



***Conference on Integration of Knowledge, Skill and Attitude in
Adjudication***

***Participants- Presiding Officers of Labour Courts (PO LC) &
Presiding Officers of Industrial Tribunal (PO IT)***

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***Dates- 3rd & 4th November 2021
Venue: Delhi Judicial Academy***

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2.	122 nd Law Commission Report on the Forum for National Uniformity in Labour Adjudication	Law Commission of India, Government of India	http://www.lawcommissionofindia.nic.in
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10.	A review of human rights and labour law in India, with specific reference to Sandstone mining and Processing workers in Rajasthan	Stirling Smith, Consultant, International Labour Organisation (ILO)	http://www.ethicaltrade.org/sites/default/files/resources/legal_review_natural_stone_india.pdf
11.	Report on Conditions of Work and Promotion of Livelihoods in the Unorganised Sector	National Commission for Enterprises in the Unorganized Sector	http://dcmsme.gov.in/Condition_of_workers_sep_2007.pdf

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12.	<i>Uptron India v. Shammi Bahn</i> (¶¶ 12, 15, 19, 21, 25, 28-	AIR 1998 SC 1681

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13.	<i>Punjab Land Development and Reclamation Corporation v. Presiding Officer, Labour Court</i> (¶¶ 42-46, 48, 67, 70, 71, 73, 75)	(1990) 3 SCC 682
	Delhi High Court	
1.	<i>Pratap Singh v. Jaspal Kaur Public School and Another</i> (11,12,13)	2021 SCC OnLine Del 4982
2.	<i>PTI Employees Union v. Press Trust of India Ltd.</i> (30-33)	2020 SCC OnLine Del. 1216
M.	Right of Representation: Sec 36 (4)	
	Supreme Court	
1.	<i>Chairman, State Bank of India and Another v. M.J. James</i> (22)	2021 SCC OnLine SC 1061
2.	<i>Hygeinic Foods v. Jasbir Singh</i> (¶ 3)	2011 (4) UJ 2149
	Other High Court	
1.	<i>V.K. Gupta v. Presiding Officer Central Govt. Industrial Tri. & ors</i> (¶¶ 14-16, 19, 20, 23, 24, 28-30, 44, 45)	AIR 2016 All 23
N.	Holding of Trial	
i.	Adjournments	
	Supreme Court	
1.	<i>Madan Pal Singh v. State of U.P. & Others</i> (¶ 8)	AIR 2000 SC 537
	Other High Court	
1.	<i>Indra Kumar v. Judge, Labour Court</i> (¶¶ 2, 3)	(1994) LLJ 1104 Raj
ii.	Preliminary Issues	
	Supreme Court	
1.	<i>Kurukshetra University v. Prithvi Singh</i> (¶¶ 16, 20, 24)	2018(2)SCALE484
2.	<i>Ved Prakash Gupta v. Delton Cable India (P) Ltd.</i> (¶ 2)	AIR 1984 SC 914
3.	<i>The Cooper Engineering Limited v. Shri P.P. Mundhe</i> (¶¶ 22, 23)	AIR 1975 SC 1900
4.	<i>Delhi Cloth and General Mills Co. v. Ludh Budh Singh</i> (¶¶ 54, 55, 57)	AIR 1972 SC 1031
5.	<i>Bombay Gas Co. Ltd. v. Gopal Bhiva and Ors.</i> (¶¶ 2, 3)	AIR 1964 SC 752
iii.	Burden of Proof	
	Supreme Court	
1.	<i>Bhavnagar Municipal Corporation v. Jadeja Govubha Chhanubha</i> (¶¶ 6, 8)	AIR 2015 SC 609
2.	<i>Amar Chakravarty and Ors. v. Maruti Suzuki India Ltd.</i> (¶¶	(2010) 14 SCC 471

	2, 17)	
3.	<i>Sita Ram and Ors. v. Moti Lal Nehru Farmers Training Institute</i> (¶¶ 12, 13)	AIR 2008 SC 1955
4.	<i>Chief Engineer, Ranjit Sagar Dam and Anr. v. Sham Lal</i> (¶¶ 1, 10)	AIR 2006 SC 2682
5.	<i>Cholan Roadways Limited v. G. Thirugnanasambandam</i> (¶¶ 21, 26)	AIR 2005 SC 570
iv.	Application of Indian Evidence Act	
	Supreme Court	
1.	<i>Workmen of Balmadies Estates v. Management Balmadies Estate and Ors.</i> (¶ 7)	(2008) 4 SCC 517
2.	<i>Municipal Corporation, Faridabad v. Siri Niwas</i> (¶¶ 13, 15, 19)	(2004) 8 SCC 195
v.	Appreciation of Evidence	
	Supreme Court	
1.	<i>The Management of TNTSC v. M. Chandrasekaran</i> (¶ 12)	AIR2016SC4055
2.	<i>Arkal Govind Raj Rao v. Ciba Geigy of India Ltd. Bombay</i> (¶¶ 3, 5, 7, 12)	AIR 1985 SC 985
vi.	Ex-parte Adjudication	
	Supreme Court	
3.	<i>Radhakrishna Mani Tripathi v. L.H. Patel and Anr.</i> (¶¶ 3, 7, 13)	(2009) 2 SCC 81
	High Court of Delhi	
1.	<i>Dolly International v. Workmen C/o All India Gen. Mazd</i> (¶¶ 10, 13, 25, 30, 33, 36, 42, 47)	Writ Petition (C) No.20183/2005 DOD: 04.04.2006
2.	<i>J.E. International v. S.K. Minocha and Ors.</i> (¶¶ 1, 2, 5)	65 (1997) DLT 900
O.	Reinstatement, Back Wages and Compensation	
	Supreme Court	
1.	<i>Raj Kumar Dixit v. Vijay Kumar Gauri Shanker</i> (¶¶ 13, 14, 16, 17 and 20)	(2015) 9 SCC 345
2.	<i>Tapash Kumar Paul v. BSNL</i> (¶¶ 9-12)	AIR 2015 SC 357
3.	<i>B.S.N.L. v. Bhurumal</i> (¶¶ 23-25)	AIR 2014 SC 1188
4.	<i>Hari Nandan Prasad v. Employer I/R to Management of FCI</i> (¶¶ 34-38)	AIR 2014 SC 1848
5.	<i>Asst. Engineer, Rajasthan Dev. Corporation v. Gitam Singh</i> (¶¶ 30-31)	(2013) 5 SCC 136
6.	<i>Assistant Engineer, Rajasthan State Agriculture Marketing Board, Sub-Division, Kota v. Mohan Lal</i> (¶¶ 19-22)	(2013)14SCC 543
7.	<i>Deepali Gundu Surwase v. Kranti Junior Adhyapak</i>	(2013) 10 SCC 324

	<i>Mahavidyalaya (D. Ed.)</i> (¶¶17-19)	
8.	<i>Ashok Kumar Sharma v. Oberoi Flight Services</i> (¶¶7-11)	AIR 2010 SC 502
9.	<i>Jagbir Singh v. Haryana State Agriculture Marketing Board</i> (¶7)	AIR 2009 SC 3004
10.	<i>K.C. Sharma v. Delhi Stock Exchange</i> (¶¶6, 15-17, 19)	AIR 2005 SC 2884
	High Court of Delhi	
1.	<i>State Bank of Travancore v. Prem Singh</i> (¶¶31-38)	W.P. (C) 11160/2004 Dated: 10.04.2019
2.	<i>Sunil Kumar v. Presiding Officer Labour Court</i> (¶¶21,24-30)	2019 (3) SCT 150 (Delhi)
3.	<i>Sunil Kumar Jha v. Deputy Labour Commissioner (South)</i>	2021 SCC OnLine Del 3457
	Other High Court	
1.	<i>Sunil Kumar Nahar and v.State Bank of India</i> (¶¶14-15)	WA-1431-2018 Order Dated: 14.11.2019 MP HC(Jabalpur Bench)

2. Contract Labour

S. No.	Title	Citation
A.	Legality of Contract Labour and Outsourcing	
	Supreme Court	
1.	<i>B.H.E.L. Workers' Association, Hardwar v. UOI</i> (¶¶4-6)	AIR 1985 SC 409
B.	Test for Finding Out Who is Contract Labour	
	Supreme Court	
1.	<i>Bharat Heavy Electricals v. Mahendra Prasad Jakhmola</i>	Civil Appeal No. 1799-1800 of 2019 Judgment Dated- 20 th February 2019
2.	<i>Haldia Refinery Canteen Employees Union and Ors. v. Indian Oil Corporation Ltd</i> (¶¶14-15)	(2005) 5 SCC 51
3.	<i>Indian Petrochemicals Coprn. Ltd. v. Shramik Sena</i> (¶¶16-29)	(1999) 6 SCC 439
C.	Temporary Employees Too Entitled to Minimum Wages and Equal Pay	
	Supreme Court	
1.	<i>State of Punjab v. Jagjit Singh</i>	AIR 2016 SC 5176

D.	Guidelines for Absorption of Contract Labourers	
	Supreme Court	
1.	<i>Steel Authority of India Ltd. & Anr. v. Union of Waterfront Workers</i>	(2001) 7 SCC (L&S) 1344
2.	<i>R.K. Panda v. Steel Authority of India</i> (¶¶4,7-9)	(1994) 5 SCC 304
3.	<i>Food Corporation of India v. Pala Ram</i>	2008 (8) SC ALE 436
4.	<i>Balwant Rai Saluja v. Air India Ltd.</i> (¶¶61)	AIR 2015 SC 375
	High Court of Delhi	
1.	<i>Narendra Kumar v. UOI</i> (¶¶9-12)	2015 VII AD (Delhi) 161
2.	<i>Prepaid Taxi/TSR Workers' Association v. Govt. of NCT (Delhi)</i> (¶¶13-16)	122 (2005) DLT 108
3.	<i>Ashok Kumar Sharma v. Delhi Vidyut Board</i>	96 (2002) DLT 95

3. Delays, ADR and Labour Disputes

S. No.	Title	Citation
A.	Arbitrability of Labour Disputes	
	Supreme Court	
1.	<i>Booz Allen and Hamilton Inc v. SBI Home Finance Limited</i> (¶¶34-53)	(2011) 5 SCC 532
	Other High Court	
2.	<i>Kingfisher Airlines v. Captain Prithvi Malhotra and others</i> (¶¶12-19)	2013(1)ABR255
3.	<i>Rajesh Korat v. Management Innoviti Embedded Solution Pvt. Ltd.</i> (¶¶11, 22-24)	Karnataka HC Writ Petition- 34537/2015 Dated 21 st April 2017

4. Delhi Shops & Establishment Act, 1954

S. No.	Title	Citation
A.	Shop & Establishment: Definition	
	Supreme Court of India	
1.	<i>Management of Wenger & Co. v. Their Workmen</i>	AIR 1964 SC 864
2.	<i>Air Freight Ltd. v. State of Karnataka</i>	1999 LLR 1008 (SC)
	High Court of Delhi	
1.	<i>Sh. Lalit Bhasin v. The Appellate Authority under Payment of Gratuity Act, 1972</i>	W.P. 7206/2004 Decided On- 17 th March 2010
2.	<i>Cooperative Store Limited v. K.S. Khurana</i>	36 (1988) DLT 294
3.	<i>M/S Bhandari Builders v. M.K. Seth</i>	ILR 1981 I Delhi
4.	<i>Sanatan Dharam Sabha v. Johri Mal</i>	1982 RLR 512 (Del.)

		HC)
5.	<i>Chief Commissioner, Delhi v. Federation of Indian Chambers of Commerce and Industry, New Delhi</i>	1974 II LLJ 21 (SC)
	Leave	
1.	<i>Industrial Tribunal v. Rabindra Nath Sen</i>	1963 I LLJ 582

5. Employee State Insurance Act, 1948

S. No.	Title	Citation
A.	Casual Workers are Also Workers	
	Supreme Court	
1.	<i>Royal Western India Turf Club v. E.S.I. Corporation</i>	AIR 2016 SC 1143
B.	Interim Wages Part of Wages	
	Supreme Court	
1.	<i>Employee State Insurance Corporation v. Mangalam Publication Pvt Ltd.</i>	AIR 2017 SC 4525

6. Industrial Employment(Standing Orders) Act, 1946

S. No.	Title	Citation
A.	Preliminary Enquiry	
1.	<i>Bharat Petroleum Corporation Ltd. v. Maharashtra Genl. Kamgar Union & Ors</i>	[1998] INSC 609
2.	<i>Amulya Ratan Mukharjee v. Eastern Railway</i>	
3.	<i>S.S. Light Railway Co., V. S.S. Light Railway Workers Union</i>	AIR 1969 SC 513
B.	Charge Sheet	
1.	<i>Sur Enamel and Stamping Works (P) Ltd. v. Their Workmen</i>	1963 SC 1914
2.	<i>Union of India v. TR Verma</i>	AIR 1957 SC 882
C.	Appointment of Enquiry Officer	
1.	<i>Union of India v. Mohd. Ramzan Khan</i>	
2.	<i>Saran Motors Pvt. Ltd., New Delhi V. Vishwanathan</i>	
3.	<i>Associated Cement Co. Ltd v. Their workmen and Other</i>	1964 65 26 FJR 289 S
D.	Supply of relevant materials	
1.	<i>Meenglass Tea Estate v. Workmen</i>	1963 11, L.L.J, 392 (S.C.)
E.	Examination of witnesses	
1.	<i>Tata Engineering and Locomotive Co. Ltd. v. S.C. Prasad</i>	(1969) 11 L.L.J. 799

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7. Minimum Wages Act, 1948

S. No.	Title	Citation
Supreme Court		
1.	<i>Hindustan Sanitaryware and Industries Ltd. v. State of Haryana</i> (1991) 14-17 (Minimum Wages Act does not empower Govt. to alter the terms of contract)	2019 SCC OnLine SC 632
2.	<i>Lingegowd Detective and Security Chamber v. Mysore Kirloskar</i>	(2006) 5 SCC 180
3.	<i>Airfreight Ltd. v. State of Karnataka</i>	(1999) 6 SCC 567
4.	<i>Haryana Unrecognised Schools Association v. State of Haryana</i>	(1996) 4 SCC 225
5.	<i>Workmen v. Management of Reptakos Brett</i>	(1992) 1 SCC 290
6.	<i>Ministry of Labour and Rehabilitation v. Tiffin's Barytes Asbestos and Paints</i>	(1985) 3 SCC 594
7.	<i>Bandhua Mukti Morcha v. Union of India</i>	(1984) 3 SCC 161
8.	<i>Sanjit Roy v. State of Rajasthan</i>	(1983) 1 SCC 525
9.	<i>People's Union for Democratic Rights v. Union of India</i>	(1982) 3 SCC 235
10.	<i>People's Union for Democratic Rights v. Union of India</i>	(1982) 2 SCC 494
11.	<i>Greaves Cotton v. Workmen</i>	AIR 1964 SC 689
12.	<i>Crown Aluminium Works v. Workmen</i>	AIR 1958 SC 30
High Court of Delhi		
1.	<i>Globe Detective Agency v. Presiding Officer Industrial</i>	180 (2011) DLT 54
2.	<i>Delhi Council for Child Welfare v. Sheela Devi</i>	132 (2006) DLT 696
3.	<i>Directorate of Social Welfare v. Presiding Officer</i>	108 (2003) DLT 119
4.	<i>Association of Health Care Service Providers v. Govt. of NCT Delhi</i>	263(2019)DLT546
Other High Courts		
1.	<i>Central Excise v. Punjab Wireless System</i>	(2007) 4 PLR 4
2.	<i>Andhra Pradesh Hotels Association v. Government of Andhra Pradesh</i>	(2002) III LLJ 623 AP
3.	<i>Karnataka Film Chamber of Commerce v. State of Karnataka</i>	(1987) I LLJ 182 Kant.

8. Payment of Wages Act, 1936

S. No.	Title	Citation
Supreme Court		
1.	<i>ABP v. Union of India</i>	(2014) 3 SCC 327
2.	<i>Hamdard (Wakf) Laboratories v. Deputy Labour Commissioner</i>	(2007) 5 SCC 281

3.	<i>L.I.C. of India v. Anwar Khan</i>	(2007) 11 SCC 25
4.	<i>P.C. Agarwala v. Payment of Wages Inspector</i>	(2005) 8 SCC 104
5.	<i>Rajendra Deva v. Hari Fertilizers Sahupuri</i>	(2002) 1 SCC 130
6.	<i>Sukhram Singh v. Krishi Utpadan Mandi Samiti</i>	(2001) 10 SCC 153
7.	<i>Bank of India v. S. Kelawala</i>	(1990) 4 SCC 744
8.	<i>Dilbagh Rai Jarry v. Union of India</i>	(1974) 3 SCC 554
9.	<i>Payment of Wages Inspector v. Surajmal Mehta</i>	AIR 1969 SC 590
10.	<i>J.C. Jain v. R.A. Pathak</i>	AIR 1960 SC 619
Other High Courts		
1.	<i>Ashraf v. Deputy Labour Commissioner</i>	(2009) III LLJ 391 All.
2.	<i>D.A.V. Public School v. Prescribed Authority</i>	(2009) III LLJ 399 All.
3.	<i>General Manager, India Cements Ltd. v. Subramanian N.S.</i>	
4.	<i>Abdul Waheed v. Authority, Payment of Wages Act</i>	(1995) II LLJ 1079 Raj.
5.	<i>French Motor Car Workers Union v. French Motor Car</i>	(1991) I LLJ 107 Gau.
6.	<i>Abdul Latif v. Karamat Ali</i>	(1962) II LLJ 335 All.
7.	<i>A.R. Sarin v. B.C. Patil</i>	AIR 1951 Bom 423

9. Maternity Benefit Act, 1961

S. No.	Title	Citation
Supreme Court		
1.	<i>Municipal Corporation of Delhi v. Female Workers (Muster Roll) & Anr.</i>	AIR 2000 SC 1274
2.	<i>State of H.P. v. Sudesh Kumari</i>	2015 Lab IC 1717 (HP)
High Court of Delhi		
1.	<i>Manisha Priyadarshini vs. Aurobindo College-Evening and Ors. (¶¶13,14,18,26,33,34)</i>	2020 LLR 814
Other High Court		
1.	<i>Pooja Jignesh Doshi v. State of Maharashtra</i>	2019 SCC OnLine Bom 1433
2.	<i>Anshu Rani vs. State of U.P. and Ors.</i>	2019 (4) ADJ 809
3.	<i>Rasitha C.H. Vs State of Kerala & Anr</i>	WP(C).No. 5507 of 2018 decided on 11.12.2018
4.	<i>Urmla Masih vs. State of Uttarakhand and Ors.</i>	2018 (159) FLR 652



10. Payment of Gratuity Act 1972

S. No.	Title	Citation
A.	Entitlement of Gratuity	
	Supreme Court	
1.	<i>Nagar Ayukt Nagar Nigam, Kanpur v. Sri Mujib Ullah Khan</i> (1977-14)	2019 SCC OnLine SC 462
2.	<i>State of Punjab v. Baldev Singh</i>	(1998) 9 SCC 325

11. Payment of Bonus Act, 1975

S. No.	Title	Citation
	High Court of Delhi	
A.	Certificate under Section 80G IT Act and Bonus	
1.	<i>Batra Hospital Employees Union v. Batra Hospital and Medical Research</i>	247 (2018) DLT 549

12. Directions from Hon'ble Delhi High Court

S. No.	Title	Citation
1.	<i>Director General (Works), CPWD v Sh Laljeet Yadav & Ors</i>	WP(Civil) No 2540/2021 decided on 17/07/2021 by Hon'ble Delhi HC