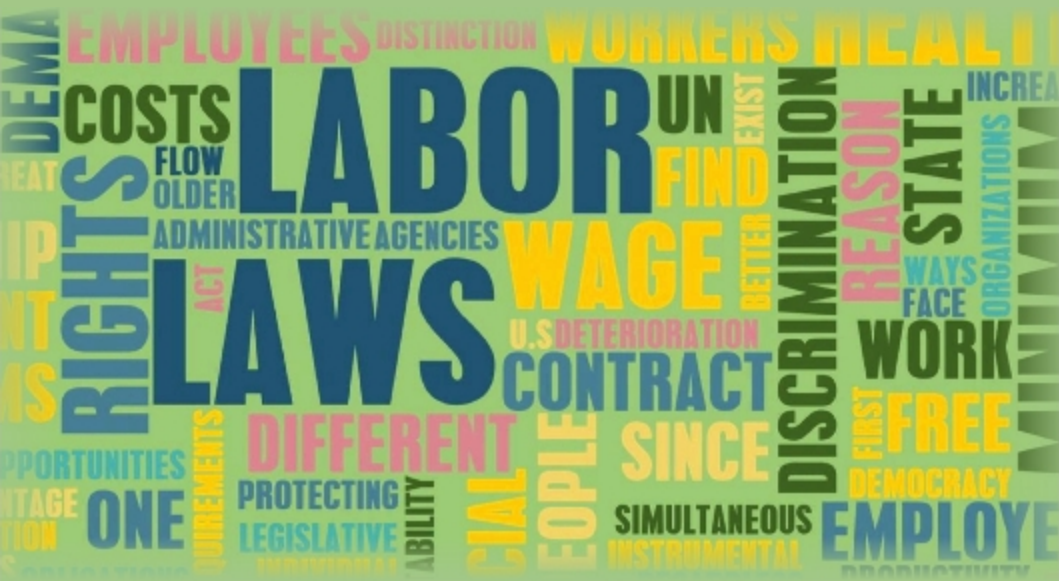


Managing Contract Labour, Service Matters & Latest in Labour Laws



Vol. 2 : Managing Service Matters &
Latest in Labour Laws



Lucknow Management Association Publication

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Published by

Lucknow Management Association

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Chowk, Lucknow-226003

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January 29, 2015

Foreword

Number of Cases relating to service matters going to courts, especially in Government, is huge and all employers need to understand nuances of rules and procedures relating to service matters as also the view taken by courts on these issues.

Labour Laws are seen to be complex, Sometime inconsistent, confusing and too many. The confusion is further compounded by a plethora of court judgments. The Supreme Court and various High Courts, every now and then, appear to be interpreting the Law differently, Managers, therefore, have to keep abreast with not only the wordings 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.

To be able to draw the best out of Service rules and labour laws, Managers must be able to read between the lines of scores of relevant judgments being delivered every month. On the face of it, it may appear to be an uphill task but the task is manageable if the managers are clear about the context and certain fundamentals of Law.

AIMA had originally designed a programme to help Managers for this task, as a part of twin programme *Managing the Contract Labour(Issues, Concerns & Remedies) (2days) and Latest in Labour Law Judgments (1 day)*. This programme has been consolidated into a 3 day programme adding service matters also to the original programme as most litigation relating to employees is in this area. There is twofold focus of the programme viz what are the latest judgments and the context in which these are delivered. It is hoped that this programme cobranded with AIMA organized by Lucknow Management Association will be useful to Managers to this extent. This document contains some case laws for the participants of the programme compiled by AIMA with a few additions. LMA gratefully acknowledges the contributions of Mr. Jaideep Narain Mathur, Dr. S.C. Srivastava, Dr. R.L. Kaul and Mr. Sanjay Bhasin in this compilation.

Lucknow
January 29, 2015

A.K. Mathur
Secretary, LMA

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