

**THE CENTRAL GOVERNMENT INDUSTRIAL
TRIBUNAL, JABALPUR**

NO. CGIT/LC/R/51/2025

Present: P.K.Srivastava

H.J.S..(Retd)

Hari Narayan Patel

S/o Chaturbhuj Patel

29, Vill.-Umri, Damoh

Madhya Pradesh-470675

Workman

Versus

General Manager

Heidelberg Cement India Limited

Narsingarh, Damoh,

Madhya Pradesh-470675



Management

AWARD

(Passed on this 05th day of February - 2026.)

As per letter dated 20/08/2025 by the Deputy Chief Labour Commissioner (Central), Raipur, Government of India, Ministry of Labour, the reference is made to this Tribunal under section-10 of I.D. Act, 1947 as per reference number J-2(1-1)/2025-Dy.CLC dt. 20/08/2025. The dispute under reference related to :-

“Whether the action of the Heidelberg Cement India Limited, Narsingharh, Damoh, to terminate the services of the workman Shri Hari Narayan Patel is valid ? If not what relief the workman is entitled for ?

After registering a case on the basis of the reference, notices were sent to the parties and served. Mr. Subodh Agrawal Learned Counsel filed his Vakalatnama on behalf of management. Workman side never appeared. None of the parties filed any Statement of Claim or Written Statement of Defense.

Since the initial burden to prove the case lies with the workman, and he has failed to discharge this burden, the claim is held to be not proved. Accordingly, the reference is answered against the workman.

DATE: 05/02/2026

**(P.K.SRIVASTAVA)
PRESIDING OFFICER**