

Business Manager

Vol. 27 No. 08 February, 2025 Single Copy Rs. 125/-

Making HR People Complete

57 The Legality of Non-Compete Clauses in Employment Contract

Dr. Kamlesh Kumar Agrawal

55 Unpacking the POSH Act

Anil Malik

53 Overtime Wages for National and Festival Holidays

G.M. Saini



IMPORTANT
LABOUR
JUDGMENTS 2024

COVER FEATURE

Important LABOUR Judgments 2024

| 18 - 52

INDEX

Abandonment
Adjudication
Apprentice
Award
Back Wages
BOCW Act
Bonus
Charge-sheet
Civil Court Jurisdiction
Closure
Compensation
Conciliation Proceedings
Continued Ill Health
Continuous Service
Contract Labour
Court Jurisdiction
Court Powers
Date of Birth
Disciplinary Proceedings
Dismissal
E.S.I.
Employees' Compensation Act
Employees' Family Pension
Employees' Provident Fund
Employer-Employee
Relationship
Equal Pay - Equal Work

Ex-parte Award
Factories Act
Fixed Term Employment
Gainful Employment
Gratuity
Haryana Local Employment Act
Industrial Dispute
Industrial Disputes Act
Industry
Interim Relief
Joining
Labour Court
Leave
Maternity Benefit Act
Minimum Wages
Misconduct
MRTU & PULP Act
Overtime
Past Conduct
Payment of Wages Act
Permanent Job
Probation
Promotion
Protected Workman
Punishment
Reference
Regularisation

Reinstatement
Resignation
Retirement
Retrenchment
Right to Information
Salary Denial
Service Conditions
Settlement
Sexual Harassment
Standing Orders
Strike
Suspension
Suspension Allowance
Termination
Trade Union
Trainee
Transfer
U.P. Industrial Disputes Act
Unauthorised Absence
Unfair Labour Practice
V.R.S.
Wages
Wages Revision
Working Days
Workman
Writ Jurisdiction



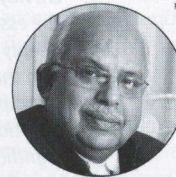
| 4
Response

| 5
From the Editor's Desk

Striking Balance!

Guest Column | 6

HR without PREJUDICE



**The HR domain:
Some basics of
global HR**

**Dr. Vinayshil
Gautam**

7
HR Movement

9
HR News

| 10

**The Third Eye:
An Outsider's
Humorous Lens on HR**

**HR's Black Hole:
"We Shall Come
Back to You"**



Anupreet Lall

| 53

**Overtime Wages for National and
Festival Holidays**

G.M. Sain

| 55

Unpacking the POSH Act

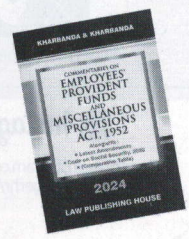
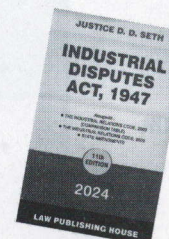
Anil Malik

| 57

**The Legality of Non-Compete
Clauses in Employment Contract**

Dr. Kamlesh Kumar Agrawal

Book Learning | 58



**Industrial Relations
in a Digital World of
AI and ML**

Dr. Deepak Deshpande



**Balancing
Technology with the
Human Touch in HR
: A Modern
Dilemma**

Gopala Krishna Mantha



**Building a Positive
Work Culture**

Shreedhar Kantharia