

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

I.D. NO. 258/2022

**Sh. Neeraj Sharma, S/o Sh. Ramesh Kumar Sharma,
R/o M-11, Sainik Nagar, Nawada, New Delhi-110059.**

VERSUS

**Edelweiss Tokio Life Insurance Co. Ltd.,
A-22 & 23, 2nd Floor, Tagore Market, Kirti Nagar,
New Delhi-110015.**

AWARD

1. This is an application **U/s 2A of the Industrial Disputes Act (here in after is referred as an Act)** filed by the claimant.

2. Claimant in his claim statement has stated that he was working with the management since 30.10.2020 at the post of “Clerk” and his last drawn salary was Rs. 25,000/-, however, management has given the post to him as a “Development Manager” and was being taken the work of the “Clerk”. He did his work well and has not given any chance of making any complaint to the management nor was he charged while he was in service. He was getting Bonus and PF facilities, but never been provided Overtime wages, Annual and casual wages, Medical allowance etc. by the management. When he

demanded for the above said facilities, management adopted an evasive attitude and thereafter, he was illegally terminated from his services on 27.09.2021 without giving any reason, without prior notice, without paying service compensation, without paying back wages which is a violation of 25 F of the ID Act. He has sent the demand letter but he has not been taken on duty. He had exhausted legal remedy i.e. going to the conciliation officer, but, no result was yielded. Hence he filed the claim.

3. Management has already been proceeded ex-parte vide order dated 24.10.2024.

4. Now, the matter is listed for ex-parte workman evidence. He is required to file his affidavit, but, neither the workman nor his AR has been appearing from so many dates to substantiate his claim.

5. In these circumstances, when the claimant is interested in perusing his case, this tribunal has no option but to dismiss his claim. Hence, his 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. File is consigned to record room.

Date: 24.04.2025

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