

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/ 715 /(LC-IR)/ 22015(16)/84/2025

Date : 23-06-2025

ORDER

WHEREAS an industrial dispute existed between M/s. B.C. Sen & Co. Ltd., Sumangal, 4, Lee Road, Kolkata- 700020 and their workman Sri Narendra Singh, C/o B. P. Singh, 91, N.S. Road, Kolkata- 700001, regarding the issues, being a matter specified in the second schedule of the Industrial Dispute Act' 1947 (14 of 1947);

AND WHEREAS the 7th Industrial Tribunal, Kolkata has submitted to the State Government its Award dated 29.05.2025 in Case No. 25 of 2012 on the said Industrial Dispute Vide e-mail dated 19.06.2025 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 hereby pleased 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/ 715 /1(5)/(LC-IR)/ 22015(16)/84/2025

Date : 23-06-2025

Copy forwarded for information and necessary action to :-

1. M/s. B.C. Sen & Co. Ltd., Sumangal, 4, Lee Road, Kolkata- 700020.
2. Sri Narendra Singh, C/o B. P. Singh, 91, N.S. Road, Kolkata- 700001.
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

to the Government of West Bengal

No. Labr/ 715 /2(3)/(LC-IR)/ 22015(16)/84/2025

Date : 23-06-2025

Copy forwarded for information to :-

1. The Judge, 7th Industrial Tribunal, N. S. Building, 1, K.S. Roy Road, Kolkata - 700001 with reference to her e-mail dated 19.06.2025.
2. The Joint Labour Commissioner (Statistics), West Bengal, 6, Church Lane, Kolkata - 700001.
3. Office Copy.

  
Assistant Secretary

to the Government of West Bengal

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

**Present: Ms. Yogita Gaurisaria,  
Judge, Seventh Industrial Tribunal, Kolkata,  
West Bengal**

**Case No.25 of 2012**

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

**Sri Narendra Singh ,  
C/o B.P. Singh,  
91, N.S. Road,  
Kolkata – 700 001**

**.....Applicant**

**-VS-**

**M/s. B.C. Sen & Co. Ltd.,  
Sumangal, 4, Lee Road,  
Kolkata – 700 020**

**.....Opposite Party**

**A W A R D**

**This Award is delivered on Thursday, the 29<sup>th</sup> Day of May, 2025.**

**Today is fixed for passing no dispute award in view of order no. 104 and 106 dated 12.03.2025 and 25.03.2025 respectively.**

**Case record is taken up for passing award.**

**This case has been filed by the applicant/workman Sri Narendra Singh under Section 10(1B)(d) of the Industrial Disputes Act, 1947 against his employer M/s. B.C. Sen & Co. Ltd in connection with termination of his service with effect from 20.11.2008 illegally with a prayer to reinstate him in service with full back wages and other consequential benefits.**

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

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Perused the case record. It appears from that order dated 02.06.2023 that 17.08.2023 was fixed for filing vakalatnama by the workman and hearing of the petition dated 16.02.2022 praying for an order to examine applicant on recall filed by the applicant Narendra Singh but on 17.08.2023 the applicant was absent without any steps and accordingly on that date a show cause notice was issued upon the applicant directing him to appear before this Tribunal on 26.12.2023 and to file show cause as to why no dispute award shall not be passed in the instant case. It also appears from order dated 10.07.2024 that the notice sent to the applicant was delivered with the postal remark “ Item Delivered (Addressee)”, but on that date also the applicant was found absent on repeated calls. However, for the ends of justice, an opportunity was given to the applicant/workman fixing 05.08.2024 for appearance and to file reply to show cause on 05.08.2024 by the applicant i.d. necessary order. On 05.08.2024 and 05.11.2024 also the applicant did not appear. On 06.12.2024 Ld. Advocate for the applicant appeared and prayed for time to take steps and to file reply to show cause and the case was adjourned for ends of justice fixing 14.01.2025 for steps i.d. passing no dispute award. On 14.01.2025 and 21.01.2025 the case was adjourned on the prayer of the Ld. Advocate for the applicant. Thereafter, 25.03.2025 was fixed for passing no dispute award. On 25.03.2025 the Ld. Advocate for the applicant was present and prays for adjournment as last chance, the prayer of the Ld. Advocate for the applicant was considered by this Tribunal and 29.05.2025 was fixed for filing show cause by the applicant as last chance i.d. no dispute award and on 29.05.2025 again the Ld. Advocate for the applicant was found absent, hence, this award.

In view of the aforesaid conduct of the applicant, it is clear and can be

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presumed that the applicant is not willing to proceed with his present case further as till date since 26.12.2023 the applicant did not appear and file reply to show cause and as such, this Tribunal holds that no industrial disputes exist in between the parties. So, I am inclined to pass 'No Dispute Award' on the footings that Industrial Disputes under Rule 22 under West Bengal Industrial Dispute Rules, 1958 is no longer in existence.

Hence, it is

**O r d e r e d**

that the instant case being No. 25 of 2012 U/s 10(1B)(d) of the Industrial Disputes Act, 1947 be and the same is dismissed for non existence of any Industrial Dispute. This is to be treated as ' No Dispute 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

(Yogita Gaurisaria)  
Judge  
7<sup>th</sup> Industrial Tribunal  
Kolkata  
29.05.2025