

**GOVERNMENT OF INDIA  
LABOUR AND EMPLOYMENT  
LOK SABHA**

UNSTARRED QUESTION NO:3715  
ANSWERED ON:23.08.2004  
AMENDMENT IN PAYMENT OF BONUS ACT, 1965  
Chatterjee Shri Santasri

**Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:**

- (a) whether the Government is actively considering to amend the Payment of Bonus Act, 1965; and
- (b) if so, the details thereof?

**Answer**

MINISTER OF LABOUR AND EMPLOYMENT (SHRI SIS RAM OLA)

(a) & (b): A proposal regarding amendment to the Payment of Bonus Act, 1965 to enhance eligibility limit from Rs.3500/- to Rs.5000/- and calculation ceiling from Rs.2500/- to Rs.3500/- had been under consideration of the Government. Meanwhile, the Second National Commission on Labour (NCL) has submitted its report recommending suitable enhancement in the ceilings for reckoning entitlement and for calculation of bonus to Rs.7500/- and Rs.3500/- respectively. The issue is being examined afresh in the light of NCL's recommendations, as the benefits of bonus are required to be extended to the employees of Public Sector undertakings (both Central & State), Central and State Governments and Autonomous Organisations besides Private Sector resulting in huge financial burden to the Government exchequer.