

AS INTRODUCED IN THE RAJYA SABHA  
ON THE 9TH AUGUST, 2012

**Bill No. XXV of 2012**

THE INDUSTRIAL DISPUTES (AMENDMENT) BILL, 2012

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BILL

*further to amend the Industrial Disputes Act, 1947.*

BE it enacted by Parliament in the Sixty-third year of the Republic of India as follows:—

1. (1) This Act may be called the Industrial Disputes (Amendment) Act, 2012.

Short title and  
commence-  
ment.

(2) It shall come into force on such date as the Central Government may, by notification in the official Gazette, appoint.

14 of 1947. 5

2. In Section 2 of the Industrial Disputes Act, 1947, in sub-clause (iv) of clause (s) for the words “draws wages exceeding ten thousand rupees per mensem or” the words “draws wages exceeding twenty thousand rupees per mensem or” shall be *substituted*.

Amendment  
of section 2.

## STATEMENT OF OBJECTS AND REASONS

The sub-clause (iv) of clause (s) of section 2 of the Industrial Disputes Act, 1947 provides that the persons getting wages exceeding ten thousand rupees per mensem do not come in the periphery of the Act. In today's world of money inflation, high prices and salaries, imposing ceiling on the wages for denying the benefits of the Act in resolving the disputes with their employer is totally unjust. At least all the workers getting wages upto rupees twenty thousand should be entitled to get the benefit of the Industrial Disputes Act.

The Bill proposing amendment in the Section 2 of the Act seeks to achieve the aforesaid objectives.

Hence this Bill.

RAMA CHANDRA KHUNTIA

EXTRACTS FROM THE INDUSTRIAL DISPUTES ACT, 1947  
(Act No. 14 of 1947)

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**2. Definitions**—In this Act, unless there is anything repugnant in the subject of context—

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[(s) “workman” means any person (including an apprentice) employed in any industry to do any manual, unskilled, skilled, technical, operational, clerical or supervisory work for hire or reward, whether the terms of employment be express or implied, and for the purposes of any proceeding under this Act in relation to an industrial dispute, includes any such person who has been dismissed, discharged or retrenched in connection with, or as a consequence of, that dispute, or whose dismissal, discharge or retrenchment has led to that dispute, but does not include any such person—

(i) \* \* \* \* \*

(ii) \* \* \* \* \*

(iii) \* \* \* \* \*

(iv) who, being employed in a supervisory capacity, draws wages exceeding ten thousand rupees per mensem or exercises, either by the nature of the duties attached to the office or by reason of the powers vested in him, functions mainly of a managerial nature.].

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RAJYA SABHA

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*(Shri Rama Chandra Khuntia, M.P.)*