

THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL CUM
LABOUR COURT, JABALPUR

NO. CGIT/LC/RC/04/2025

Present: P.K.Srivastava

H.J.S..(Retd)

Ajay Pandey,

S/o Shri Laxmi Prasad Pandey

Aged about 34 years,

R/o Ayodhya bypass Road Near Bonni Foi Collage,

Bhawani Dham Phase-1,

Narela Shankri Huzur Tehsil Huuzur,

District Bhopal M.P. Pin Code No.462022

Workman

Vs.

- 1. New Bhopal Textile Mills Bhopal
Through Its Karkhana Prabhndhak,
New Bhopal Textile Mills Bhopal,
Chand Barh, Nearby Bhopal Railway Station,
District Bhopal (M.P.)**
- 2. Divisional Manager (National Textile Corporation)
Northern Region of India,
Scope Complex Core-IV 07,
Lodhi Road New Delhi 110003.**

Management

(AWARD)

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

The petition is filed Section 2(A) (2&3) of the Industrial Disputes Act, 1947 as amended by Amendment Act of 2010 (in short the 'Act') with the case of the workman is that, he is an employee of the Management New Bhopal Textile Mills, which is a Unit of National

Textile Corporation and is the workman under the Act. He joined the service with the Management of new Bhopal Textile Mills w.e.f. 01.11.2012 and worked continuously for 14 years as a daily rated/skilled employee/fitter/helper he was allotted token No. 6079. He was issued an appreciation certificate on 12.07.2015 by the Management. His services were terminated by Management vide oral order dated 1.3.2023 without any notice or compensation. Though Salmaan Khan, Rajat, Umesh and Ravi who joined after the Workman and were junior to him have been continued in service. This action of Management is in violation of Section 25F and 25G of the Act, hence is unjust, illegal and arbitrary. He raised a dispute with the concern Labour Commissioner which could not be conciliated within 45 days hence he has filed this petition seeking his reinstatement with back wages,

In evidence, the workman files his affidavit as his examination in chief. He filed copy of the certificate issued by Conciliation Officer, copy of appreciation certificate issued by Management, copy of ESI card issued by ESIC which he proved, PF slip for the year 214-15.

None appeared for the Management in spite of service of notice. No written statement of defense was filed.

I have heard ex parte argument of Learned Counsel for the petitioner Mr. Rajesh Soni and have gone through the record.

In his affidavit which is uncontroverted the workman has corroborated his allegation in his petition. The documents filed and proved referred to above, corroborates his allegations. Hence continuous engagement of the workman as alleged by him is held proved. Since the workman has successfully proved that he was issued no notice nor he was paid any compensation on his disengagement is held in violation of Section 25F and 25G of the Act.

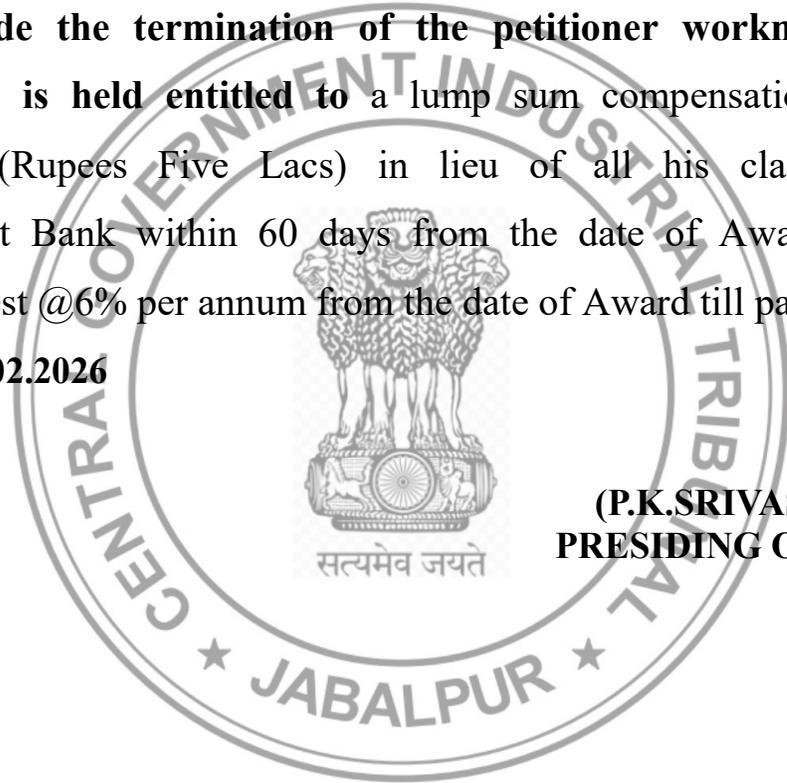
As regards relief, undisputedly the workman was a daily wager, hence his reinstatement while not be justified in law. Keeping in view his long tenure a lump sum compensation of Rs. 5,00,000/- (Rupees Five Lacs) in lieu of all his claims will meet the ends of justice to which he is entitled to receive from Management within 60 days from the date of Award failing which interest @6% per annum from the date of Award till payment.

The petition stands decided accordingly.

AWARD

Setting aside the termination of the petitioner workman Ajay Pandey, he is held entitled to a lump sum compensation of Rs. 5,00,000/- (Rupees Five Lacs) in lieu of all his claims from Management Bank within 60 days from the date of Award failing which interest @6% per annum from the date of Award till payment.

DATE:- 05.02.2026



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