



***Core Competence Conference on Knowledge, Skill and  
Perspective Development***

***Participants- Presiding Officers of Labour Courts (POLC) &  
Presiding Officers of Industrial Tribunal (POIT)***

**INDEX**

***Dates- 4<sup>rd</sup> & 5<sup>th</sup> November 2022***

***Venue: Delhi Judicial Academy, Dwarka, Sector - 14,  
New Delhi – 110078  
India***

## A. Statutes

S. No.	Title
1.	Apprentices Act, 1961
2.	Bonded Labour System (Abolition) Act, 1976
3.	Building and Other Construction Workers (Regulation of Employment and Conditions of Service) Act, 1996
4.	Constitution of India, 1950
5.	Code of Civil Procedure, 1908
6.	Code of Criminal Procedure, 1973
7.	Contract Labour Abolition and Regulation Act 1970
8.	Child Labour (Prohibition and Regulation) Act, 1986
9.	Delhi Shops and Establishments Act 1954
10.	Domestic Workers Welfare and Social Security Act, 2010
11.	Employee's Compensation Act, 1923
12.	Employees' Provident Fund and Miscellaneous Provisions Act, 1952
13.	Employees' State Insurance Act, 1948
14.	Equal Remuneration Act, 1976
15.	Factories Act, 1948
16.	Indian Evidence Act, 1872
17.	Industrial Disputes Act, 1947
18.	Industrial Employment (Standing Orders) Act, 1946
19.	Insolvency and Bankruptcy Code 2016
20.	Inter-state Migrant Workmen (Regulation of Employment and Conditions of Service) Act, 1979
21.	Maternity Benefit Act, 1961
22.	Minimum Wages Act, 1948
23.	Payment of Bonus Act, 1965
24.	Payment of Gratuity Act, 1972
25.	Payment of Wages Act, 1936
26.	Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013
27.	Street Vendors (Protection of Livelihood and Regulation of Street Vending) Act, 2014
28.	Trade Unions Act, 1926
29.	Unorganised Worker's Social Security Act, 2008
30.	Weekly Holidays Act, 1942
31.	Maternity Benefit Amendment Act, 2017

## B. Rules

S. No.	Title
1.	Bangalore Principles of Judicial Conduct
2.	Canons of Judicial Ethics, Volume IV, Delhi High Court Rules
3.	Contract Labour (Regulation & Abolition) Rules, 1971
4.	Central Advisory Committee on Equal Remuneration Rules, 1991
5.	Child Labour Rules, 1988
6.	Industrial Disputes (Central) Rules, 1957
7.	Minimum Wages (Central) Rules, 1950
8.	Payment of Bonus Rules, 1975
9.	Payment of Gratuity (Central) Rules, 1972
10.	Payment of Wages (Procedure) Rules, 1937
11.	Delhi Shops and Establishments (amendment) Rules 2021
12.	Maternity Benefit (Mines and Circus) Amendment Rules 2019
13.	Central Civil Services Leave Rules 1972

## C. Bills

S. No.	Title
1.	Code on Wages, 2019
2.	Code on Social Security, 2019
3.	Code on Occupational Safety, Health and Working Conditions, 2019
4.	Code on Industrial Relations Bill, 2015
5.	Building and Other Construction Workers Related Laws (Amendment) Bill, 2013
6.	Inter-State Migrant Workmen (Regulation of Employment and Conditions of Service) Amendment Bill, 2011
7.	Small Factories (Regulation of Employment and Conditions of Services) Bill, 2014

## D. Conventions/Protocols/Declarations

S. No.	Title
1.	Decent Work for Domestic Workers Convention (189), 2011
2.	Tripartite Consultation (International Labour Standards) Convention, 1976
3.	Human Resources Development Convention, 1975
4.	Rural Workers' Organisation Convention, 1975
5.	Minimum Age Convention, 1973
6.	Workers' Representatives Convention, 1971
7.	Minimum Wage Fixing Convention, 1970
8.	Employment Policy Convention, 1964
9.	Equality of Treatment (Social Security) Convention, 1962
10.	Discrimination (Employment and Occupation) Convention, 1958

11.	Abolition of Forced Labour Convention, 1957
12.	Equal Remuneration Convention, 1951
13.	Right to Organise and Collective Bargaining Convention, 1949
14.	Employment Service Convention, 1948
15.	Freedom of Association and Protection of the Right to Organise Convention, 1948
16.	Labour Inspection Convention, 1947
17.	Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934
18.	Forced Labour Convention, 1930
19.	Workmen's Compensation (Occupational Diseases) Convention, 1925
20.	Weekly Rest (Industry) Convention, 1921
21.	Minimum Age (Industry) Convention, 1919
22.	Collective Bargaining Convention, 1981
23.	Labour Relations (Public Service) Convention, 1978

## E. Reports

S. No.	Title	Author	Source
1.	225 <sup>th</sup> Law Commission Report on The Amendment of Sections 7, 7A and 7B of Industrial Disputes Act 1947 making Advocates eligible to man Labour Courts and Industrial Tribunals	Law Commission of India, Government of India	<a href="http://www.lawcommissionofindia.nic.in">http://www.lawcommissionofindia.nic.in</a>
2.	122 <sup>nd</sup> Law Commission Report on the Forum for National Uniformity in Labour Adjudication	Law Commission of India, Government of India	<a href="http://www.lawcommissionofindia.nic.in">http://www.lawcommissionofindia.nic.in</a>
3.	Simplification of Existing Forms for Returns and Registers prescribed under the existing Labour Laws	Working Group, Ministry of Labour and Employment, Government of India	<a href="http://labour.nic.in/upload/uploadfiles/files/Reports/ReportoftheWorkingGroup.pdf">http://labour.nic.in/upload/uploadfiles/files/Reports/ReportoftheWorkingGroup.pdf</a>
4.	Report of the Working Group on "Labour Laws & Other Regulations" for the Twelfth Five Year Plan (2012-17)	Ministry of Labour and Employment, Government of India	<a href="http://planningcommission.gov.in/aboutus/committee/wrkgrp12/wg_labour_laws.pdf">http://planningcommission.gov.in/aboutus/committee/wrkgrp12/wg_labour_laws.pdf</a>
5.	Report on Labour Laws in India	National Crime Investigation Bureau	<a href="http://www.ncib.in/pdf/ncib_pdf/Labour%20Act.pdf">http://www.ncib.in/pdf/ncib_pdf/Labour%20Act.pdf</a>
6.	Recommendations of Conference Committee on Social Security for Organized, Unorganized and Migrant International	Indian Labour Conference, Ministry of Labour and Employment, Government of India	<a href="http://labour.nic.in/upload/uploadfiles/files/46ILC_Conclusions.pdf">http://labour.nic.in/upload/uploadfiles/files/46ILC_Conclusions.pdf</a>

	Workers		
7.	Suggested Labour Policy Reforms	Federation of Indian Chambers of Commerce and Industry (FICCI)	<a href="http://www.ficci.com/SEdocument/20301/FICCI-NOTE-ON-LABOUR-POLICY-REFORMS.pdf">http://www.ficci.com/SEdocument/20301/FICCI-NOTE-ON-LABOUR-POLICY-REFORMS.pdf</a>
8.	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)	<a href="http://www.ethicaltrade.org/sites/default/files/resources/legal_review_natural_stone_india.pdf">http://www.ethicaltrade.org/sites/default/files/resources/legal_review_natural_stone_india.pdf</a>
9.	Report on Conditions of Work and Promotion of Livelihoods in the Unorganised Sector	National Commission for Enterprises in the Unorganised Sector	<a href="http://dcmsme.gov.in/Condition_of_workers_sep_2007.pdf">http://dcmsme.gov.in/Condition_of_workers_sep_2007.pdf</a>
10.	Report No 222 On Need For Justice-Dispensation Through AdrEtc	Law commission of India	<a href="https://lawcommissionofindia.nic.in/">https://lawcommissionofindia.nic.in/</a>

## F. Case Law

### 1. Industrial Disputes Act, 1947

S. No.	Title	Citation
<b>A.</b>	<b>Background and Social Context</b>	
	<b>Supreme Court</b>	
1.	<i>Milki Ram vs. Himachal Pradesh State Electricity Board</i> (¶13)	MANU/SC/0839/2021
2.	<i>Chairman and Managing Director, The Fertilizers and Chemicals Tranvancore Ltd. and Ors. vs. General Secretary FACT Employees Association and Ors.</i> (¶¶ 25-31)	MANU/SC/0514/2019
3.	<i>State of Punjab and Ors v. Jagjit Singh and Ors</i> (¶¶ 54, 55, 57)	AIR 2016 SC 5176
4.	<i>SafaiKaramchariAndolan v. Union of India</i> (¶¶ 15, 16, 22, 25)	(2014)11SCC224
5.	<i>Delhi Jal Board v. National Campaign for Dignity and Rights of Sewerage and Allied Workers</i> (¶¶ 13-15, 24, 30)	(2011) 8 SCC 568
6.	<i>Uttar Pradesh State Brassware v. UdayNarain Pandey</i> (¶¶ 32, 33)	(2006) 1 SCC 479
7.	<i>Municipal Corporation of Delhi v. Female Workers (Muster Roll) &amp;Anr.</i> (¶¶ 6, 24, 30)	AIR 2000 SC 1274
8.	<i>G. B. Pant University of Agriculture &amp; Technology v. State of Uttar Pradesh</i> (¶ 10)	(2000) 7 SCC 109
9.	<i>Ajaib Singh v. Sirhind Corporation Marketing-cum-Processing</i> (¶¶ 6, 7, 12)	(1999) 6 SCC 728

10.	<i>Excel Wear v. Union of India</i> (¶¶ 18, 25, 26)	AIR 1979 SC 25
11.	<i>Hussainbav.Alath Factory Tezhilali Union</i> (¶¶ 5, 6)	AIR 1978 SC 1410
12.	<i>National Textile Workers' Union v. P. R. Ramakrishnan</i> (¶¶ 12-14)	AIR1983SC75
13.	<i>People's Union for Democratic Rights v. Union of India</i> (¶¶ 3-5, 20-22)	AIR 1982 SC 1473
14.	<i>Hindustan Tin Works v. Employees of Hindustan Tin Works</i> (¶¶ 13, 18)	AIR 1979 SC 75
	<b>High Court of Delhi</b>	
1.	<i>M/s wearwell (india) private limited v. Mohd. Nizam</i> (¶¶ 15, 16)	MANU/DE/0386/2022
<b>B.</b>	<b>Section 2(j) : Industry</b>	
	<b>Supreme Court</b>	
1.	<i>State of UP v. Jai Bir Singh,</i>	Civil Appeal No.897 of 2002 Order dated: 02.01.2017
2.	<i>State of Uttar Pradesh v. Jai Bir Singh</i> (¶¶ 4, 10, 11, 12, 24, 25, 41-51)	(2005) 5 SCC 1
3.	<i>I.T.C. Limited v. The Agricultural Produce Market Committee and Ors.</i>	MANU/SC/0047/2002
4.	<i>SomVihar Apartment Owners Housing Maintenance Society v. Workmen</i> (¶¶ 7)	AIR 2002 SC 2530
5.	<i>General Manager, Telecom v. A. Srinivasa Rao</i> (¶¶ 4-7)	(1997) 8 SCC 767
6.	<i>Bangalore Water Supply &amp; Sewerage Board v.Rajappa</i>	AIR 1978 SC 548
7.	<i>D. N. Banerjee v. P. R. Mukherjee</i> (¶¶ 7, 17)	AIR 1953 SC 58
<b>C.</b>	<b>Section 2(k) : Industrial Dispute</b>	
	<b>Supreme Court</b>	
1.	<i>Tata Iron and Steel Company v. State of Jharkhand</i> (¶¶ 10, 14-18)	(2014) 1 SCC 536
2.	<i>J. H. Jadhavv. Forbes Gokak</i> (¶ 5)	(2005) 3 SCC 202
3.	<i>Bongalgaon Refinery &amp; Petrochemicals v.Samijuddin Ahmed</i> (¶ 7)	AIR 2001 SC 3507
4.	<i>Municipal Corporation of Delhi v. Female Workers</i> (¶¶ 32-34)	AIR 2000 SC 1274
5.	<i>Village Papers v. State of Himachal Pradesh</i> (¶¶ 30-32, 46, 51-55, 57, 64)	(1993) I LLJ 99
6.	<i>ShambhuNathGoyalv. Bank of Baroda</i> (¶¶ 4-6)	(1978) 2 SCC 353
7.	<i>Workmen of Dimakuchi Tea Estate v. Management of Dimakuchi Tea Estate</i> (¶¶ 8, 10, 12, 15, 21, 25, 34, 43, 51, 60, 63-67, 69-73)	AIR 1958 SC 353
<b>D.</b>	<b>Section 2(s) : Workman</b>	

<b>(i)</b>	<b>Contract of Service and Contract for Service: Distinguished</b>	
	<b>Supreme Court</b>	
1.	<i>Hussainbaiv. Alath Factory Tezhilali Union</i> (¶¶ 5-7)	AIR 1978 SC 1410
2.	<i>Dharangadhra Chemicals Works v. State of Saurashtra</i> (¶¶ 8-20)	AIR 1957 SC 264
<b>(ii)</b>	<b>Employed to do: Nature of Work</b>	
	<b>Supreme Court</b>	
1.	<i>Indian Banks Association v. Workmen of Syndicate Bank</i> (¶¶ 26-28)	AIR 2001 SC 946
2.	<i>H. R. Adyanthayav. Sandoz</i> (¶¶ 2-4)	(1994) 5 SCC 737
3.	<i>S. K. Maini v. Carona Sahu</i> (¶¶ 9-11)	(1994) 3 SCC 510
4.	<i>A. Sundarbalv. Government of Goa, Daman &amp; Diu</i> (¶¶ 7-10)	AIR 1988 SC 1700
5.	<i>Burmah Shell Oil Storage and Distribution Company v. Burma Shell Management Staff Association</i> (¶¶ 9-11, 35-37)	(1970) 3 SCC 378
<b>E.</b>	<b>Section 11 and 11 A: Powers of Labour Court /Industrial Tribunal in Dismissal &amp; Discharge</b>	
<b>(i)</b>	<b>Scope of Powers of Labour Court /Industrial Tribunal</b>	
	<b>Supreme Court</b>	
1.	<i>Standard Chartered Bank v. R.C. Srivastava</i> (¶11)	MANU/SC/0738/2021
2.	<i>Oil and Natural Gas Corporation v. Krishan Gopal and Ors.</i> (¶23)	MANU/SC/0141/2020
3.	<i>John D'souza v. Karnataka State Road Transport Corporation</i> (¶¶ 34,38,39,40)	2019(14)SCALE57
4.	<i>Rai Bahadur Narain Singh Sugar Mills Ltd. v. Mangey Ram</i> (¶¶ 8)	(2019)9SCC365
5.	<i>BHEL v M. Mani</i>	2018 (1) SCC 285
6.	<i>State Bank of Patiala v. General Secretary, Staff Union &amp;Ors</i> (¶¶ 9, 17)	2016 (9) SCALE 485
7.	<i>J. H. Patel v. Nuboard</i> (¶¶ 5, 10)	(2014) 11 SCC 371
8.	<i>DavalsabHusainsabMullav. North West Karnataka Road</i> (¶¶ 6, 8-10)	(2013) 10 SCC 185
9.	<i>S. R. Tewariv. Union of India</i> (¶¶ 13-24)	(2013) 6 SCC 602
10.	<i>U. B. Gadhev. Gujarat Ambuja Cement</i> (¶¶ 18-22)	(2007) 13 SCC 634
11.	<i>J. K. Synthetics v. K. P. Agrawal</i> (¶¶ 4-9)	(2007) 2 SCC 433
12.	<i>Hombe Gowda Education Trust v. State of Karnataka</i> (¶¶ 17-22)	(2006) 1 SCC 430
13.	<i>Cholan Roadways Limited v. G. Thirugnanasambandam</i> (¶¶ 8, 9, 13-29)	AIR 2005 SC 570
14.	<i>Neeta Kaplishv. Presiding Officer, Labour Court</i> (¶¶ 15-25, 27)	AIR 1999 SC 698
15.	<i>SenapathyWhiteleyv. Karadi Gowda</i> (¶9)	(1999) 9 SCC 259

16.	<i>Scooters India v. Labour Court</i> (¶ 7)	AIR 1989 SC 149
17.	<i>Christian MedicalHospital Employees Union v. Christian Medical College</i> (¶¶ 12, 14)	(1987) 4 SCC 691
18.	<i>Rama Kant Misrav. State of Uttar Pradesh</i> (¶¶ 6, 7)	AIR 1982 SC 1552
19.	<i>Gujarat Steel Tubes Ltd. and Ors. v. Gujarat Steel Tubes Mazdoor Sabha and Ors.</i> ¶¶ (173 -179)	MANU/SC/0369/1979
20.	<i>The Workmen of Firestone Tyre and Rubber Co. of India (Pvt.) Ltd. v. The Management and Ors</i>	MANU/SC/0305/1973
	<b>High Court of Delhi</b>	
1.	<i>MCD v Daulat Ram</i>	2004 (113) DLT 395
	<b>Other High Courts</b>	
1.	<i>Mangat Rai v. Punjab Road Transport Corpn. &amp; another</i> ¶¶ (18-28)	MANU/PH/0158/1998
2.	<i>Rajasthan State Road Transport Corporation v. Gopal Singh and Anr.</i>	MANU/RH/0100/1997
3.	<i>USV Limited v. Maharashtra General Kamgar Union &amp; another</i>	MANU/MH/0071/1998
<b>(ii)</b>	<b>Domestic Inquiry</b>	
<b>(i).</b>	<b>Quasi-judicial nature</b>	
	<b>Supreme Court</b>	
1.	<i>Tamil Nadu SRTC v P. Thirunavukkarasu</i>	2022 SCC Online SC 1076
2.	<i>Maharashtra SRTC v DilipUttamJayabhay</i>	2022 (2) SCC 696
3.	<i>Kurukshetra University v Prithvi Singh</i>	2018 (4) SCC 483
4.	<i>M.L. Singla v Punjab National Bank</i>	2018 (19) SCC 21
5.	<i>Canara Bank v. V. K. Awasthy</i> (¶¶ 5-19)	(2005) 9 SCC 331
6.	<i>Sur Enamel and Stamping Works v. Workmen</i> (¶¶ 5-8)	AIR 1963 SC 1914
<b>(ii)</b>	<b>Representation of parties</b>	
	<b>Supreme Court</b>	
1.	<i>Cipla v. Ripu Daman Bhanot</i> (¶¶ 12-14)	(1999) 4 SCC 188
2.	<i>Crescent Dyes and Chemicals v. Ram NareshTripathi,</i> (¶16)	(1993) 2 SCC 115
3.	<i>J.K. Aggarwal v. Haryana Seeds Development Corporation</i> (¶¶4, 5)	(1991) 2 SCC 283
4.	<i>Board of Trustees of the Port of Bombay v. DilipkumarRaghavendranathNadkarni</i> (¶10)	(1983) 1 SCC 124
5.	<i>Dunlop Rubber v. Workmen</i>	AIR 1965 SC 1392
6.	<i>Brooke Bond (India) v. S. Subba Raman</i> (¶¶5, 6)	(1961) II LLJ 417 (SC)



F.	Sections 33(1)(b) & 33(2)(b)	
	<b>Supreme Court</b>	
1.	<i>Rajasthan State Road Transport Corporation vs Bharat Singh Jhala (Dead) Son of Shri Nathu Singh, through Legal Heirs &amp; Anr</i>	MANU/SC/1276/2022
2.	<i>Sri DorairajSpintex v. Chittibabu&amp;Ors</i>	MANU/SC/0792/2021
3.	<i>John D'souza v. Karnataka State Road Transport Corporation</i>	MANU/SC/1428/2019
4.	<i>Managing Director, NEKRTC Karnataka v. Shivasharanappa</i>	MANU/SC/1233/2017
5.	<i>Management of KarurVysya Bank Ltd. v. S. Balakrishnan</i>	MANU/SC/0304/2016
6.	<i>J.H. Patel (D) by L.Rs. and Ors. v. Nuboard MFG. Company Ltd. and Ors.</i>	MANU/SC/0110/2014
7.	<i>Rajasthan State Road Transport Corporation v. Satya Prakash(¶¶7, 11-20)</i>	2013 (6) SCALE 654
8.	<i>Cholan Roadways v. G. Thirugnanasambandam(¶¶8, 12, 13, 15-21)</i>	AIR 2005 SC 570
9.	<i>Engineering LaghuUdhyog v. Judge Labour Court</i>	2003 (12) SCC
10.	<i>Jaipur ZilaSahakariBhoomiVikas Bank v. Ram Gopal Sharma(¶¶3-8, 11, 13-15)</i>	AIR 2002 SC 643
11.	<i>Tamil Nadu State Transport Corporation v.NeethivilanganKumbakonam(¶¶10-17)</i>	AIR 2001 SC 2309
12.	<i>Desh Raj Gupta v. Industrial Tribunal IV, U.P., Lucknow and Ors.(¶¶7-9)</i>	(1991 )1 SCC 249
13.	<i>Shankar Chakravarti v. Britannia Biscuit (¶¶11, 15, 33, 34)</i>	AIR 1979 SC 1652
14.	<i>Lalla Ram v. Management of D.C.M. Chemical Works(¶¶9, 11, 12)</i>	AIR 1978 SC 1004
15.	<i>Punjab Beverages Pvt. Ltd., Chandigarh and Ors. v. Suresh Chand and Ors. (¶¶7-16)</i>	1978 (2) SCC 144
16.	<i>Delhi Cloth and General Mills v. LudhBudh Singh(¶¶24, 25)</i>	AIR 1972 SC 1031
17.	<i>Central Bank of India v. Prakash Chand Jain(¶¶3, 4)</i>	AIR 1969 SC 983
18.	<i>Tata Iron and Steel Co. Ltd. v. S.N. Modak</i>	MANU/SC/0233/1965
19.	<i>Lord Krishna Textile Mills v. Workmen(¶¶ 7-12, 14-17)</i>	AIR 1961 SC 860
20.	<i>Strawboard Manufacturing Co. v. Gobind</i>	MANU/SC/0298/1962
21.	<i>Punjab National Bank v. Workmen(¶¶ 24-30, 32-38)</i>	AIR 1960 SC 160
	<b>High Court of Delhi</b>	
1.	<i>Deutsche Lufthansa AG v. Manisha Thakur and Ors.</i>	MANU/DE/3270/2022
2.	<i>Delhi Public Library v. The Govt. of NCT of Delhi and Ors.</i>	MANU/DE/2641/2019
3.	<i>Baldev Raj v. The Management of DTC (¶¶ 19-24)</i>	244(2017)DLT142
4.	<i>Rajbir Singh v. Delhi Transport Corporation(¶¶ 2-4)</i>	LPA: 398/2010 DOD: 08.09.2015
5.	<i>Raj Karan v. All India Womens Conference(¶ 19)</i>	2015 III AD (Delhi) 81

6.	<i>Sudesh Kumar Julka v. Hotel Corporation of India</i> (¶¶ 11-15)	2015 LabIC 2884
	<b>Other High Courts</b>	
1.	<i>Midland Rubber Produce Company Ltd. v. Uthayasuriyan and Ors.</i> (¶¶ 6, 7)	MANU/KE/2817/2022
	<b>G. Section 33A</b>	
	<b>Supreme Court</b>	
1.	<i>General manager, electrical v. Sri Giridhari Sahu and others</i>	MANU/SC/1238/2019
2.	<i>Management of Karur Vysya Bank Ltd v. S. Balakrishnan</i> (¶¶ 9, 10, 13)	2016 (2) SCALE 601
3.	<i>Goa MRF Employees Union v. MRF</i> (¶ 8)	(2014) 14 SCC 483
4.	<i>RSRTC v Satya Prakash</i>	2013 (9) SCC 232
5.	<i>BPL Ltd v. r Sudhakar</i>	(2004) 7 SCC 219
6.	<i>Ciplav Jai Kumar</i>	1999 (1) SCC 300
7.	<i>Bhavnagar Municipality v Ali Bhai</i>	1977(2) SCC 350
8.	<i>Delhi Cloth and General Mills v. Rameshwar Dyal</i> (¶ 8)	AIR 1961 SC 689
9.	<i>Punjab National Bank v. Employees' Federation</i>	MANU/SC/0120/1959
10.	<i>Equitable Coal Co. Ltd. v. Algu Singh</i> (¶¶ 3-5)	AIR 1958 SC 761
11.	<i>Automobile v Rukmaji Bala</i>	MANU/SC/0055/1955
	<b>High Court of Delhi</b>	
1.	<i>Jasbir Singh v. Y.S. Cooper Cambata Aviation</i> (¶ 2)	2015 (147) FLR 1056
	<b>Other High Courts</b>	
2.	<i>Bharat Coking Coal Ltd. and Ors. v. Presiding Officer, Central Government Industrial Tribunal-cum-Labour Court and Ors.</i>	MANU/WB/0095/2014
	<b>H. Impact of Adjudication under Industrial Dispute Act</b>	
<b>(i)</b>	<b>Section 33C</b>	
	<b>Supreme Court</b>	
1.	<i>A. Satyanarayana Reddy &amp; Ors v. Presiding Officer, Labour Court</i> ( ¶¶ 16, 17, 18)	AIR 2016 SC 4556
2.	<i>Vijaya Bank v. Shyamal Kumar Lodh</i> (¶¶ 11-14, 16)	AIR 2010 SC 3563
3.	<i>Himachal Pradesh State Electricity Board v. Ranjeet Singh</i> ( ¶¶ 8, 13-15)	(2008) 4 SCC 241
4.	<i>Sat Pal Puriv. Punjab State Electricity Board</i> ( ¶¶ 8-10)	AIR 2008 SC 1729
5.	<i>D. Krishnan v. Vellore Co-operative Sugar Mill</i> (¶¶ 5, 8)	(2008) 7 SCC 22
6.	<i>State of Uttar Pradesh v. Brijpal Singh</i> (¶¶ 6, 7, 10, 11)	AIR 2006 SC 3592

7.	<i>Union of India v. Kankuben</i> (¶¶ 4-6)	AIR 2006 SC 1784
8.	<i>A.P.S.R.T.C. v. B.S. David Paul</i> (¶¶ 8-10)	AIR 2006 SC 961
9.	<i>Municipal Corporation of Delhi v. Ganesh Razak</i> (¶¶ 4, 12, 13)	(1995) 1 SCC 235
10.	<i>Bombay Gas Co. Ltd. vs. Gopal Bhiva and Ors</i>	MANU / SC / 0160 / 1963
11.	<i>Punjab National Bank Vs . K.L. Kharbanda</i>	MANU / SC / 0365 / 1962
	<b>Other High Courts</b>	
1.	<i>Sadbhav engineering limited v. Ghanshyambhai B Pandya &amp; 1 other(s)</i> (¶¶ 6-8)	MANU/GJ/2026/2022
	<b>Delhi High Court</b>	
1.	<i>Jeet Lal Sharma vs Presiding Officer, Labour Court</i>	MANU/DE/0004/2000
<b>ii)</b>	<b>Awards under Industrial Dispute Act</b>	
	<b>Supreme Court</b>	
1.	<i>Workmen Rastriya Colliery MazdoorSangh v. Bharat Coking Coal Ltd. and Ors</i>	MANU/SC/1168/2016
2.	<i>Ahmedabad Municipal Corporation and Ors. v. RajubhaiSomabhaiBharwad and Ors.</i> (¶¶ 8, 11, 14, 15,	AIR 2015 SC 2774
3.	<i>Ranigunj Chemical Works v Learned Judge, Fourth Indl. Tribunal</i>	1998 LLR 475
4.	<i>The Management of Hotel Imperial, New Delhi and Ors. v. Hotel Workers' Union</i> (¶¶ 10, 13, 19, 21, 23, 24)	AIR 1959 SC 1342
	<b>High Court of Delhi</b>	
1.	<i>Hindustan Antibiotics Limited v. B.N. Singh</i> (25)	2021 SCC OnLine Del 4875
2.	<i>Airport Authority of India v. Pyare Lal and Ors.</i> (¶¶ 12-15)	W.P. ( Civil) No. 16649/2004
3.	<i>Anil Sood v. S.K Saruaria</i> (¶¶ 6, 7)	65 (1997) DLT 1032
	<b>Other High Courts</b>	
1.	<i>Manu Mohit Industries vs. State of J and K and Ors.</i>	MANU/JK/0973/2022
<b>(iii)</b>	<b>Ex-parte Awards</b>	
1.	<i>Haryana Suraj Malting Limited v. Phool Chand:</i>	2018 SCC OnLine SC 631
	<b>Other High Courts</b>	
1.	<i>Municipal corporation, dhar v. Nasreem</i>	MANU/MP/1017/2022
<b>(iv)</b>	<b>Execution of Awards</b>	

1.	<i>Workmen Rastriya Colliery MazdoorSangh v. Bharat Coking Coal Ltd. and Ors.</i> (¶¶ 7, 8)	(2016) 9 SCC 431
<b>I.</b>	<b>Sections 2(q) &amp; (l) &amp; Chapter V – Sections 22 to 25 : Strikes &amp; Lock Outs</b>	
	<b>Supreme Court</b>	
1.	<i>Management, Essorpe Mills Ltd v. Presiding Officer, Labour Court &amp;Ors.</i> (¶¶ 10, 11, 20)	AIR 2008 SC 2504
2.	<i>T.K. Rangarajanv. Government of Tamil Nadu</i> (¶¶ 15-21, 28)	AIR 2003 SC 3032
3.	<i>Syndicate Bank v. K. UmeshNayak</i> (¶¶ 6, 7, 9, 10 )	(1994) 5 SCC 572
4.	<i>B. R. Singh v. Union of India</i> (¶¶ 21-23)	(1989) 4 SCC 710
5.	<i>Gujarat Steel Tubes v. Gujarat Steel Tubes Mazdoor Sabha</i> (¶¶ 13, 152-156, 169, 170, 174, 179)	(1980) 2 SCC 593
6.	<i>Management of Chandramalai Estate v. Workmen</i> (¶¶ 7-9)	AIR 1960 SC 902
<b>J.</b>	<b>Sections 2(cc) &amp; 250 : Closure</b>	
	<b>Supreme Court</b>	
1.	<i>Uttar Pradesh State Brassware Corporation v.UdayNarain Pandey</i> (¶¶	(2006) 1 SCC 479
2.	<i>Orrisa Textile and Steel v. State of Orissa</i> (¶¶ 11-14, 24, 26)	AIR 2002 SC 708
3.	<i>Mohan Lal v. Management of Bharat Electronics</i> (¶¶ 7, 9, 18, 20)	AIR 1981 SC 1253
<b>K.</b>	<b>Sections 2(kkk), 25C &amp; 25M : Layoff</b>	
	<b>Supreme Court</b>	
1.	<i>Workmen of Fire Stone Tyre &amp; Rubber Company v. Fire Stone Tyre &amp; Rubber Company</i> (¶¶ 7, 8)	(1976) 3 SCC 819
<b>L.</b>	<b>Section 2(oo) &amp; Chapter VA &amp; VB – Sections 25B, 25F, 25H&amp; 25N : Retrenchment</b>	
	<b>Supreme Court</b>	
1.	<i>K.V. Anil Mithra and Another v.SreeSankaracharya University of Sanskrit and Another</i> ( 22-25)	2021 SCC OnLine SC 982
2.	<i>Ram Manohar Lohia Joints Hospital vMunnaPd</i>	2021 SCC online SC 746
3.	<i>Allahabad Bank v Kishan Pal Singh</i>	2021 SCC Online SC 751
4.	<i>Dy. Executive Engineer v Kuberbhai</i>	2019 (4) SCC 307



5.	<i>St. Uttarakhand v Raj Kumar</i>	2019 (14) SCC 353
6.	<i>Kurukshetra University v. Prithvi Singh</i> (¶¶ 8, 24-26)	2018(2)SCALE484
7.	<i>District Development Officer v. Satish KantilAmrelia</i> (¶ 9)	2017(13)SCALE700
8.	<i>Rajkumarv. Director of Education</i> (¶¶ 1, 11, 12, 23-26,	AIR2016SC1855
9.	<i>State of U.P. v. Charan Singh</i> (¶ 14)	(2015 )8SCC 150
10.	<i>SudarshanRajpootv. UP State Road Transport Corpn.</i> (¶¶ 11, 15, 19, 20)	(2015 )2SCC 317
11.	<i>Raj Kumar Dixit v. Vijay Kumar GauriShanker</i> (¶¶ 6, 7, 20)	(2015 )9SCC 345
12.	<i>Tapash Kumar Paul v. BSNL &amp;Anr</i> (¶¶ 23, 24 )	AIR 2015 SC 357
13.	<i>Hari Nandan Prasad v. Food Corporation of India</i> (¶¶ 2, 5, 9)	(2014) 7 SCC 190
14.	<i>BSNL v. Bhurumal</i> (¶¶ 14, 15, 24-26)	(2014) 7 SCC 177
15.	<i>Bhawnagar Municipal Corpn v SalimbhaiUmarbhai</i> (¶¶7, 9, 11, 13-14)	AIR 2013 SC 2762
16.	<i>HSED Corpn v Mamni</i>	2006 (9) SCC 434
17.	<i>S. M. Nilajkarv. Telecom District Manager, Karnataka</i> (¶¶ 9-15, 18-20)	(2003) 3 SCALE 533
18.	<i>Santosh Gupta v. State Bank of Patiala</i>	MANU/SC/0313/1980
19.	<i>Uptron India v. ShammiBahn</i> (¶¶ 12, 15, 19, 21, 25, 28-33)	AIR 1998 SC 1681
20.	<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
21.	<i>Sir Enamel and Stamping Works (P) Ltd. v. Their Workmen</i>	1963 SC 1914
	<b>Delhi High Court</b>	
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. ( 30-33)</i>	2020 SCC OnLine Del. 1216
3.	<i>Engineers India Ltd v.Presiding Officer Labour Court</i>	MANU/DE/0903/2018
4.	<i>Bharat Sanchar Nigam Ltd. v. Shashi Kanta Rishi</i>	MANU/DE/0971/2018
	<b>Other High Courts</b>	
1.	<i>Rasmilaben R. Thakker v. Indext Industrial Extension Cottage and Ors.</i> (¶5.4)	MANU/GJ/2319/2022
<b>M.</b>	<b>Right of Representation: Sec 36 (4)</b>	
	<b>Supreme Court</b>	

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
	<b>Other High Court</b>	
1.	<i>V.K. Gupta v. Presiding Officer Central Govt. Industrial Tri. &amp;ors</i> (¶¶ 14-16, 19, 20, 23, 24, 28-30, 44, 45)	AIR 2016 All 23
	<b>N. Holding of Trial</b>	
	<b>(i) Adjournments</b>	
	<b>Supreme Court</b>	
1.	<i>Madan Pal Singh v. State of U.P. &amp; Others</i> (¶ 8)	AIR 2000 SC 537
	<b>Other High Court</b>	
1.	<i>Indra Kumar v. Judge, Labour Court</i> (¶¶ 2, 3)	(1994) LLJ 1104 Raj
	<b>(ii) Preliminary Issues</b>	
	<b>Supreme Court</b>	
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. LudhBudh 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
	<b>(iii) Burden of Proof</b>	
	<b>Supreme Court</b>	
1.	<i>Bhavnagar Municipal Corporation v. JadejaGovubhaChhanubha</i> (¶¶ 6, 8)	AIR 2015 SC 609
2.	<i>Amar Chakravarty and Ors. v. Maruti Suzuki India Ltd.</i> (¶¶ 2, 17)	(2010) 14 SCC 471
3.	<i>Sita Ram and Ors. v. Moti Lal Nehru Farmers Training Institute</i> (¶¶ 12, 13)	AIR 2008 SC 1955
4.	<i>Chief Engineer, RanjitSagar 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
	<b>(iv) Application of Indian Evidence Act</b>	
	<b>Supreme Court</b>	
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

<b>(v)</b>	<b>Appreciation of Evidence</b>	
	<b>Supreme Court</b>	
1.	<i>The Management of TNTSC v. M. Chandrasekaran</i> (¶ 12)	AIR2016SC4055
2.	<i>ArkalGovind Raj Rao v. Ciba Geigy of India Ltd. Bombay</i> (¶¶ 3, 5, 7, 12)	AIR 1985 SC 985
<b>(vi)</b>	<b>Ex-parte Adjudication</b>	
	<b>Supreme Court</b>	
1.	<i>Radhakrishna Mani Tripathi v. L.H. Patel and Anr.</i> (¶¶ 3, 7, 13)	(2009) 2 SCC 81
2.	<i>Sangham Tape Company v.Hans Raj</i>	MANU/SC/0826/2004
	<b>High Court of Delhi</b>	
1.	<i>Dolly International v. Workmen C/o All India Gen. Mazda</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
<b>O.</b>	<b>Reinstatement, Back Wagesand Compensation</b>	
	<b>Supreme Court</b>	
1.	<i>Allahabad Bank v AvtarBhushanBhartiya</i>	2022 SCC Online SC 499
2.	<i>Chief Traffic Manager, Bangalore Metropolitan TptCorpn v Channabasavaradhya</i>	2021 SCC Online SC 3199
3.	<i>Dy. Executive Engineer v Kuberbhai</i>	2019 (4) SCC 307
4.	<i>Raj Kumar Dixit v. Vijay Kumar GauriShanker</i> (¶¶13, 14, 16, 17 and 20]	(2015) 9 SCC 345
5.	<i>Tapash Kumar Paul v. BSNL</i> (¶¶9-12)	AIR2015SC357
6.	<i>B.S.N.L. v. Bhurumal</i> (¶¶23-25)	AIR 2014 SC 1188
7.	<i>Hari Nandan Prasad v. Employer I/R to Management of FCI</i> (¶¶34-38)	AIR 2014 SC 1848
8.	<i>Asst. Engineer, Rajasthan Dev. Corporation v. Gitam Singh</i> (¶¶30-31)	(2013) 5 SCC 136
9.	<i>Assistant Engineer, Rajasthan State Agriculture Marketing Board, Sub-Division, Kota v. Mohan Lal</i> (¶¶19-22)	(2013 )14SCC 543
10.	<i>DeepaliGunduSurwase v. Kranti Junior AdhyapakMahavidyalaya (D. Ed.)</i> (¶¶17-19)	(2013)10SCC324
11.	<i>Ashok Kumar Sharma v. Oberoi Flight Services</i> (¶¶7-11)	AIR 2010 SC 502
12.	<i>Jagbir Singh v. Haryana State Agriculture Marketing Board</i> (¶7)	AIR 2009 SC 3004
13.	<i>Kanpur Electricity Supply Co. Ltd. vShamim Mirza,</i>	(2009) 1 SCC 20
14.	<i>MP Admn. v Tribhuvan</i>	2007 (9) SCC 748

15.	<i>Haryana Roadways v Rudhan Singh</i>	(2005) 5 SCC 591
16.	<i>K.C. Sharma v. Delhi Stock Exchange</i> (¶¶6, 15-17, 19)	AIR 2005 SC 2884
17.	<i>Hindustan Tin v Employees</i>	1979 (2) SCC80
18.	<i>Surendra KumarVermav CGIT</i>	1980 (4) SCC 443
<b>High Court of Delhi</b>		
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
<b>Other High Court</b>		
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)
<b>P. Power to grant Injunctions Section 10(2)</b>		
<b>Supreme Court</b>		
1.	<i>Hindustan Lever Ltd v. Ashok Vishnu Kate &amp;Ors</i>	MANU/SC/0077/1996
<b>Other High Courts</b>		
1.	<i>Darshak Limited v. Industrial Tribunal And Anr</i>	MANU/KA/0080/1985
<b>Q. Jurisdiction of Labour Courts</b>		
<b>Supreme Court</b>		
1.	<i>V.G. Jagdishanvs. Indofos Industries Limited</i>	MANU/SC/0494/2022

## 2. Contract Labour

S. No.	Title	Citation
<b>A. Legality of Contract Labour and Outsourcing</b>		
<b>Supreme Court</b>		
1.	<i>Union of India v. Ilmo Devi</i>	MANU/SC/0808/2021
2.	<i>B.H.E.L. Workers' Association, Hardwar v. UOI</i> (¶¶4-6)	AIR 1985 SC 409



3.	<i>The Standard-vacuum Refining Co. of India Ltd. vs. Its Workmen and Ors.</i>	MANU/SC/0242/1960
<b>B. Test for Finding Out Who is Contract Labour</b>		
<b>Supreme Court</b>		
1.	<i>Bharat Heavy Electricals v. Mahendra Prasad Jakhmola</i>	MANU / SC / 0364 / 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. ShramikSena</i> (¶¶16-29)	(1999) 6 SCC 439
<b>C. Temporary Employees Too Entitled to Minimum Wages and Equal Pay</b>		
<b>Supreme Court</b>		
1.	<i>State of Punjab v. Jagjit Singh</i>	AIR 2016 SC 5176
<b>D. Guidelines for Absorption of Contract Labourers</b>		
<b>Supreme Court</b>		
1.	<i>M/s Oil and Natural Gas Corporation Ltd. v. The President, Oil Field Employees Association &amp;Ors.</i> (¶¶23,24)	MANU/SC/0154/2022
2.	<i>Balwant Rai Salujav. Air India Ltd.</i> (¶61)	AIR 2015 SC 375
3.	<i>International Airport Authority of India v. International Air Cargo Workers' Union</i>	MANU/SC/1063/2009
4.	<i>Food Corporation of India v. Pala Ram</i>	2008 (8) SC ALE 436
5.	<i>Steel Authority of India Ltd. &amp;Anr. v. Union of Waterfront Workers</i>	(2001) 7 SCC (L&S) 1344
6.	<i>R.K. Panda v. Steel Authority of India</i> (¶¶4,7-9)	(1994) 5 SCC 304
<b>High Court of Delhi</b>		
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)DLT108
3.	<i>Ashok Kumar Sharma v. Delhi Vidyut Board</i>	96 (2002) DLT 95

### 3. Delays, ADR and Labour Disputes

S. No.	Title	Citation
<b>A. Arbitrability of Labour Disputes</b>		
<b>Supreme Court</b>		
1.	<i>Booz Allen and Hamilton Inc v. SBI Home Finance Limited</i> (¶¶34-53)	(2011) 5 SCC 532
<b>Other High Court</b>		

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 <sup>st</sup> April 2017

#### 4. Delhi Shops & Establishment Act, 1954

S. No.	Title	Citation
<b>A.</b>	<b>Shop &amp; Establishment: Definition</b>	
	<b>Supreme Court of India</b>	
1.	<i>Management of Wenger &amp; Co. v. Their Workmen</i>	AIR 1964 SC 864
	<b>High Court of Delhi</b>	
1.	<i>M/s fairwood infra and services Pvt. Ltd v. Deputy labour commisioner. &amp;ors.</i>	W.P.(C) 1987/2021 & CM APPL. 5794/2021
2.	<i>Sh. LalitBhasin v. The Appellate Authority under Payment of Gratuity Act, 1972</i>	W.P. 7206/2004 Decided On- 17 <sup>th</sup> March 2010
3.	<i>Cooperative Store Limited v. K.S. Khurana</i>	36(1988)DLT294
4.	<i>M/S Bhandari Builders v. M.K. Seth</i>	ILR 1981 I Delhi

#### 5. Employee State Insurance Act, 1948

S. No.	Title	Citation
<b>A.</b>	<b>Interpretation of the Act</b>	
	<b>Supreme Court</b>	
1.	<i>The Employees State Insurance Corporation and Ors. v Key Dee Cold Storage Pvt. Ltd.</i> (¶¶29-32)	MANU/SC/0678/2022
2.	<i>Board of Control for Cricket in India v. Regional Director Employees' State Insurance Corporation and Anr</i> (¶¶11-13)	MANU/SC/1074/2022
	<b>B. Casual Workers are Also Workers</b>	
	<b>Supreme Court</b>	
1.	<i>Royal Western India Turf Club v. E.S.I. Corporation</i>	AIR 2016 SC 1143
	<b>C. Interim Wages Part of Wages</b>	
	<b>Supreme Court</b>	
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
<b>A.</b>	<b>Industrial Employment Standing Order Act</b>	
	<b>Supreme Court</b>	
1.	<i>Bharat Petroleum Corporation Ltd. v. Maharashtra Genl. Kamgar Union &amp; Ors</i>	[1998] INSC 609
2.	<i>Uptron India Ltd. v. ShammiBhan</i>	1998(6)SCC 538
3.	<i>Heckett Engineering v. Their Workmen</i>	1977(4) SCC 377
4.	<i>S.S. Light Railway Co., v. S.S. Light Railway Workers Union</i>	AIR 1969 SC 513
5.	<i>General Manager, BhilaiSteel Project, Bhilai v. Steelworker Union, bhopal and Ors</i>	MANU/SC/0168/1963
	<b>Other High Courts</b>	
1.	<i>Grasim Industries Limited v Employees Union and Others</i>	WRIT APPEAL NO. 100250 OF 2021 (L-RES)
2.	<i>Management of Continental Construction Ltd. v Workmen of Continental Construction,</i>	MANU/KA/0476/2003

## 7. Minimum Wages Act, 1948

S. No.	Title	Citation
	<b>Supreme Court</b>	
1.	<i>GomantakMazdoorSangh v State of Goa</i>	MANU/SC/0619/2022
2.	<i>DayleDe'Souza v. Government of India Through Deputy Chief Labour Commissioner (C)</i>	MANU/SC/1016/2021
3.	<i>Hindustan Sanitarywareand Industries Ltd. v. State of Haryana(¶¶14-17)</i>	2019 SCC OnLine SC 632
4.	<i>Lingegowd Detective and Security Chamber v. Mysore Kirloskar</i>	(2006) 5 SCC 180
5.	<i>Airfreight Ltd. v. State of Karnataka</i>	(1999) 6 SCC 567
6.	<i>Haryana Unrecognised Schools Association v. State of Haryana</i>	(1996) 4 SCC 225

7.	<i>Workmen v. Management of Reptakos Brett</i>	(1992) 1 SCC 290
8.	<i>Ministry of Labour and Rehabilitation v. Tiffin's Barytes Asbestos and Paints</i>	(1985) 3 SCC 594
9.	<i>Bandhua Mukti Morcha v. Union of India</i>	(1984) 3 SCC 161
10.	<i>Sanjit Roy v. State of Rajasthan</i>	(1983) 1 SCC 525
11.	<i>People's Union for Democratic Rights v. Union of India</i>	(1982) 3 SCC 235
12.	<i>People's Union for Democratic Rights v. Union of India</i>	(1982) 2 SCC 494
13.	<i>Greaves Cotton v. Workmen</i>	AIR 1964 SC 689
14.	<i>Crown Aluminium Works v. Workmen</i>	AIR 1958 SC 30
<b>High Court of Delhi</b>		
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
<b>Other High Courts</b>		
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
<b>Supreme Court</b>		
1.	<i>FicusPax Private Ltd. and Ors v. Union of India (UOI) and Ors. (¶13-15)</i>	MANU/SC/0477/2020
2.	<i>ABP v. Union of India</i>	(2014) 3 SCC 327
3.	<i>Hamdard (Wakf) Laboratories v. Deputy Labour Commissioner</i>	(2007) 5 SCC 281
4.	<i>L.I.C. of India v. Anwar Khan</i>	(2007) 11 SCC 25
5.	<i>P.C. Agarwala v. Payment of Wages Inspector</i>	(2005) 8 SCC 104
6.	<i>Rajendra Deva v. Hari Fertilizers Sahupuri</i>	(2002) 1 SCC 130
7.	<i>Sukhram Singh v. Krishi Utpadan Mandi Samiti</i>	(2001) 10 SCC 153
8.	<i>Bank of India v. S. Kelawala</i>	(1990) 4 SCC 744
9.	<i>Dilbagh Rai Jarry v. Union of India</i>	(1974) 3 SCC 554
10.	<i>Payment of Wages Inspector v. Surajmal Mehta</i>	AIR 1969 SC 590
11.	<i>J.C. Jain v. R.A. Pathak</i>	AIR 1960 SC 619

<b>Other High Courts</b>		
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>Nagar Palika v. Prescribed Authority and Ors.</i>	MANU/UP/0247/1991
7.	<i>Abdul Latif v. Karamat Ali</i>	(1962) II LLJ 335 All.
8.	<i>A.R. Sarin v. B.C. Patil</i>	AIR 1951 Bom 423

### 9. Maternity Benefit Act, 1961

S. No.	Title	Citation
<b>Supreme Court</b>		
1.	<i>Deepika Singh v. Central Administrative Tribunal</i>	Civil Appeal No 5308 of 2022 (Arising out of SLP (C) No 7772 of 2021)
2.	<i>State of H.P. v. Sudesh Kumari</i>	2015 Lab IC 1717 (HP)
3.	<i>Municipal Corporation of Delhi v. Female Workers (Muster Roll) &amp; Anr.</i>	AIR 2000 SC 1274
4.	<i>Supreme Court of India, B. Shah v. Presiding Officer of the Labour Court</i>	MANU/SC/0223/1977
<b>High Court of Delhi</b>		
1.	<i>Asia Pacific Institute of Management v. Office of the joint Labour Commissioner and another</i> (¶24)	MANU/DE/3498/2021
2.	<i>Manisha Priyadarshini v. Aurobindo College-Evening and Ors.</i> (¶¶13,14,18,26,33,34)	2020LLR814
<b>Other High Court</b>		
1.	<i>Mrs. Prachi Sen v. Ministry Of Defence</i> (¶11)	WRIT PETITION NO.22979 OF 2021 (S-RES)
2.	<i>K Umadevi v. State of Tamil Nadu</i>	
3.	<i>Centre for Professional and Advanced Studies v. Abhitha Karun &amp; Ors.</i> (¶¶9-14)	MANU/KE/2691/2022
4.	<i>Satakshi Mishra v. State Of U.P. Thru. Prin. Secy. Secondary Edu. Dept. Lucknow And 4 Others</i> (¶¶10-14)	WRIT - A No. - 5114 of 2022

5.	<i>B.S. Rajeshwari v. State of Karnataka and Ors</i>	MANU/KA/0387/2021
6.	<i>Pooja JigneshDoshi v. State of Maharashtra</i>	2019 SCC OnLineBom 1433
7.	<i>Anshu Rani v. State of U.P. and Ors.</i>	2019(4)ADJ809
8.	<i>Rasitha C.H. v. State of Kerala &amp;Anr</i>	WP(C).No. 5507 of 2018 decided on 11.12.2018
9.	<i>UrmlaMasih v. State of Uttarakhand and Ors.</i>	2018(159)FLR652

### 10.Payment of Gratuity Act 1972

S. No.	Title	Citation
<b>A.</b>	<b>Entitlement of Gratuity</b>	
	<b>Supreme Court</b>	
1.	<i>Independent Schools Federation of India (regd.) v. Union of India and Another</i>	SLP(C) No. 12535/2014
2.	<i>J.B. Pant University Of Agriculture And Technology v. Sri DamodarMathpal</i>	MANU/SCOR/47421/2021
3.	<i>Steel authority of india ltd.v.. Raghendra Singh</i>	MANU/SCOR/46090/2020
4.	<i>Nagar Ayukt Nagar Nigam, Kanpur v. Sri MujibUllah Khan(१११7-14)</i>	2019 SCC OnLine SC 462
5.	<i>State of Punjab v. Baldev Singh</i>	(1998) 9 SCC 325

### 11.Payment of Bonus Act, 1975

S. No.	Title	Citation
	<b>Supreme Court</b>	
1.	<i>Union of india etc. v. The united planters association of southern india etc. Etc. &amp;ors</i>	TRANSFER PETITION (CIVIL) NOS. 884-895 OF 2016
2.	<i>Sakhkhar Mills MazdoorSanghv.Gwalior Sugar Co. Ltd.</i>	MANU/SC/0230/1985

	<b>High Court of Delhi</b>	
<b>A.</b>	<b>Certificate under Section 80G IT Act and Bonus</b>	
1.	<i>Batra Hospital Employees Union v. Batra Hospital and Medical Research</i>	247(2018)DLT549

### G.SUGGESTED READINGS

<b>(i)</b>	<b>New Labour Laws</b>		
	New Labour Laws: Biggest Reform in Independent India	Ministry of Information and Broadcasting Government of India	<a href="https://labour.gov.in/sites/default/files/Labour_Code_Eng.pdf">https://labour.gov.in/sites/default/files/Labour_Code_Eng.pdf</a>
<b>(ii)</b>	<b>ADR in Labour Law</b>		
1.	Mediation in Labour Relations	Arun Kumar Collective Bargaining and Social Dialogue Specialist ILO Bangkok	<a href="https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/meetingdocument/wcms_719351.pdf">https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/meetingdocument/wcms_719351.pdf</a>
2.	Mediation in Labour Relations: what can we learn from other countries	Arun Kumar Collective Bargaining and Social Dialogue Specialist ILO Bangkok	<a href="https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/meetingdocument/wcms_719351.pdf">https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-jakarta/documents/meetingdocument/wcms_719351.pdf</a>