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P.L. Malik's
Industrial Law

*A Manual of Central Labour and Industrial Laws incorporating State
Amendments with Rules, Regulations, Select Notifications and case law*

Twenty Fourth Edition
by

SUMEET MALIK
and
SCC Editorial Office

VOLUME II



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Preface

Since the previous edition, there have been many amendments to the various Acts, Rules, Regulations and Schemes etc. Hence the imperative need for a new edition of this work incorporating all these amendments and changes.

This new edition has been fully updated and the relevant amendments incorporated at the relevant places. Through the various editions, the expanse of the publication has been increased to make it more useful to the industry, the legal practitioners, the courts and the enforcement agencies by including some more related legislations with their rules.

The case-law under various Statutes has also been fully updated and relevant rulings have included under the 'Case Law' to each Section or Rule.

Some of the major labour laws that have been affected by recent amendments, and have been updated herein, are –

- Apprenticeship Rules, 1992
- Employees' Provident Funds Scheme, 1952
- Employees' Pension Scheme, 1995
- Employees' Deposit Linked Insurance Scheme, 1976
- Employees' State Insurance (Central) Rules, 1950
- Employees' State Insurance (General) Regulations, 1950
- Environment Protection Rules, 1986
- Industrial Disputes Act, 1947
- Mines and Minerals (Development and Regulation) Act, 1957
- Minimum Wages Act, 1948
- Water (Prevention and Control of Pollution) Rules, 1975

New Laws added are:

- Collection of Statistics Rules, 2011
- E-waste (Management and Handling) Rules, 2011
- Maharashtra Recognition of Trade Unions and Prevention of Unfair Labour Practices Act, 1971
- Mahatma Gandhi National Rural Employment Guarantee Act, 2005



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- National Rural Employment Guarantee (Central Council) Rules, 2006
 - National Employment Guarantee Fund Rules, 2006
 - Mahatma Gandhi National Rural Employment Guarantee Audit of Schemes Rules, 2011
 - Minimum Wages (Central Advisory Board) Rules, 2011
 - National Green Tribunal (Practices and Procedure) Rules, 2011
 - Provident Funds Act, 1925

It was felt that there is little requirement of the Administrative Tribunals Act, 1985 to an industry or industrial organisation and therefore it has been removed from this compilation.

The name of Workmen's Compensation Act, 1923 has been changed to Employees' Compensation Act, 1923 and therefore it is published under the letter "E". All the rules under the Act, though still called the Workmen's Compensation Rules, 1924 and allied rules are published after the Act.

Special care has been taken to maintain the authoritativeness of this work through proper editing and careful insertion of all the amendments and new provisions. This is in keeping with the high confidence reposed by the readers of this publication.

A novel feature of the work is the inclusion of a CD-ROM containing the various labour law forms of daily need, which the reader can print himself and use.

All purchaser will be entitled to a Free Web Updates covering all amendments of 2013. Please see details on page XVI for registration for the free updates.

The release of this new edition fills me with gratitude towards the many enthusiastic readers and well-wishers of this work whose encouragement and support has sustained our efforts for more than five decades to bring out, with the grace of the almighty, the Twenty-fourth Edition of this encyclopaedic work. I am equally thankful for the assistance and contribution of all those who have been associated with the production of this work and in ensuring its quality and accuracy.

I would be grateful to receive the comments and suggestions of our readers and well-wishers for further improvement of this work.

February 11, 2013

– SUMEET MALIK



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P.L. Malik's Industrial Law is an encyclopaedia of all Central Acts (with State Amendments), Rules, Regulations, Notifications and Orders along with copious caselaw under important sections. Special effort has been made to include caselaw that is relevant to industry today.

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- Minimum Wages (Central Advisory Board) Rules, 2011.
- National Green Tribunal (Practices and Procedure) Rules, 2011.
- Provident Funds Act, 1925.

The Subject Index has been comprehensively revised so as to enable the reader reach the desired statutory provisions effortlessly. Table of Cases at the beginning of each volume makes the search of relevant law, quick and convenient. Another novel feature of the book is the inclusion of a CD-ROM containing the various labour law forms which are printable and ready for instant use.

Free Online Web Updates covering all amendments till December 2013 will be available by registering at www.ebcwebstore.com/industriallaw.

The book is a must for the Industry and Industrial houses and their legal departments, the judiciary, labour lawyers and labour advisors, personnel managers, labour commissioners, labour inspectors and students of ICWA, CA, CS.

Review

"The managements of industrial undertakings need a compendium which can provide them in one binder all the relevant Acts, Rules etc...We take pleasure in affirming that this book.....serves this purpose." – *Journal of the Institute of Company Secretaries of India*



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