

Foreword

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 from Managers to handle day to day situations on their own.

To be able to draw the best out of 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 up-hill task but the task is manageable if the Manager were clear about the context and certain fundamentals of Law.

AIMA had designed this one day programme to help Managers for this task, as a part of twin programme on Managing the Contract Labour(Issues, Concerns & Remedies) and Latest in Labour Law Judgments. This programme is now being conducted by National Human Resource Dvelopment Network. There is twofold focus of the programme viz what are the latest Law judgments and the context in which these are delivered. It is hoped that this programme cobranded with AIMA and NHRDN being 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/NHRDN. LMA gratefully acknowledges this contribution.

Lucknow
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