HC-KAR

NC: 2025:KHC:53991
WP No. 18698 of 2025

IN THE HIGH COURT OF KARNATAKA AT BENGALURU

DATED THIS THE 16TH DAY OF DECEMBER, 2025

BEFORE

THE HON'BLE MR. JUSTICE ASHOK S.KINAGI

WRIT PETITION NO. 18698 OF 2025 (S-RES)

BETWEEN:

1. NAGAVENI E
W/O DEVENDRA. M
AGED ABOUT 37 YEARS
NEAR. V. R. MILL, BAVI HATTI,
NARSIMHARAJAPURA TALUK AND POST,
CHIKKAMAGALURU-5677134.

2. BHARMANNA CHAVNA
S/O VENKATESH CHAVAN
AGED ABOUT 42 YEARS
BDROLLI, YADOGA, HALIYALA,
UTTARAKANNADA,
KARAVARA-581329

3. KOTRAIAH. S.M.
S/O S M BUDAIAH,
AGED ABOUT 38 YEARS
SIRIGANAHALLI,
HARAPANAHALLI,
DAVANGERE-583137

4. PRAVEEN CHIKKANAVAR
S/O MALLIKARJUN CHIKKANNAVAR,
AGED ABOUT 33 YEARS
K C NAGAR, YALABURGA,
KOPPALA-583236.

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Location: HIGH COURT OF KARNATAKA

5. RAGHAVENDRA
S/O PARASHURAMA KHANDOJI,
AGED ABOUT 41 YEARS
WARD NO. 6, OPP: RANGNAMANDIRA,
GANJENDRAGAD,
GADAG-582114

6. NARASIMHA.N.S.
S/O SHANKARANARAYANA
AGED ABOUT 34 YEARS
69/4 BESIDE RAMAMANDIRA,
NAGAMANGALA TOWN,
MANDYA-571432.

7. UMESH.B
S/O BALLAPPA HERAMANI,
AGED ABOUT 38 YEARS
SHIVA KRUPA NILAYA,
15, SANJAYANGARA,
KUKUOOR,
KOPPALA-583232.

8. RAVI B NADEGER
S/O BASAPPA,
AGED ABOUT 41 YEARS
#172/1, WARD NO. 9,
VIJAYANAGARA,
ILAKAL,
BAGALAKOTE-587125.

9. HARISH BABU K Y.
S/O YAMANNA
AGED ABOUT 35 YEARS
KOTHAPALLI VILLAGE,
BALTHAMARI POST,
SRINIVASAPURA TALUK,
KOLAR-563115

10. SURESH DUNDAPPA SALUNKE,
S/O DUNDAPPA,
AGED ABOUT 33 YEARS

DYAMAVVA TEMPLE STREET,
AMARAGOL,
NAVALAGUNDA TALUK,
DHARWAD-582208.

11. MANJAIYYA.
S/O SIDDAYYA KONNUR,
AGED ABOUT 30 YEARS
327.331/4 BEVURU ROAD,
NEAR BUS STAND,
RAMANAGARA,
YALABURGA,
KOPPALA-583236.

12. CHANNAKESHAVA. SM
C/O MANJUNATHA.
AGED ABOUT 25 YEARS
EDIGARA STREET,
SALIGRAMA VILLAGE AND POST,
KR NAGARA TALUK,
MYSURU-571604.

13. MALLIKARJUN KAMMAR
S/O SREEKANTH KAMMAR,
AGED ABOUT 32 YEARS
C-129, DYAMAVVANA GUDI ONI,
NAVALGUND TALUK,
DHARWAD-582208.

14. SACHINKUMAR.M
C/O MAHADEVAPPA,
WARD NO-34,
AGED ABOUT 33 YEARS
CLUB ROAD,
NEAR GOA MEDICAL SHOP,
BASAVANA KUNTE,
BELLARI-583101.

…PETITIONERS

(BY SRI. HARSHA G., ADVOCATE)

AND:

1. THE STATE OF KARNATAKA
REP. BY IT'S PRINCIPAL SECRETARY
DEPARTMENT OF LABOAUR
DEPARTMENT OF SKILL DEVELOPMENT
ENTREPRENEURSHIP AND LIVELIHOOD
VIDHANA SOUDHA,
BANGALORE-560 001.

2. THE COMMISSIONER OF
EMPLOYMENT AND TRAINING,
DIARY CIRCLE,
BANNERGHATTA ROAD,
BANGALORE-560 29

3. THE DIRECTOR,
EMPLOYMENT AND TRAINING,
KOUSHALYA BHAVAN,
DIARY CIRCLE,
BANNERGHATTA ROAD,
BANGALORE-560 29.

4. THE JOINT DIRECTOR
EMPLOYMENT AND
TRAINING, DIVISION OFFICE,
GROUND FLOOR,
KOUSHALYA BHAVAN,
DIARY CIRCLE,
BANNERGHATTA ROAD,
BANGALORE-560029.

5. THE ADDITIONAL SECRETARY,
KARNATAKA PUBLIC SERVICE COMMISSION,
UDYOGA SOUDHA,
BANGALORE-560 001.

…RESPONDENTS

(BY SMT. B. SUKANYA BALIGA, AGA FOR R1 TO R4
V/O DATED 15.07.2025 NOTICE TO R5 NOT TO BE ISSUED
FOR THE PRESENT)

THIS WRIT PETITION IS FILED UNDER ARTICLES 226 AND 227 OF THE CONSTITUTION OF INDIA PRAYING TO I. ISSUE A WRIT OF MANDAMUS OR ANY OTHER APPROPRIATE WRIT, ORDER OR DIRECTION, DIRECTING THE RESPONDENTS TO REGULARIZE THE SERVICES OF THE PETITIONERS AS JUNIOR OFFICERS/INSTRUCTORS IN GOVERNMENT INDUSTRIAL TRAINING INSTITUTES (ITIS), CONSIDERING THEIR LONG YEARS OF SERVICE AND QUALIFICATIONS. BY CONSIDERING THE REPRESENTATION DATED 12.06.2021, 18.07.2023, 20.01.2024 AND 01.08.2024 AS PER ANNEXURE-A, A1, A2, A3 AND A4. II) DECLARE THE ACTION OF THE RESPONDENTS IN CONTINUING THE PETITIONERS ON A CONTRACTUAL BASIS FOR SEVERAL YEARS, WITHOUT ANY JOB SECURITY OR ADEQUATE REMUNERATION, AS ARBITRARY, DISCRIMINATORY AND VIOLATIVE OF ARTICLES 14, 16 AND 21 OF THE CONSTITUTION OF INDIA. III) DIRECT THE RESPONDENTS TO REVISE AND ENHANCE THE REMUNERATION OF THE PETITIONERS IN ACCORDANCE WITH THE PRINCIPLE OF EQUAL PAY FOR EQUAL WORK AND TO PAY WAGES PROPORTIONATE TO THE ACTUAL NUMBER OF HOURS WORKED PER DAY AND ETC.

THIS PETITION, COMING ON FOR PRELIMINARY HEARING IN ‘B’ GROUP , THIS DAY, ORDER WAS MADE THEREIN AS UNDER:

CORAM: HON'BLE MR. JUSTICE ASHOK S.KINAGI

ORAL ORDER

The petitioner filed this writ petition seeking a mandamus directing the respondents to consider the representations dated 12.06.2021, 18.07.2023, 20.01.2024 and 01.08.2024 vide Annexures-A to A4 and also sought for a declaration that the action of the respondents in continuing the petitioners on a contractual basis for several years without any job security or adequate remuneration, as arbitrary, discriminatory and violative of Articles 14, 16 and 21 of the Constitution of India, and directing the respondents to revise and enhance the remuneration of the petitioners in accordance with the principle of 'equal pay for equal work' and to pay wages proportionate to the actual number of hours worked, per day.

2. Learned AGA for respondent Nos.1 to 4 submits that, if the reasonable time is granted, the respondents would examine whether the petitioners are entitled for the relief sought in the representations vide Annexures-A to

A4, and the respondents will pass the appropriate orders in accordance with law.

3. In view of the submission made by learned AGA, I proceed to pass the following:

ORDER

i. The writ petition is ***disposed of***;

ii. The respondents are directed to consider the representations vide Annexures-A to A4, and to pass the appropriate orders in accordance with law, within 8 weeks from the date of receipt of a copy of this order;

iii. While considering the representations, the respondents are also directed to examine whether the petitioners are entitled for the relief claimed in the representations;

iv. Pending IA(s), if any, shall stand disposed of accordingly.

Sd/-
(ASHOK S.KINAGI)
JUDGE

PA