

THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL CUM
LABOUR COURT, JABALPUR

NO. CGIT/LC/RC/10/2022

Present: P.K.Srivastava

H.J.S..(Retd)

1. Indra Kumar Sahu

S/o Late Shri Bisauha Ram Sahu,
R/o of 25/B, 2D Type Hospital Sectors,
Dallirajhara, District Balod (C.G.)

2. Jagdish Ram

S/o ShriRanjan Thakur,
R/o of Post Kotagaon, District - Balod (C.G.)

3. Bhuru Das

S/o ShriGoverdhan Das,
R/o of 179, Village Chikhlitelipara,
Post Narshatola, District Balod (C.G.)

4. Banau Ram

Balod S/o ShriBaishakhu,
R/o of Village Siganwahi, P.O. Salhe,
Tehsil Dondi, District (C.G.)

5. Sohan Singh

S/o ShriJeeva Singh, R/o of 14,
Sudama Nagar, Dallirajhara, District - Balod (C.G.)

6. Tulsi Ram

S/o ShriRamprasad, R/o of 190,
Santoshi Nagar, Dallirajhara, District - Balod (C.G.)

7. Tirupati Rao

**S/o Shri U. Narayan, R/o H.No. 304,
Ward No. 4, Tablet Road, Dalli- Rajhara, District -Balod (C.G.)**

8. Lal Singh,

**S/o ShriAjab Singh, R/o of H.No. 15,
Konde Road, Dalli-Rajahara District - Balod (C.G.)**

9. RadheLal

**S/o ShriPitambar, R/o of H. No.11,
Bajrang Ward, Dallirajhara, District - Balod (C.G.)**

Workmen

Vs.

**1. Steel Authority of India Limited –
Bhilai Steel Plant,
Through the Chief Executive Officer,
Bhilai Steel Plant, Bhilai, District-Durg, Chhattisgarh.**

**2. Technoblast Mining Corporation,
19, 2nd Floor Krishna Complex,
Chaitanya Nagar, District Raigarh, Chhattisgarh**

**3. M/s Shai Transporters,
Plot 8-B, Industrial Estate, Bhilai,
District Durg, Chhattisgarh**

**4. Shramik Sahkari Samiti Maryadit,
Dalli-Rajhara, District - Balod, Chhattisgarh**

Management

(JUDGMENT)

(Passed on this 02nd day of February - 2026)

The applicant workmen have jointly filed the petition under 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 that they are the contract employees working on various post through independent contracts mention as opposite parties, in the camps and on the side of Bhilai Steel Plant. Their services are governed by the conditions of contract issued by the Bhilai Steel Plant/ Steel Authority of India which mentions their age of retirement at 58 years whereas the age of retirement of regular employees of Bhilai Steel Plant is 60 years. Thus, there is violation of Article 14 of the Constitution of India and their right to equal treatment. They worked and discharged duties of same nature as done by the Regular Employees of Bhilai Steel Plant engaged in same duties. They raised a dispute in this respect with the concern Labour Commissioner (central) which could not be conciliated within 45 days, hence they filed petition and have requested that the Management of Bhilai Steel Plant be directed to revise their contract with respect to age of retirement of contract employees and raise their age from 58 years to 60 years, which at parity with the regular employees of the plant discharging the same duties.

The Management of Bhilai Steel Plant has filed its reply wherein they have mainly stated that the claim is not maintainable and workman are not entitled to any relief because fixing terms and conditions of contract is the prerogative of the members who have entered into the contract.

I have heard argument of Learned Counsel for the applicants Mr. Praveen Yadav and Mr. R.C. Shrivastava Learned Counsel for the Bhilai Steel Plant. I have gone through the record as well.

The main issue which requires to be considered in the light of pleadings is as to whether the petitioners have any right to get their age of retirement enhanced from 58 years to 60 years as of the regular employees of Bhilai Steel Plant.

Photocopy of Work Contract of the workmen has been filed. In Clause 3.07, it has been mentioned that the contractor shall not employ any person who is below 18 years of age and has attained 58 years. This is a contract signed between the principle employer and the outsourcing agency i.e. the Contractor. The Contractor has employed the petitioner in the light of the outsourcing agreement and has deputed them to work in sites of the Bhilai Steel Plant. The regular employees of Bhilai Steel Plant and Outsourced employees engaged through contractors form two different categories; hence, there is nothing unlawful in fixing to different ages for retirement of these two categories.

In the light of aforesaid discussion and the findings, the petition is held without merits and is liable to be dismissed.

AWARD

Petition dismissed.

No order as to cost.

DATE:- 02.02.2026

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