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(As on 12.08.2025)

**The Karnataka Domestic Workers (Social Security and welfare)
Bill, 2025**

A Bill to provide for right based contributory social security and welfare of domestic workers in the state of Karnataka and for matters connected there with or incidental thereto.

Be it enacted by the state legislature in the seventy-sixth year of the Republic of India, as follows.-

CHAPTER I

PRELIMINARY

1. Short title, extent and commencement.- (1) This Act may be called The Karnataka Domestic Workers (Social Security and welfare) Act, 2025.

(2) It extends firstly to all the metropolitan areas notified in the state of Karnataka.

(3) It applies to recruitment agencies and other service providers including platforms based out of Karnataka and who provides domestic and other care workers within the state.

(4) It shall not apply to domestic workers migrating out of Karnataka to any other state seeking employment.

(3) It shall come in to force from the date notified by the government in the official gazette.

2. Definitions.-In this Act, unless the context otherwise requires,-

(a) “Appropriate Government” means the state government for the purposes of this Act.

(b) ‘Beneficiaries’ means every domestic worker registered/renewed their registration as a beneficiary under section 13 of this Act.

- (c) “Board” means the Karnataka Domestic Workers Social Security Welfare Board established under section 11 of the Act;
- (d) “Child” means a person who has not completed eighteen years of age.
- (e) “Domestic work” means work performed by a domestic worker either for a single household or multiple households involving one or more employer or agency.
- (f) “Domestic worker” means a person employed to do domestic work, either directly or indirectly or through a contract or a digital platform, whether part-time or full-time or as a replacement worker, for remuneration for one or more employers by staying at the household premises or otherwise and includes casual, temporary, piece meal, gig work and includes migrant workers.
- (g) “Discrimination” means any form of differential treatment on the bases of caste, creed, race, region, religion, language, colour, sex, disabilities, nature of work or age at the place of work.
- (h) “Dispute” means any dispute or difference between employer(s) and employer(s), or between employer(s) and domestic worker(s), or between domestic worker(s) and domestic worker(s) or between service provider or employer, or service provider or service provider, or service provider or domestic worker(s) which is connected with the employment or non-employment or the terms of employment or contribution of the welfare fee or with the conditions of work under this Act.
- (i) “Employer” means any person who engages the domestic workers to do any work whether part-time or full-time or live-in or otherwise directly or through a recruitment agency or through a Platform and includes:
- i. The head of the household or any person who has an ultimate control over the affairs of the household;
 - ii. Any person to whom such control has been temporarily or permanently entrusted;
 - iii. Any other person who has attained the age of majority and residing in the same household permanently or temporarily, as a family member or otherwise.
- (j) “Employment Agreement” means an agreement that lays down terms and conditions of employment, non-employment and conditions of work between the employer and

domestic workers including the contribution of the welfare fee that are duly agreed upon between the parties.

(k) “Family” means;

(i) in the case of a male member, his wife, children whether married or unmarried, dependent parents and the widow and children of a deceased son of the member; and

(ii) in the case of a female member, her husband, children, dependent parents and the widow and children of a deceased son of the member;

(l) “Forced labour” means compelling a person to offer his/her services as a domestic worker against his/her will.

(m) “Full-time worker” means a person who is employed as a domestic worker in a single household for working hours as may be prescribed.

(n) “Fund” means the Karnataka Domestic Workers Social Security and Welfare Fund established under the scheme;

(o) “Live-in domestic worker” means a domestic worker employed to perform domestic work by residing in the employer’s premises that includes an out-house, servant quarters or similar space owned or rented by the employer that may or may not be adjacent to the concerned household.

(p) “Metropolitan areas” means a compact area having a population of forty lakhs or more comprised in one or more districts.

(q) “Notification” means a notification published in the official gazette.

(r) “Part-time worker” means a person who is employed as a domestic worker for less than prescribed daily working hours of that of a full-time worker, whether or not employed in a single or multiple households.

(s) “Prescribed” means rules prescribed under the act by the state government in the official gazette.

(t) “Replacement worker: means a domestic worker hired, directly or indirectly, as a replacement of the main worker for a short period of time on a temporary basis.

- (u) “Service provider” means any voluntary associations, workers’ cooperatives or societies, placement agency, company or individual, registered under any law for the time being in force, espousing the cause of domestic workers and/or engaging them in employment with the employer, whether or not for financial benefit.

Explanation: ‘Placement Agency’ means any agency/bureau/contractor or persons registered under this Act, which provides/engages in employment of domestic workers or which facilitates the placement of domestic worker for prospective employers and includes such agency or person offering services through any print, electronic, digital platforms or in any other forms of communication.

- (v) “State Advisory Committee” means an advisory committee constituted by the state government under section 14 of this Act.
- (w) “State Board” means the Karnataka State Domestic Workers Social Security and Welfare Board as established under section 11 of this Act.
- (x) “Unique Identification Number” means The State Board shall give to every beneficiary a unique identification number.
- (y) “Workplace” means any household such as house, bungalow, flat, villa, farm house, guest house or such other similar work premises or a place where a domestic worker works as per the terms of the employment agreement.
- (z) “Wages” means all remuneration which are earned by a domestic worker while on duty or on leave in accordance with the terms and conditions of his/her employment and which are paid or are payable to him/her through cash or via bank transfer and includes dearness allowance and welfare fee contribution but does not include any bonus, rent allowance, overtime wages and any other allowance.

3. Prohibition of employment of domestic worker without agreement.-

- (1) No domestic worker shall be employed without an agreement in writing entered into between the employer and the worker.
- (2) Such an agreement shall follow the minimum labour standards laid down in the model employment agreement prescribed under the rules.

- (3) The model employment agreement shall specify the name and other particulars, nature of work assigned to the worker, hours of work, wages and other benefits to which the worker is entitled, including the welfare fee and other contributions.

CHAPTER II

REGISTRATION

4. Registration of Domestic workers, Employers and Service providers.-

1. Notwithstanding anything contained in any law for the time being in force, all domestic workers employed within the state of Karnataka shall be registered as beneficiaries in the prescribed format.

2. Every application for registration as beneficiaries shall be made to the concerned authorities or agencies which shall be notified by the state government.

3. Every application for registration as beneficiaries shall be accompanied by such documents together with such fee as may be prescribed in the digital portal so provided.

4. If the authority or agencies under sub-section 2 is satisfied that the application is complete in all respects, it shall register the concerned domestic worker as beneficiaries under this Act.

Provided that an application for registration as beneficiaries shall not be rejected without giving the applicant a fair opportunity of being heard and without assigning valid reasons in writing.

5. Any person aggrieved by the decision under sub-section (4) may, within thirty days from the date of the communication of the decision shall prefer an appeal to the State Board and the decision of the state board shall be final.

6. If the domestic worker is illiterate and migrant, it shall be the duty of the service provider, placement agency, and employer or in case of multiple employers to compulsorily register such domestic worker(s) on their behalf to the authorities mentioned above in the format so prescribed within one month from the commencement of employment/recruitment of any domestic worker(s).

5. Registration of Service Provider.- (1). Every service provider shall prior to the process of recruitment or employment of domestic workers at workplace, register themselves with the authorities prescribed through an application in the digital portal along with the prescribed fees, and providing such information in the format so prescribed.

Provided that the existing service providers, who are already in existence, shall register under this section within a period of thirty days from the commencement of this Act.

Provided further that the authorities may condone the delay in registration of the service provider, if sufficient grounds exists and is provided to the authority.

6. Registration of Employer(s).- Every employer(s) shall within the period of thirty days of the commencement of employment of a domestic worker(s), shall submit to the authorities prescribed an application on line along with the prescribed fees for registration by providing such information as prescribed.

Provided the authority may condone the delay in registration by the employer if sufficient grounds exist and is provided to the authority.

7. Effect of non-registration.-No employer, service provider or placement agency either through an app or otherwise shall recruit, engage and depute any domestic worker without them being registered as beneficiary.

8. Renewal of registration certificates by a domestic worker, etc.- 1.A registration certificate issued to the domestic worker, employer or service provider shall be valid up to three years from the date of issue and shall be renewed up to three years on payment of the prescribed fees and an application through the digital portal.

2.Social security benefits under the act and rules will be extended only if the domestic worker has a valid registration certificate renewed from time to time.

9. Intimation about change of employer, employment, place etc:- Every registered domestic worker who leaves or changes his service under an employer, or changes his scheduled employment to another, or migrates from

one place to another place shall, within thirty days of such change intimate the registering authority by a letter sent by registered post or delivered in person.

CHAPTER III

RIGHTS OF THE DOMESTIC WORKERS

10. (1) Every domestic worker shall have the right to –

- (a) Be eligible for registration as beneficiaries under the act as may be prescribed,
- (b) Work and earn livelihood, which is free from all forms of forced or compulsory labour
- (c) Earn minimum wages, as fixed under the Minimum Wages Act, 1948, and be eligible for overtime payment for hours of overtime performed with single employer.
- (d) Be eligible for reasonable working hours, periods of rest, annual paid leave and maternity benefit which shall be extended by the state board.
- (e) Be eligible for social security schemes and other welfare benefits that are extended by the state board about registration.
- (f) Be eligible for redressal of grievances through appropriate mechanism as may be prescribed.
- (g) Be eligible for any up-skilling and other training programmes that are schedules by the state government in partnership with training agencies.

CHAPTER IV

REGULATION OF WORKING CONDITIONS

11.(1) The state government may in consultation with the Board.-

- (a) Fix the minimum rate of wages payable to the domestic workers by their employer and revise the wages periodically.

Provided that there shall be no discrimination in the rates of wages paid to men and women and adolescent worker.

(2) Fix the number of hours of work which shall constitute a normal working day, inclusive of one or more specified intervals.

Provided that working hours shall not exceed forty-eight hours in a week.

(3) Provide for one full day holiday or staggered half day holiday twice a week.

(4) Shall formulate a policy either on its own or make applicable the provisions of the Employees' Compensation Act, 1923 for compensation for any accidental fatal or non-fatal accidents or injury caused to the domestic worker at the workplace.

(5) Shall formulate social security and other welfare benefits from the welfare fund so created for the benefit of domestic worker and his/her family.

CHAPTER V

THE KARNATAKA STATE DOMESTIC WORKERS SOCIAL SECURITY AND WELFARE BOARD

12. (1) The State Government shall, by Notification in the official gazette, constitute a Board to be known as the Karnataka State Domestic Workers Social Security and Welfare Board to advise the government on matters related to the effective implementation of the Act and Rules.

(2) The functions of the Board are as follows:

(a) with the previous approval of the government, make appropriate regulations which are consistent with the act and rules for all the matters provided therewith.

(b) administer and monitor the fund which is created under section...for the purposes of the act.

(c) appoint the secretarial staff and other employees as it considers necessary for the efficient discharge of its functions with consultation of the state government.

(d) frame the social security and other welfare schemes for the registered beneficiaries and their families in consultation with the Board and prior approval of the government.

- (e) make provisions for safe, secure and legitimate measures and facilities required for domestic work as may be prescribed.
- (f) Training and imparting skills to the domestic workers in consultation with sector specific skill development council.
- (g) perform such other functions as may be assigned to it by the state government from time to time and on need based.
- (3) The Board shall be a tripartite Board which will consist of equal representations and members from among the officials from the state government, domestic workers' trade unions, domestic workers, employers, service providers including platforms and representatives from resident welfare associations.
- (4) The officers and staff of the Karnataka Unorganised Social Security Board shall overlook the day-to-day administration and functioning of the Board.
- (5) The salary and allowances payable to and other terms and conditions of service of members of the staff of Board shall be as prescribed.

13. Powers of the State Board

- (1) Subject to any rules by the State Government in this behalf, the Board may, within the local limits
 - (a) Make such examination and hold such inquiry as may be necessary for ascertaining whether the provisions of this Act have been or are being complied within any place or premises:
 - (b) Require the production of any document, record or evidence (written or oral)
 - (c) Enter, with such assistance as it may consider necessary, at all times any place or premises if there are reasonable grounds for suspecting that any domestic worker has or is being subjected to any form of sexual exploitation or wrongfully confined in any such place or premises or rescue any child being used employed as a domestic worker

(2) Every employer shall accord to the Board, all reasonable facilities in the discharge of his duties under this Act.

(3) Each State board shall have the same powers as are vested in civil court under the Code of Civil Procedure, 1908 (5 of 1908), when adjudicating a dispute in respect of the following matters, namely -

- (a) enforcing the attendance of any person and examining him on oath;
- (b) compelling the production of documents and material objects;
- (c) issuing commissions for the examination of witnesses;
- (d) in respect of such other matters as may be prescribed

14. (1) The State government may in order to regulate the working conditions and supervise and facilitate the provisions of the act and rules may appoint inspectors within the defined local limits and after being authorised by the state board may take up the above tasks to alleviate the working and living conditions of domestic workers in the state through IEC activities.

(2) Further, such inspectors shall on a complaint received either oral or in writing or through digital portal from a domestic worker or a domestic workers' union or any citizen or on a complaint against the employer or service provider or placement agency –

(a) make such examination as he deems fit and hold such inquiry as may be necessary for ascertaining whether the provisions of the act and rules in relation to registration, payment of minimum wages, conditions of work, and contribution of welfare fee have been complied with by such employers.

(b) exercise such other powers and duties as may be prescribed.

(3) The board shall maintain the data base of all registrations district wise or ward wise within the local limits prescribed for labour inspectors/senior labour inspectors for easy access and identification. The digitalisation of all the records shall be through a dedicated software and such digital portal shall be available for access by

domestic workers, employers, service providers or placement agencies. Each registered entity shall be given a unique identification number or similar number generated either in e-shram portal or seva sindhu portal or Ambedkar sahaya hashta portal.

15. Schemes and other welfare benefits.- (1) make provision for immediate assistance and financial support to a beneficiary or his legal heir in case of an accident arising during the course of his/her employment, to which the provisions of the Employee's Compensation Act, 1923 apply;

(2) make provision for enrolment of the domestic workers to the Employees State Insurance scheme to seek health coverage, but not limited to maternity benefit only;

(3) make provision to pay medical expenses for treatment of ailments of a beneficiary or his/her dependents.

(4) make provision for maternity/paternity benefit to the women/men beneficiary, which may be limited to two children.

(5) make provision for financial assistance for the education of children of the registered beneficiary as may be prescribed.

(6) make provision for the funeral assistance to the legal heir on the death of the registered beneficiary

(7) make provision for the payment of pension to the beneficiaries who have retired from service or who opts on account physical disability to work as domestic help.

(8) make provision for and improvement of such other social security and welfare measures as may be prescribed from time to time and on need based.

16. Constitution of State Advisory Committee.-

CHAPTER VI

WELFARE FEE CONTRIBUTION

17.Payment of welfare fee.- (1) The employer or the service provider or the placement agency including the platforms engaged in the services of providing employment or work opportunities to the domestic workers within the state of Karnataka shall be liable to pay up to 5% of the wages or remuneration or pay out as the case may be paid to the domestic worker as welfare fee through digital transaction to the fund so created under sub- section (1) of section 13.

(2) The welfare fee so levied in the sub-section (1) shall be paid to the fund once every quarterly or every six months by submitting wage calculation sheet in the format so prescribed and upload the same in the digital portal annually by such employers.

Provided, if the annual statements so uploaded doesn't match the actual welfare fee so paid, such employers are liable for penalty under the act.

OR

Amendment to sub-section (b) of section 103 'Taxes which may be imposed' under The Karnataka Municipal Corporations Act, 1976.

103.- Taxes which may be imposed.- Subject to the general or special orders of Government, a corporation shall –

The following shall be inserted after sub-section (ix) of (b) of section 103.

“Levy a welfare fee of 1% on the property tax so collected under sub-section (i) of (b) of section 103 towards extending social security and other welfare benefits of the domestic workers working in buildings owned by owners or otherwise”

The welfare fee so collected by the city corporations and other municipal bodies shall be remitted to the fund established under section 16 of The Karnataka Domestic Workers (Social Security and welfare) Bill, 2025.

CHAPTER VII

ESTABLISHMENT OF FUND

18. (1) There shall be established a fund, which shall be called The Domestic Workers Social Security and Welfare Fund, within the administrative and financial control of The Karnataka Domestic Workers Social security and welfare Board.

(2) The fund shall have the following funds/monies credited thereto-

(a) Fees that are collected from registration of domestic workers, employers, service providers and placement agencies including platforms

(b) Up to 5% of welfare fee collected from the employers, service providers and placement agencies including platforms periodically as mentioned under sub-section (2) of section 12.

(c) All fines collected under the act and rules

(d) any grants for funds contributed by the central government or the state government for the welfare of the domestic workers.

(e) Income as interests earned from the bank investments made by the Board

(f) Any other sources of fund as may be prescribed.

(3) The funds of the Board shall be utilised towards the social security and other welfare measures that are extended to the registered domestic workers and their families as provided under section 12.

19. Annual Budget.- The board shall prepare an annual budget, in such form and manner and at such time for each financial years, as may be prescribed its budget for the next financial year, showing the estimated receipts and expenditure of the state board and forward the same for the approval of the state government.

20. Annual report.- (1) The state board shall prepare its annual report every year, in such form and format and at such time each financial years as be prescribed its annual

report, giving a full account of its activities, registrations, schemes framed and number of beneficiaries availing the schemes and other administrative details during the previous financial year and submit a copy of the same of the state government.

21. Accounts and audit.- (1) the state board shall prepare and maintain proper accounts and other relevant records and prepare an annual statement of accounts in such form and format as may be prescribed.

(2) the accounts of the board shall be audited annually by Controller and Auditor General of the state government.

(3) the auditor shall at all reasonable times have access to the books of accounts and other financial statements of the board, and may for the purposes of the audit, call for such explanation and information as he may require, or examine any member or officer of the board.

(4) the state board shall furnish to the state government, before such date as may be prescribed, the audited copy of the consolidated accounts of the board, together with the audited reports.

(5) the cost of the audit shall be as determined by the state government and shall be paid out of the funds available with the state board.

(6) the state government shall cause the annual report and auditor's report to be laid, as soon as may be after they are received, before the state legislature.

CHAPTER VIII

GRIEVANCE REDRESSAL MECHANISM

22. Grievance redressal mechanism.- (1) the state government shall constitute grievance redressal committees at all district level for grievance redressal of the domestic workers, employers, service providers, placement agencies and any other person involved in the employment or non-employment of the domestic worker as may be prescribed.

(2) it shall be the duty of the grievance redressal committee at the district level to promote measures for securing and preserving amity and good relations between the employer and the domestic worker or service providers and domestic worker or placement agency and the domestic worker.

(3) the procedures and manner of handling the grievances under sub-section (2) by the committee shall be as prescribed.

Provided that the subject matter of dispute between the parties shall be solely related to the employment or non-employment or terms of employment or any termination in question.

Provided further that the complaints and cases under the Prevention of Sexual Harassment at women at workplace Act, 2013 shall not be subject matter for resolution by the committee.

(4) The composition, procedures, terms of reference, the period of the tenure of the grievance redressal committee shall be as may be prescribed.

CHAPTER IX

OFFENCES AND PENALTIES

23. (1) Any service provider or placement agencies or employer who is not registered under this Act or has not renewed the registration certificate as per this act shall be punishable with imprisonment for a term which may extend to three months and with fine which may extend to twenty thousand rupees, or with both.

(2) Any service provider or agency or employer who contravenes the provisions of the Act or any rules made there under shall be punishable with imprisonment for a term which may extend to three months and with fine which may extend to twenty thousand rupees, or with both, and in the case of a continuing contravention, with an additional fine which may extend to one hundred rupees for every day of continuing offence.

(3) If any person who has been convicted of any offence punishable under subsection (2) is again guilty of an offence involving a contravention or failure of compliance of the same provision, he shall be punishable on a subsequent conviction with imprisonment for a term which may extend to six months and with fine which shall not be less than forty thousand rupees but which may extend to fifty thousand rupees or with both:

(4) In case of default of payment to the domestic worker the employer shall be liable to make payment along with the interest on such payment as per the State rules and if pays to any domestic worker less the minimum rates of wages fixed for that employee's class of work, or less than the amount due to him under the provisions of this Act shall be punished with imprisonment for a term which may extend to six months, or with fine which may extend to twenty thousand rupees, or with both.

(5) Any person who wilfully obstructs any officer so authorized by the District Board to conduct inspection under the Act or refuses or wilfully neglects to afford such officer any reasonable facility for making any inspection, examination, inquiry or investigation authorized by or under this Act in relation to the employer or a service provider to whom, this Act applies, shall be punishable with imprisonment for a term which may extend to three months and with fine which may extend to twenty thousand rupees, or with both.

(6) Whoever wilfully refuses to produce on the demand of such an inspecting person so authorized by the District Boards, any register or other document kept in pursuance of this Act or prevents or attempts to prevent or does anything which he has reason to believe is likely to prevent any person from appearing before or being examined by an inspecting person acting in pursuance of his duties under this act, shall be punishable with imprisonment

for a term which may extend to three months or with a fine which may extend to twenty thousand rupees, or with both.

(7) Any person who—

(i) knowingly sends, directs or takes any girl or women/domestic worker to any place for immoral purposes or to a place where she is likely to be morally corrupted or,

(ii) in any manner sexually exploits or indulges in trafficking of such man domestic worker or child or,

(iii) if found ill treating or discriminating any domestic worker on the basis of caste, sex, class, race, religion or region or,

(iv) in any manner abuses or illegally confines any domestic worker or,

(v) compels any domestic worker to render any forced labour or,

(vi) provides any child as domestic worker, shall be subjected to imprisonment for not less than three years and which may extend up to a period of seven years and fine up to fifty thousand rupees.

24. On identification of victim by service provider or District Board, the complaint shall be initiated to the District collector by the service Provider or District Board, as the case may be.

For the victims of forced labour, sexual exploitation, discrimination, illegal confinement or any kind of abuse, the District Board or service provider shall provide emergency aid, medium term assistance and legal aid in conduct of the legal proceedings and admit the victim to rehabilitation homes.

25. (1) No court shall take cognizance of any offence punishable under this Act except on a complaint— (a) made by, or with the previous sanction in writing of, the State Board or the District Board or (b) made by an office-bearer of a voluntary organization registered under the Societies Registration Act, 1860 or Trade Unions Act or any other law for the time being in force; or

(2) No court inferior to that of a Metropolitan Magistrate or a Judicial Magistrate of the first class shall try any offence punishable under this Act.

26. Cognizance of offences.- (1) No court shall take cognizance of any offence under this act except on a complaint made by, and with the previous sanction in writing by the state government.

(2) No court below that of a metropolitan magistrate court or a judicial magistrate court of first class shall try any offence punishable under this act.

(3) no court shall take cognizance of any offence punishable under this act unless a complaint thereof is made within three months of the date on which the alleged commission of the offence has been committed by an employer or an service provider or an placement agency to the knowledge of the inspector appointed or by appropriate directions from the state board to the inspector of the jurisdiction in which an offence has been committed.

CHAPTER X

MISCELLANEOUS

27. Effect of laws and agreements inconsistent with the act.- (1) the provisions of this act shall have effect notwithstanding anything inconsistent therewith contained in any other law or in the terms of any agreement or contract of service, whether made before or after the commencement of this act.

(2) Nothing contained in this act shall be construed as precluding any worker from entering into an agreement with the principal employer as the case may be, for granting them rights or privileges in respect of any matter which are more favourable to them than those to which they would be entitled under this act.

28. Power to remove difficulties.- (1) if any difficulty arises in giving effect to the provisions of this act, the state government may, by order published in the official gazette, make such provisions not inconsistent with the provisions of this act, as appears to be necessary or expedient for removing the difficulty.

(2) every order made under this section shall, as soon as may be after it is made, be laid before the each of the state assembly.

29. Act not in derogation of other laws.- (1) The provisions of this act shall be in additions to, and not in derogation of the provisions of any other law, for time being in force.

30. Power to make rules.- (1) the state government may, subject to the conditions of previous publication in the official gazette, make rules for carrying out the purposes of this act.

(2) In particular, and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:-

(Details of rule making power will be decided during the consultation)

(3) Every rule made under this act shall be laid, as soon as may be, after it is made, before each house of the state legislature, while it is I session for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session in which it is so laid or the session or sessions immediately following, both houses agree in making any modifications in the rule or both houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be, so however, that any such modification or annulment shall be without prejudice to the validity of anything previously done or omitted to be done under that rule.