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SUPREME COURT

Supreme Court Ruling Redefines 'Workman'

Supervisory Roles Earning Above INR10K Excluded from Coverage

Sheikh Rayees • October 27, 2024

PUBLISHED REPORT

In a recent verdict, the Supreme Court ruled that employees in supervisory roles earning more than INR10,000 per month are not classified as "workmen" under the Industrial Disputes Act, 1947. The ruling stems from a long-standing dispute involving a former employee of a publishing company who challenged his termination in 2003. Although the employee's position evolved from Junior Engineer to Assistant Engineer, the Court found that his supervisory duties and...

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