

**GOVERNMENT OF INDIA  
LABOUR  
LOK SABHA**

STARRED QUESTION NO:212  
ANSWERED ON:04.08.2003  
BONUS PARAMETERS  
BASUDEB ACHARIA

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

- (a) whether bonus parameters for eligibility and calculation have been reviewed;
- (b) if so, whether the proposed amendments in Bonus Act have been finalized;
- (c) if so, the details alongwith the likely number of beneficiaries as a result thereof; and
- (d) if not, the reasons therefor?

**Answer**

MINISTER OF LABOUR (SHRI SAHIB SINGH VERMA)

(a) to (d): The 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/- has been under consideration of the Government for quite some time. 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 & State Governments and Autonomous Organisations besides Private Sector having huge financial implications. Given the procedures/steps involved, it is not possible at present to specify a definite timeframe for carrying out the amendment to the Act.

No specific information regarding number of employees who would become eligible is centrally maintained because the coverage under the Payment of Bonus Act is very vast as it covers employees both in public and private sectors and is mainly administered by the State Governments.