker travelling with the vehicle and maintain original copy in the office
- g) Employer shall display a notice of hours of work in form V

- h) Employer shall maintain a register of compensatory holiday in form VI
- i) Submit the prescribed annual returns within the stipulated time
(For more details Please refer Act and Rules)

16. The Beedi and cigar workers (conditions of employment) Act 1966 and rules there under.

The employer shall-

- a) Exhibit a notice in Form VI specifying the daily hours of work interval and weekly holiday and send the copy in triplicate to the inspector
- b) Maintain a register showing the hours actually worked including overtime in Form V
- c) Maintain a register of leave with wages and leave book for regular employees in Form VI
- d) Maintain for home workers a register of leave with wages and leave book in Form VII
- e) Maintain a muster roll in form XIII
- f) Provide two books to each home workers in form XIV (home workers log book)
- g) Maintain a home worker's employment register in form XV
- h) Maintain a visitors book for recording the inspectors remarks
- i) Maintain overtime register in form XVI
- j) Maintain a record of outside work in form XVII
- k) Display the abstract Act and Rules in the premises
- l) Submit the prescribed annual returns within the stipulated time
(For more details Please refer Act and Rules)

17. The Sales promotion employees (conditions of service) Act 1976 and rules there under.

Every employer shall prepare and maintain

- a) Letter of appointment in Form A
- b) Register of sales promotion employees in Form B
- c) Service book for every employee in Form C
- d) Register of service books in Form D
- e) Leave account of each employee in Form E
(For more details Please refer Act and Rules)

18. The Building and other construction workers' (regulation of employment and conditions of service) Act 1996 and Karnataka rules 2006 there under.

The Employer shall

- a) Obtain the registration certificate from the notified authority.
- b) Maintain register of beneficiaries in Form X
- c) Maintain register of building workers in Form XXXV
- d) Send a report of accidents and dangerous occurrences in Form-XXXI
- e) Maintain combined register of wages cum muster roll in Form-XXXVIII
- f) Maintain register of deductions for damages or loss in Form-XXXIX
- g) Maintain register of fine in Form-XL
- h) Maintain register of advances in Form-XLI
- i) Maintain register of overtime in Form-XLII
- j) Maintain wages book in Form-XLIII
- k) Issue service certificate to building workers in Form-XLIV

l) Submit the prescribed returns within the stipulated time

(For more details Please refer Act and Rules)

19. Cine workers and cinema theatre workers (regulation of employment) Act 1981 and rules 1984 thereunder.

a) Every film producer shall enter into a written agreement with cine workers in Form A and the agreement shall be registered with the competent authority.
(For more details Please refer Act and Rules)

ANNEXUREFORM FOR SELF CERTIFICATION AND CONSOLIDATED ANNUAL RETURNS TO
BE SUBMITTED BY AN EMPLOYER FOR COMPLIANCE OF LABOUR LAWS

I, Mr./Mrs./Miss.hereby, certify that I am Employer/
Contractor of the establishment whose identification and general details are as follows.
I, hereby certify that the status of compliance of following Labour Laws and annual
information of my enterprise during the year..... is as under.

1. The Karnataka Shops and Commercial Establishment Act, 1961 and Karnataka Rules there under as amended from time to time.
2. The Minimum Wages Act, 1948 and Karnataka Rules thereunder as amended from time to time.
3. The Payment of Wages Act, 1936 Rules thereunder as amended from time to time.
4. The Contract Labour (Regulation & Abolition) Act, 1970 and Karnataka Rules there under as amended from time to time.
5. The Maternity Benefits Act, 1961 and Karnataka Rules there under as amended from time to time.
6. The Payment of Bonus Act, 1965 and Rules there under as amended from time to time.
7. The Payment of Gratuity Act, 1972 and Karnataka Rules there under as amended from time to time.
8. The Equal Remuneration Act, 1976 and Karnataka Rules there under as amended from time to time.
9. The Industrial Employment (Standing Orders) Act, 1946 and Karnataka Rules thereunder as amended from time to time.
10. The Plantation Labour Act, 1951 and Karnataka Rules there under as amended from time to time.
11. The Motor Transport Workers Act, 1961 and Karnataka Rules there under as amended from time to time.
12. The Karnataka Industrial Establishments (National & Festival Holidays) Act, 1963 and Karnataka Rules there under as amended from time to time.
13. The Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and Karnataka Rules there under as amended from time to time.
14. The Sales Promotion Employees (Conditions of Service) Act, 1976 and K Karnataka Rules there under as amended from time to time.
15. The Inter State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Karnataka Rules there under as amended from time to time.
16. The Child Labour (Prohibition and Regulation) Act, 1986 and Karnataka Rules there under as amended from time to time.
17. The Karnataka Labour Welfare Fund Act, 1965 as amended from time to time
18. The Building and other Construction workers (Regulation of Employment and Conditions of Service) Act, 1996 as amended from time to time
19. Cine workers and Cinema Theater workers (Regulation of Employment) Act, 1981 as amended from time to time.

1. Name and Address of Establishment:

Tele Number

Mobile Number

Fax Number

E-mail address.

2. Name and residential address of the Employer/ contractor:

Tele Number Mobile Number Fax Number E-mail address.

3. Name and residential address of the manager or person responsible for supervision or control of the establishment:

Tele Number Mobile Number Fax Number E-mail address.

4. Registration Number /Licence Number and year of commencement of the establishment:

5. Nature of Business/activity:

Employment Portal Reg. Number

Whether vacancy uploaded: Y/N

6. Number of Employees employed: (including contract workers)

Type of Worker	Un-skilled	Semiskilled	Skilled	Total	Male	Female
Direct						
Through Contractor						
Total						

Government of Karnataka



Department of Labour

Date: _____

Form-V

[Certificate issued by the Notified Authority to the Establishment for having Registered under the Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015]

1.	Name and address of the Establishment Phone Number / e-Mail/Fax/website			
2.	Name of Proprietor/ Partner/Director of Establishment Phone Number / e-Mail/Fax/website			
3.	Registration/Licence Number (under applicable laws)			
4.	Nature of Business			
15.	Number of Employees	Male	Female	Total
	a. Regular Employees			
	b. Probationary Employees			
	c. Contract Employees			
	d. Daily Wages Employees			
	e. Casual / Temporary / Badali Employees			
	f. Trainees			
	g. Any other			
h.	Weekly holiday			

The above establishment has been registered under the Karnataka State Self Certification-Cum-Integrated Periodic Returns Scheme-2015. The following Labour Laws are applicable to the above said establishment. This certificate is valid for five (5) years i.e., from _____ to _____.

Applicable Labour Laws for the Establishments:

1. The Karnataka Shops and Commercial Establishments Act, 1961 and Karnataka Rules framed thereunder.
2. The Minimum Wages Act, 1948 and Karnataka Rules framed thereunder.
3. The Payment of Wages Act, 1936 and Karnataka Rules framed thereunder.

4. The Contract Labour (Regulation & Abolition) Act, 1970 and Karnataka Rules framed thereunder.
5. The Maternity Benefits Act, 1961 and Karnataka Rules framed thereunder.
6. The Payment of Bonus Act, 1965 and Rules framed thereunder.
7. The Payment of Gratuity Act, 1972 and Karnataka Rules framed thereunder.
8. The Equal Remuneration Act, 1976 and Karnataka Rules framed thereunder.
9. The Industrial Employment (Standing Orders) Act, 1946 and Karnataka Rules framed thereunder.
10. The Plantation Labour Act, 1951 and Karnataka Rules framed thereunder.
11. The Motor Transport Workers Act, 1961 and Karnataka Rules framed thereunder.
12. The Karnataka Industrial Establishments (National & Festival Holidays) Act, 1963 and Karnataka Rules framed thereunder.
13. The Beedi & Cigar Workers (Conditions of Employment) Act, 1966 and Karnataka Rules framed thereunder.
14. The Sales Promotion Employees (Conditions of Service) Act, 1976 and Karnataka Rules framed thereunder.
15. The Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979 and Karnataka Rules framed thereunder.
16. The Child and Adolescent Labour (Prohibition and Regulation) Act, 1986 and Karnataka Rules framed thereunder.
17. The Karnataka Labour Welfare Fund Act, 1965.
18. The Building and other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996.
19. The Cine Workers and Cinema Theater Workers (Regulation of Employment) Act, 1981

Signature of the Notified Authority

Date :
Place:

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