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224. What are the two primary categories of Industrial Disputes under the I.D. Act?

Under the Industrial Disputes Act, 1947 (I.D. Act), industrial disputes are classified into two primary categories: **Rights Disputes** and **Interest Disputes**. These categories are based on the nature of the disputes and the jurisdiction of adjudicating authorities.

1. Rights Disputes

Rights disputes concern the enforcement of existing legal rights, obligations, or entitlements of employees and employers. These disputes generally arise from disagreements regarding the implementation or interpretation of laws, rules, standing orders, or employment contracts. The matters falling under this category are addressed by Labour Courts, as outlined in the Second Schedule of the I.D. Act.

Matters Under the Second Schedule (Jurisdiction of Labour Courts):

- 1. Propriety or legality of orders passed by employers under the standing orders:** Disputes relating to whether an employer's order complies with the legally binding standing orders.
- 2. Application and interpretation of standing orders:** Issues involving the understanding or implementation of standing orders that govern conditions of employment.
- 3. Discharge or dismissal of workmen, including reinstatement or relief:** Cases where workers are wrongfully terminated, addressing relief such as reinstatement or compensation.
- 4. Withdrawal of customary concessions or privileges:** Disputes involving the removal of established employee benefits or privileges.
- 5. Illegality or otherwise of a strike or lock-out:** Determining the legal status of a strike initiated by workers or a lock-out enforced by employers.

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6. All matters other than those specified in the Third Schedule: Disputes that do not fall within the scope of Industrial Tribunals.

2. Interest Disputes

Interest disputes involve the creation of new rights or terms of employment. These disputes generally concern negotiations for better wages, working conditions, benefits, or other employment-related terms. They do not stem from pre-existing legal obligations but rather from demands for changes or improvements. Such disputes fall under the jurisdiction of Industrial Tribunals, as described in the Third Schedule of the I.D. Act.

Matters Under the Third Schedule (Jurisdiction of Industrial Tribunals):

1. **Wages, including period and mode of payment:** Negotiations about salary structures and payment schedules.
2. **Compensatory and other allowances:** Disputes regarding additional allowances such as housing, transportation, or medical benefits.
3. **Hours of work and rest intervals:** Issues concerning work hours, breaks, and overtime rules.
4. **Leave with wages and holidays:** Matters related to paid leave, holidays, and vacation policies.
5. **Bonus, profit sharing, provident fund, and gratuity:** Disputes regarding financial incentives and retirement benefits.
6. **Shift working otherwise than in accordance with standing orders:** Disagreements about non-standard shift arrangements.
7. **Classification by grades:** Issues involving the grading and categorization of employees based on roles or responsibilities.
8. **Rules of discipline:** Disputes regarding workplace disciplinary rules and practices.
9. **Rationalisation:** Matters concerning the restructuring of operations to improve efficiency.
10. **Retrenchment of workmen and closure of establishments:** Disputes arising from layoffs, downsizing, or closure of businesses.
11. **Any other matter that may be prescribed:** Miscellaneous disputes that fall within the purview of Industrial Tribunals.

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