

**PERSONNEL AND ADMINISTRATIVE REFORMS SECRETARIAT  
NO. DPAR 44 SLC 2013, BANGALORE, DATED: 22.02.2014**

**NOTIFICATION**

The draft of the Karnataka Daily wage Employees Welfare Rules, 2013, which the Government of Karnataka proposes to make in exercise of the powers conferred by section 11 of the Karnataka Daily Wage Employees Welfare Act, 2012 (Karnataka Act No. 19 of 2013) was published in part IV(a) of the Karnataka Gazette dated 30.11.2013, as required by sub-section (1) of section 11 of the said Act, for the information of all persons likely to be affected thereby;

Whereas, the said Gazette was made available to the public on 30.11.2013.

And whereas the objections and suggestions received in this behalf have been considered by the State Government.

Now therefore, in exercise of the powers conferred by section 11 of the Karnataka Daily Wage Employees Welfare Act, 2012 (Karnataka Act 19 of 2013) the Government of Karnataka hereby makes the following rules namely:-

**RULES**

**1. Title and Commencement:-** (1) These rules may be called the Karnataka Daily wage Employees Welfare Rules, 2013.

(2) They shall come into force from the date of their publication in the Official Gazette.

**2. Definitions:-** In these rules unless the context otherwise requires,-

- a) the “Act” means “The Karnataka Daily Wage Employees Welfare Act, 2012 (Karnataka Act No. 19 of 2013);
- (b) words and expressions used in these rules but not defined shall have the same meaning assigned to it in the Karnataka State Civil Services (General Recruitment) Rules, 1977 or in the Karnataka State Civil Services Act, 1978 or any other rules made thereunder;

**3. Continuation of Daily Wage Employees:-** The concerned Administrative Department in the Karnataka Government Secretariat shall within one year from the date of commencement of the Act, notify the names of eligible daily wage employees of all establishments.

**4. Terms and Conditions of Daily Wage Employees :-** (1) A Female Daily wage Employee shall be entitled for maternity leave of 180 days.

(2) A Male Daily wage Employee shall be entitled for paternity leave of 15 days.

(3) A Daily wage Employee shall be paid after completion of 60 years of age an ex-gratia of 15 days pay for every completed year of service subject to a maximum of 12 months pay.

(4) New Pension Scheme (NPS) Swavalamban Yojana Administered by the Pension Fund Regulatory and Development Authority by the Pension Fund Regulatory and Development Authority shall be applicable to the Daily Wage Employee.

(5) A Daily Wage Employee shall not be entitled for seniority in the cadre in which he is continued in service and he shall not be entitled for any promotion during his remaining service.

**5. Termination for misconduct:-** 1) The provisions of the Karnataka Civil Services (Conduct) Rules, 1966 shall mutatis mutandis be applicable to the daily wage employee. He shall be liable for disciplinary action including removal from service. After informing the daily wage employee in writing of the proposal to take action against him and of the imputations of misconduct or misbehaviour on which it is proposed to be taken, and giving him a reasonable opportunity for making such representation as he may wish to make against the proposal.

(2) The appointing authority after taking into consideration the representation, if any, submitted by the daily wage employee, by recording a finding on each imputation of misconduct or misbehaviour and for proved charge of misconduct shall pass an order terminating the services of a daily wage employee.

By order and in the name of  
the  
Governor of Karnataka

**(Dr. Mangala.G.S.)**  
Under Secretary to  
Government  
Department of Personnel and  
Administrative Reforms  
(Service Rules-1)