

Managing Contract Labour, Service Matters & Latest in Labour Laws



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army printing press
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Lucknow Management Association Publication

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Published by

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November 19, 2015

Foreword

Most organizations, both in public and private sector, engage contract labour to achieve efficiency and cost effectiveness in some jobs. Turnkey contracts, franchise and outsourcing are also extensions of contract labour systems. Managers, therefore, not only need to know the Act regulating Contract Labour but also its nuances to be able to manage the litigation involving Contract labour.

Number of Cases relating to service matters going to courts, especially in Government, is huge and all managers need to understand the rules and procedures relating to service matters as also the view taken by courts so that not only the personnel issues are managed better but organizations improve their success rate in related litigation.

Labour Laws are seen to be complex, sometime inconsistent, confusing and too many. The confusion is further compounded by a plethora of court judgments, at times at variance from one another. Managers, therefore, have to keep abreast with not only the essentials of the law but its fast changing interpretation. While help of Advocates and labour law experts has to be obtained for contesting complex cases in the courts, some degree of proficiency is necessary in managers to handle day to day situations on their own.

AIMA had conceived a three day programme to sensitize the managers dealing with these issues which LMA had been successfully organizing at Lucknow. We suitably updated the programme material in every course which was published in two volumes, one covering the management of contract labour and the other latest in labour laws, for use in these programme. Later, we added cases related to service matters which have been the subject of largest numbers of court cases.

In the present material compiled only in one volume is for use in the programme scheduled on 21 and 22 November 2015. Effort has been made to use only the latest Supreme Court cases on different issues deleting older cases. It is hoped that the participants will be able to improve their takeaways with knowledge of the latest interpretation of various laws made by the apex court. LMA acknowledges with thanks the contribution of programme faculty especially professor S.C. Srivastava and Mr. Sanjay Bhasin for their support in this compilation.

19 November 2015

A.K. MATHUR
Secretary LMA

CONTENTS

Sl.No.	Subject/Case	Page No.
●	Foreword	
1.	Contract Labour (Regulation & Abolition) Act 1970	1
2.	ID Act 1947	15
3.	EPF and Miscellaneous Provisions Act 1952	66
4.	Trade Unions Act 1926	104
5.	Trade Union Amendment Act 2001	119
6.	Workmen's Compensation Act 1923	123
7.	Workmen's Compensation (Amendment Act) 2009	151
8.	Sexual Harassment of Women at Workmen at Workplace (Prevention and Redressal) Act 2013	155
9.	ESI Act 1948	167
10.	Engaging Contract Labour by H.L. Kumar	209
11.	Charge Sheet	218
12.	Domestic Enquiry	228
13.	UP Government Servant Discipline and Appeal Rules, 1999	254
14.	Industrial Employment (Standing Orders) Act, 1946	264
	Contract Labour (Regulation and Abolition) Act, 1970 (CLARA)	
15.	Appellants: Balwant Rai Saluja Vs. Respondent: Air India Ltd. (SC 25.08.2014)	274
16.	Appellants: Delhi International Airport Pvt. Ltd. Vs. Respondent: Union of India (UOI) and Ors.(SC 15.09.2011)	297
17.	Appellants: Bhilwara Dugdh Utpadak Sahakari S. Ltd. Vs. Respondent: Vinod Kumar Sharma Dead by L.Rs. and Ors.(SC Decided On: 01.09.2011)	316
18.	Mukhiya Karyapalak Adhikari, U.P. Khadi Tatha Gramodyog Board Karmit Anubhag, Lucknow and Anr. Vs. Respondent: Santosh Kumar (SC 08.09.2011)	319
	Government's Power to make refrence u/s section 10 of ID Act	
19.	Tata Iron and Steel Company Ltd. Vs. Respondent: State of Jharkhand and Ors. (SC 16.09.2013) 6 pages	321
20.	Appellants: Davalsab Husainsab Mulla Appellants: Vs. Respondent: North West Karnataka Road Transport Corporation (SC 24.09.2013)	329

Section 33 of ID Act

21. Appellants: Rajasthan State Road Transport Corporation and Anr. Vs. Respondent: Satya Prakash (CS 09.04.2013) 336

Retrenchment

22. Appellants: Hari Nandan Prasad and Anr. Vs. Respondent: Employer I/R to Management of FCI and Anr. (SC 17.02.2014) 345
23. Appellants: Assistant Engineer, Rajasthan State Agriculture Marketing Board, Sub-Division, Kota Vs. Respondent: Mohan Lal (SC 16.08.2013) 360
24. Appellants: Asst. Engineer, Rajasthan Dev. Corporation and Anr. Vs. Respondent: Gitam Singh (SC 31.01.2013) 368
25. Appellants: Rajkumar S/o. Rohitlal Mishra Vs. Respondent: Jalagaon Municipal Corporation (SC 01.02.2013) 378
26. Appellants: Hindalco Industries Ltd. Vs. Respondent: Union of India (UOI) and Ors. (SC 27.11.2003) 381
27. Appellants: Bhuvnesh Kumar Dwivedi Vs. Respondent: Hindalco Industries Ltd. (SC 25.04.2014) (U.P. Industrial Disputes Act Act 1947) 386

Employees PF & Misc Act

28. Appellants: Mcleod Russel India Limited Vs. Respondent: Reg. Provident Fund Commissioner (SC 02.07.2014) 406
29. Appellants: L.N. Gadodia and Sons and Anr. Vs. Respondent: Regional Provident Fund Commissioner (SC 26.09.2011) 415
30. Appellants: Marathwada Gramin Bank Karamchari Sanghatana and Anr. Vs. Respondent: Management of Marathwada Gramin Bank and Ors. (SC 09.09.2011) 423

Payment of Gratuity Act, 1972

31. Appellants: D.D. Tewari Vs. Respondent: Uttar Haryana Bijli Vitran Nigam Ltd. (SC 01.08.2014) 429

Employees Compensation Act

32. Appellants: Saberabibi Yakubbbhai Shaikh and Ors. Vs. Respondent: National Insurance Co. Ltd. and Ors. 3 pages 432
33. Appellants: Oriental Insurance Company Ltd. Vs. Respondent: Dyamavva and Ors. (SC 05.02.2013) 435

Employees State Insurance Act

34. Appellants: The Bangalore Turf Club Ltd. Vs. Respondent: Regional Director, Employees State Insurance Corporation (SC 31.07.2014) 446
35. Appellants: Mst. Param Pal Singh through Father Vs. Respondent: National Insurance Company and Anr. (SC 14.12.2012) 467

36.	Appellants: Dredging Corporation of India Ltd. Vs. Respondent: P.K. Bhattacharjee (SC 17.09.2013)	478
Voluntary Retirement Scheme		
37.	Appellants: C.V. Francis Vs. Respondent: Union of India (UOI) and Ors.(SC 03.07.2013)	481
Domestic Enquiry		
38.	Appellants: Shri Anant R. Kulkarni Vs. Respondent: Y.P. Education Society and Ors.(SC 26.04.2013)	485
Disciplinary Proceedings		
39.	Appellants: Stanzen Toyotetsu India P. Ltd. Vs. Respondent: Girish V. and Ors. (SC 21.01.2014)	497
40.	Appellants: U.P. Power Corporation Ltd. and Anr. Vs. Respondent: Virendra Lal (Dead) through L.Rs.(SC 03.10.2013)	504
Termination		
41.	Appellants: Chhel Singh Vs. Respondent: M.G.B. Gramin Bank (SC 07.07.2014)	511
42.	Appellants: Arvind Kumar Sinha S/o Shri Surendra Prasad Vs. Respondent: State of U.P. through Secretary, Department of Prisons, Government of U.P., Director General - Jail Administration and Reform Service and Sr. Superintendent of Jail, Central Jail (SC 20.09.2007)	516
43.	Pavanendra Narayan Verma vs. Sanjay Gandhi P.G.I. of Medical Sciences and anr (05.11.2001 - SC)	540

