

**BEFORE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL – CUM – LABOUR
COURT-II, NEW DELHI**

I.D. NO. 01/2023

Smt. Kusum, W/o Sh. Kali Charan,

R/o- House No. 148, Gali no. 13, Near Govt. Primary School-Mill Hard
Colony,

N.I.T. Faridabad, Haryana-121001.

Through- All India General Mazdoor Trade Union,

170, Bal Mukund Khand, Giri Nagar, Kalkaji, New Delhi-110019,

VERSUS

1. The Dy. Vice Chancellor,

Jamia Millia Islamia University,

Jamia Nagar, Okhla, New Delhi-110025.

2. **EMDEE Egitronics Pvt. Ltd.,**

RZE-06, 02nd Floor, Mahaveer Enclave, Palam Dabri Main Road,
Sector-01-A, Dwarka, New Delhi-110045.

AWARD

22.12.2025

This is an application **U/S 2A of the Industrial Disputes Act (hereinafter referred to as “the Act”)** filed by the claimant stating that she was working with the management as “Safai Karmachari” w.e.f. 01.01.2011 and his last drawn salary was Rs. 14,000/- per month. She had been doing their work with diligently and honestly. Her service records were clean and she had not given any complaint so far. The employers had made the claimant’s signs on many blank papers, blank vouchers, blank agreement letters and blank appointment letters at the time of appointment during the

service but did not give a copy of the same to the claimant. During the services, management never provided legal facilities like appointment letter, wages slip, leave book, attendance card, annual and festival holidays, ESI & PF etc. When the claimant demanded all the above mentioned legal benefits, the employer immediately became angry and in a spirit of revenge, without paying the earned salary to the workman from 01.08.2019 to 02.09.2019, without prior notice, without any notice charge sheet, without any rhyme and reason, claimant were illegally terminated by the management on 03.09.2019. She had gone to the conciliation officer, but, no result was yielded. Hence, she had filed the present claim with the prayer that she be reinstated with full back wages.

Management no. 1 has filed its WS. They have denied the averment made in the statement of claim. They submitted that she was not engaged directly by the M-1 as her services had been hired through approved outsource agency **M/s. Emdee Digitronics Pvt. Ltd.**, till 31.03.2019 and thereafter, **M/s Sharma Enterprises** had been awarded contract w.e.f. 01.04.2019. Her services had been discontinued due to her unsatisfactory performance report, conveyed by the concerned Provost and the same was informed to her employer i.e. M/s Sharma Enterprises for her discontinuation. They also submitted that claim is liable to be dismissed.

Management no. 2 has already been proceeded ex-parte vide order dated 06.10.2025.

After completion of the pleadings vide order dated 01.04.2025, following issues have been framed i.e.:-

- (i) Whether there existed any relationship of employee and employer between the claimant and management no. 1.
- (ii) Whether services of claimant had been terminated illegally and in violation of section 25F of Industrial Disputes Act, 1947.
- (iii) Relief, if any.

Now, the matter is listed for workman evidence. AR for the workman submitted that workman is not in touch with him since long to substantiate her claim.

In these circumstances, when the claimant is not interested in perusing her case, this Tribunal has no option but to dismiss her claim. Hence, claim stands dismissed. Award is passed accordingly. A copy of this award is sent to appropriate government for notification under section 17 of the I.D. Act. Record of this file is consigned to record room.

Date: 22.12.2025

ATUL KUMAR GARG
Presiding Officer.
CGIT-cum-Labour Court-II