

Government of West Bengal  
Labour Department, I. R. Branch  
N. S. Building, 12<sup>th</sup> Floor, 1, K. S. Roy Road, Kolkata – 700001

No. Labr/557/(LC-IR)/22015(16)/49/2023

Date: 21-05-2025

**ORDER**

WHEREAS an industrial dispute existed between M/s Khadim India Ltd., DLF – II, 7<sup>th</sup> Floor, Tower-C, Block – AF, 08, Major Arterial Road, New Town (Rajarhat), Kolkata - 700156 and their workman Sri Amarjit Singh, S/o Sri Laxmi Narayan Singh, 3/2/3948, T.C.I. Road, near Chhoto Srirampur, Manager Bagan, P.O. Narayanpur, P.S. Jagaddal, North 24 Parganas, West Bengal - 743126 regarding the issues, being a matter specified in the second schedule to the Industrial Dispute Act, 1947 (14 of 1947);

AND WHEREAS the 7<sup>th</sup> Industrial Tribunal, Kolkata has submitted to the State Government its Award dated 25.03.2025 in Case No. 04 of 2022 on the said Industrial Dispute Vide e-mail dated 21.05.2025 in compliance of u/s 10(2A) of the I.D. Act, 1947.

NOW, THEREFORE, in pursuance of the provisions of Section 17 of the Industrial Dispute Act, 1947 (14 of 1947), the Governor is pleased hereby to publish the said Award in the Labour Department's official website i.e. **wblabour.gov.in**

By order of the Governor,

  
Assistant Secretary  
to the Government of West Bengal

No. Labr/557/1(5)/(LC-IR)/22015(16)/49/2023

Date: 21-05-2025

Copy forwarded for information and necessary action to:-

1. M/s Khadim India Ltd., DLF – II, 7<sup>th</sup> Floor, Tower-C, Block – AF, 08, Major Arterial Road, New Town (Rajarhat), Kolkata – 700156.
2. Sri Amarjit Singh, S/o Sri Laxmi Narayan Singh, 3/2/3948, T.C.I. Road, near Chhoto Srirampur, Manager Bagan, P.O. Narayanpur, P.S. Jagaddal, North 24 Parganas, West Bengal - 743126.
3. The Asstt. Labour Commissioner, W.B. In-Charge, Labour Gazette.
4. The OSD & EO Labour Commissioner, W.B., New Secretariat Building, 11<sup>th</sup> Floor, 1, Kiran Sankar Roy Road, Kolkata – 700001.
5. The Deputy Secretary, IT Cell, Labour Department, with request to cast the Award in the Department's website.

  
Assistant Secretary

No. Labr/557/2(3)/(LC-IR)/22015(16)/49/2023

Date: 21-05-2025

Copy forwarded for information to:-

1. The Judge, 7<sup>th</sup> Industrial Tribunal, N. S. Building, 1, K.S. Roy Road, Kolkata - 700001 with reference to his e-mail dated 21.05.2025.
2. The Joint Labour Commissioner (Statistics), West Bengal, 6, Church Lane, Kolkata - 700001.
- ✓ 3. Office Copy.

  
Assistant Secretary

**IN THE SEVENTH INDUSTRIAL TRIBUNAL, WEST BENGAL**

**New Secretariat Buildings, Kolkata**

**Present : Miss Yogita Gaurisaria, Judge, Seventh Industrial Tribunal.**

**Case No. 04 of 2022**

**Under Section 10(1B)(d)**

**Amarjit Singh, S/o Sri Laxmi Narayan Singh, 3/2/3948, T.C.I. Road, near  
Chhoto Srirampur, Manager Bagan, P.O. Narayanpur, P.S. Jagaddal, North 24  
Parganas, West Bengal – 743 126 .....Applicant**

**-VS-**

**M/s Khadim India Ltd., DLF-II, 7<sup>th</sup> Floor, Tower-C, Block – AF, 08 , Major  
Arterial Road, New Town ( Rajarhat), Kolkata – 700 156.**

**..... Opposite Party**

**This Award is delivered on Tuesday, the 25<sup>th</sup> Day of March, 2025.**

**A W A R D**

**Today is fixed for passing order in respect of Memorandum of  
Settlement on compromise dated 17.03.2025 , filed jointly by both  
the parties.**

**The case record is taken up for passing order.**

**Perused the Memorandum of Settlement (Exbt. B) dated 17.03.2025,  
joint petition filed by the parties under Section 10(1B)(d) of the Industrial  
Disputes Act, 1947 ( as amended) as well as evidence of the applicant Sri  
Amarjit Singh (P.W.1) and Mr. Dipankar Roy, Assistant General Manager-  
HRM of M/s Khadim India Ltd., authorized representative of the  
O.P./Company namely M/s Khadim India Ltd,(O.P.W.1), the Certified true  
copy of Board Resolution (Exbt.A) and the receipt issued by the applicant  
(Exbt.C) , so adduced in support of said Memorandum of Settlement(Exbt.B).**

**It appears from the evidence of P.W.1 and O.P.W.1 that the matter in  
dispute has already been settled in between the parties in terms of  
Memorandum of Settlement dated 17.03.2025 (Exbt. B) . I further find from  
the said joint petition , Memorandum of Settlement as well as from the  
evidence of both the parties that the Company has handed over an account**

**Contd.....P/2**

(2)

payee cheque being No. 746739 dated 11.03.2025 of Rs. 76,892/- ( Seventy six thousand eight hundred ninety two ) only drawn on Indian Overseas Bank, Kolkata and also cheque being No. 968801 dated 11.03.2025 of Rs. 2,73,108/- ( Two lakh seventy three thousand one hundred eight ) only drawn on SBI , Jeevan Deep Building, 1, Middleton Street, Kolkata to the applicant as full and final settlement amount, and the applicant has issued a receipt of the same, marked as Exbt. C and also that the applicant (P.W.1) has no grievance against the O.P./Company at present. A xerox copy of the said two account payee Cheques of full and final settlement amount has been marked as Exbt.1 & 1/1. An original receipt of the same has been filed to that effect, marked as Exbt.C . Considered.

The Memorandum of Settlement dated 17.03.2025 and the joint petition dated 17.03.2025 filed by both the parties has duly been signed by the applicant, Sri Amarjit Singh (P.W.1) and Mr. Dipankar Roy (O.P.W.1) representing the O.P./Company voluntarily. Since the matter has already been settled between the parties to the proceedings, I am of the view that this Tribunal should not stand in the way of their settlement/compromise , which appears to be legal and valid, and so, this Tribunal finds no impediment in allowing such prayer made jointly by the parties voluntarily.

Hence, it is

### **O r d e r e d**

that the settlement between the parties is allowed and accordingly, the proceedings of the instant case being No. 04/2022 under Section 10(1B)(d) of the Industrial Disputes Act, 1947, as amended , be and the same is disposed of in terms of the Memorandum of Settlement dated 17.03.2025. The Memorandum of Settlement dated 17.03.2025 is made part of the Award.

This is my Award.

Let the copies of the Award be sent to the appropriate authority for information and taking necessary action.

Dictated & corrected by me.

Judge

(YogitaGaurisaria)  
Judge  
7<sup>th</sup>IndustrialTribunal  
Kolkata  
25.03.2025