

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

No. Labr/ 354 / (LC-IR)/22019/5/2020

Date : 09/04/24

ORDER

WHEREAS an industrial dispute existed between 1) Dalhousie Institute Employees Union, 6, Congress Exhibition Road, Kolkata – 700017, 2) Shri Pratap Majumder and 44 others and their employer M/s Dalhousie Institute, 42, Jhowtala Road, Kolkata - 700019 regarding the issues, being a matter specified in the second schedule to the Industrial Dispute Act, 1947 (14 of 1947);

AND WHEREAS the parties have filed an application under section 10 of the Industrial Dispute Act, 1947 (14 of 1947) to the Seventh Industrial Tribunal, Kolkata specified for this purpose under this Deptt.'s Notification No. 1085-IR/12L-9/95 dated 25.07.1997;

AND WHEREAS the said Seventh Industrial Tribunal, Kolkata has submitted to the State Government its Award dated 22.03.2024 in case No. - 17/2021 under section 10 of the I.D. Act, 1947 (14 of 1947) on the said Industrial Dispute vide Memo No. Dte/7th IT/044/2024 dated 28.03.2024;

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 as shown in the Annexure hereto.

ANNEXURE

(Attached herewith)

By order of the Governor,

84/-

Assistant Secretary

to the Government of West Bengal

No. Labr/ 354 /1(5)/(LC-IR)

Date : 09/04/24

Copy with a copy of the Award forwarded for information and necessary action to :-

1. M/s Dalhousie Institute, 42, Jhowtala Road, Kolkata - 700019.
2. The Secretary, Dalhousie Institute Employees Union, 6, Congress Exhibition Road, Kolkata – 700017.
3. The Asstt. Labour Commissioner, W.B. In-Charge, Labour Gazette.
4. The OSD & EO Labour Commissioner, W.B., New Secretariat Building, 11th Floor, 1, Kiran Sankar Roy Road, Kolkata – 700001.
- ✓ 5. The Deputy Secretary, IT Cell, Labour Department, with the request to cast the Award in the Department's website.

30

Assistant Secretary

No. Labr/ 354 /2(3)/(LC-IR)

Date : 09/04/24

Copy forwarded for information to :-

1. The Judge, Seventh Industrial Tribunal, Durgapur, Administrative Building, City Centre, Pin – 713216 with respect to his Memo No. Dte/7th IT/044/2024 dated 28.03.2024.
2. The Joint Labour Commissioner (Statistics), West Bengal, 6, Church Lane, Kolkata - 700001.
3. Office Copy.

Assistant Secretary

H.A.(IT) 09
15/04/24
Dipankar
15/04/2024

In the 7th Industrial Tribunal, Kolkata

Case No. 17/2021

Under Section 10 of the Industrial Disputes Act, 1947

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

(1) Dalhousie Institute Employees Union, 6, Congress Exhibition Road,
Kolkata – 700 017

(2) Mr. Pratap Majumder and 44 others

..... Applicants/workmen

Vs.

M/s. Dalhousie Institute, 42, Jhowtala Road, Kolkata – 700 019

.....Opposite Party/Club

A W A R D

DATED, 22/03/2024

Today is fixed for passing award in respect of the instant case in terms of the joint compromise petition dated 21.03.2024 filed by the parties along-with the Memorandum of Settlement.

Ld. Advocates for the parties are present.

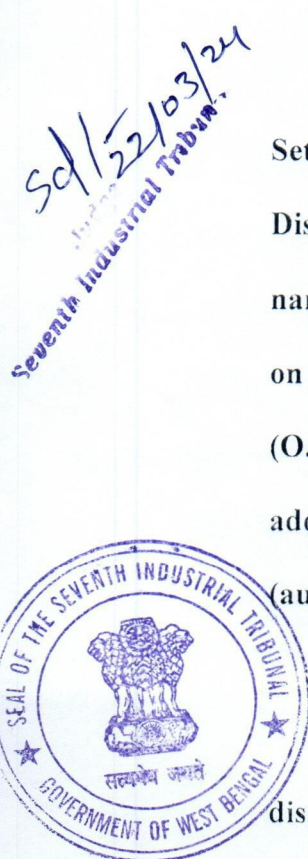
The case record is taken up for passing award.

Perused the joint compromise petition, Memorandum of Settlement/Tripartite Settlement (Exbts. 2 & 3 respectively), Order of Reference U/s 10 of the Industrial Disputes Act, 1947 as well as evidence of the Assistant General Secretary of the Union namely Mohammad Manzoor Ahmed (P.W.1), Faiyaz Ahmed (P.W.2) (for himself and on behalf of 44 other workmen having been authorized by them) and Mr. Jayajit Biswas (O.P.W.1), who is the President of the Club viz. M/s. Dalhousie Institute evidence so adduced in support of said joint compromise petition and also perused the Exbt. 1 (authorization letter).

Considered.

It appears from the evidence of P.W.1, P.W.2 and O.P.W.1 that the matter in dispute has already been settled in between the parties in terms of Memorandum of Settlement/Tripartite Settlement dated 21.03.2024 (Exbt. 3) , as mentioned in the

Contd.....P/2



(2)

compromise petition dated 21.03.2024 . I find from the said Memorandum of Settlement as well as from the evidence of both the parties that the Club has settled the dispute with the 45 workmen by paying all of their dues which has been admitted by the workmen as received by them and the workmen/applicants have no grievance against the O.P./Club at present. I further find that the referred dispute has been settled voluntarily.

The names of the 45 workmen are :

1. Pratap Majumder, 2. Shamsad Ali, 3. Md. Siddique, 4. Abdul Jabbar, 5. Md. Sanjirul, Hasan, 6. Ashik Kumar Das, 7. Sekh Kintu, 08. Ahmed Ali (since deceased), represented by his wife Kaimun Khatoon) , 09. Kamaluddin Sheikh, 10. Pradip Thapa, 11. Ahmed Ali, 12. Mubarak Hussain, 13. Sanjiban Das, 14. Sk. Iqbal, 15. Kaiser Ali, 16. Md. Shamim, 17. Md. Sarfu Jama, 18. Firoz Ahmed, 19. Abdul Hamid, 20. Sk. Imran, 21. Md. Hasmat, 22. Md. Alam, 23. Md. Hanif Ansari, 24. Reyaz Ahmed, 25. Abdul Jabbar, 26. Md. Kamil, 27. Nanchu Thapa, 28. Md. Salim of 11/D, Tiljala Shibtala Lane, Kolkata – 700 039, 29. Md. Reyazuddin, 30. Faiyaz Ahmed, 31. Ramesh Lama, 32. Khokon Bahadur, 33. Md. Salim of 6B, Tiljala Lane, Kolkata – 700 039, 34. Md. Ibrahim, 35. Md. Younus, 36. Rahamat Ali , 37. Md. Osman, 38. Sarfaraz Akhtar , 39. Sk. Gora, 40. Madan Lama, 41. Sk. Mukhtar, 42. Sharukh Hossain, 43. Sk. Anowar, 44. Montu Thapa, 45. Manju Ara Samad.

Since the dispute 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 such 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.



Contd.....P/3

sd/-
22/03/24
Judge
Seventh Industrial Tribunal

(3)

Hence, it is

Ordered

that the joint compromise petition dated 21.03.2024 is allowed and accordingly, the proceedings under Section 10 of the Industrial Disputes Act, 1947, be and the same is disposed of in terms of the Memorandum of Settlement dated 16.01.2024. The joint petition of compromise and Memorandum of Settlement, both dated 21.03.2024 and 16.01.2024 respectively, be made part of the Award.

This is my Award.

Let six (6) copies of the Award be sent to the appropriate authority for information and taking necessary action.

Dictated & corrected by me.

sd/-
Judge

Judge
Seventh Industrial Tribunal



sd/-
(Yogita Gaurisaria)
Judge

7th Industrial Tribunal
Kolkata
22.03.2024

Judge
Seventh Industrial Tribunal

**Before the Ld. Seventh Industrial Tribunal, West Bengal, at
Kolkata**

Case No. 17/2021/10

In the matter of:-

An industrial dispute-

-Between-

**Dalhousie Institute,
42, Jhowtala Road,
Kolkata-700019.**

-And-

**Their 45 ex-workmen previously
were represented by the Dalhousie
Institute Employees' Union, 6,
Congress Exhibition Road,
Kolkata-700019.**

-And-

In the matter of:-

**Dalhousie Institute Employees'
Union, 6, Congress Exhibition
Road,**

*Filed by
21/03/2024
Filed by
SIC-Sub
Delivered
Employee*

*Filed by me
Suchit Dalhousie
Advocate or below
of AG workers
21/3/24*

*Filed by
Sundip An-
for the union
21/3/2024*

**G. O. No. Labour/2209/(LC.IR)
22019/5/2020 dated 8th December,
2021.**

**The humble petition, being filed by
the parties namely The
management of the Dalhousie
Institute Club, 44 workmen, and
Kaimun Khatoon the legal
representative and wife of the
deceased workman namely Late
Ahmed Ali (affected by the part
closure of the business), and
Dalhousie Institute Employees'
Union most respectfully**

S H E W E T H:-

- 1. The 44 workers and a legal representative of the Late Ahmed Ali namely Kaimun Khatoon (wife of Late Ahmed Ali) had settled the dispute of the part closure of the Club by entering into a Tripartite Settlement with the Management of the Club.**
which is annexed hereto.
- 2. Since the aforesaid Reference has been resolved through a Tripartite Settlement, this Ld. Tribunal may be kind enough to pass an Award in terms of the said Tripartite Settlement.**
- 3. This petition is bona fide and made for the ends of**

**It is therefore humbly
prayed that Your Honour
may graciously be pleased
to pass an Award in terms of
the Tripartite Settlement for
the ends of justice.**

**And for this act of kindness, Your Petitioner, as in duty bound
shall ever pray.**

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1

MEMORANDUM OF SETTLEMENT
FORM - J

Under section 2(p) read with section 18(3) of the Industrial Disputes Act, 1947 & Rule 68 of the West Bengal Industrial Disputes Rules, 1958

1. Names and addresses of the parties: Dalhousie Institute, 42 Jhowtala Road, Kolkata- 700019
And

The name and address of the workman involved, if the dispute or difference is connected with, or has arisen out of, his discharge, dismissal, retrenchment or termination of service and no other workman nor any union of workmen is a party to the dispute, In any other case, the name and address of the union, if any, representing the workmen in question:
45 staff/workmen

2. Name of the person/persons representing the employer (s): 1. Jayajit Biswas-President

2. Rajashree Kundalia - Honorary Secretary

3. Name of the person/persons representing the workman/workmen: Rahmat Ali & 44 others [List attached]

4. Short recital of the case:

- A) Dalhousie Institute Club is a Club which is more than 150 years old Institution and had been paying its staff members the highest staff salaries amongst clubs in the city of Kolkata. The VDA provided to the staff with conversion factor of 3.5 times is one of the highest in India. Over last several years the club was incurring huge losses and the losses incurred by the club in the past few years as apparent from its audited accounts is set out hereunder

Sl. No.	Financial Year ended	Loss (in Rupees, in Lakh)
(1)	31-03-2015	28.60
(2)	31-03-2016	34.04
(3)	31-03-2017	70.43
(4)	31-03-2018	108.81
(5)	31-03-2019	203.33
(6)	31-03-2020	310.56

Despite losses the club continued to pay high salaries, high VDA, liberal bonuses, and highest allowances including highest contribution to PF and other allowances.

- B) Due to spread COVID 19 the entire country went in to lockdown w.e.f. 25.03.2020. The country was shut by the Central Govt vide notification 24.03.2020. All operations of the Club had to be shut down. There was a major recession in the country. GDP had fallen by 23.9%.

- C) There were several other factors which prejudicially affected the economic viability of the clubs and the situation was still worse at the Dalhousie Institute.

- D) Under the above circumstances the Club Management had been compelled to take the decision to close and shut down the serving of food and drinks by waiters/bearers/ khansamas/stewards to the members and their guests, irrevocably permanently and forever with effect from 28.02.2021.

- E) The Club Management further took the decision to close the Valet services by the parking attendants to the members irrevocably/ permanently and forever w.e.f. 28.02.2021, since then the members had to park their own cars within the club premises.

Joint Labour Commissioner (P)
Government of West Bengal



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1

22-
- 21 -

MEMORANDUM OF SETTLEMENT
FORM - J

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The name and address of the workman involved, if the dispute or difference is connected with, or has arisen out of, his discharge, dismissal, retrenchment or termination of service and no other workman nor any union of workmen is a party to the dispute, in any other case, the name and address of the union, if any, representing the workmen in question:
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Government of West Bengal



- F) In view of the mounting losses uncertain future and the lack of financial resources the Management had reached such a stage where such a hard decision had to be taken. The management pondered over the issue to save employment but nothing positive transpired. The Management of the club expressed its extreme regret for the above stated closure irrevocably/permanently and forever w.e.f. 28.02.2021. In view of such decision employment of 45 staff/workers stood terminated by virtue of part closure of the business w.e.f. 28.02.2021.
- G) The closure compensation was remitted to the respective bank accounts of the affected staff/workers on 24.12.2020 which was more than the Statutory Closure Compensation.
- H) The said notice of closure dated 16.12.2020 is already with the records of the Conciliation Officer.
- I) After the said closure the Union namely The Dalhousie Institute Workers Union raised a purported dispute relating to the propriety of the closure with conciliation machinery as provided under section 12 of the ID Act 1947.
- J) A protracted conciliation proceeding was held and the parties tried to negotiate at their best and settle the dispute.
- K) The dispute could not be settled and the Conciliation Officer was compelled to send a failure Report under Section 12(4) of the ID Act 1947 to the appropriate Government for its consideration.
- The Govt of West Bengal, after receipt of the failure report, referred the matter to the Id 7th Industrial Tribunal, West Bengal for an effective adjudication on the issue quoted herein below vide order of reference bearing G. No. No. Labour/2209/(L.C.I.R.)22015/5/2020 dated 08.12.2021
- M) The Dalhousie Institute employees Union realising the erroneous framing of issue by the Govt of West Bengal by referring the issue of the justification of closure, challenged the same before the Hon'ble High Court in a Writ Petition being WPA 25672/22. The matter was moved before the Hon'ble Justice Raja Basu Chowdhury and his Lordship was pleased to rectify the said issues by framing the proper issue.
- N) Since then, the 45 affected staff/workers had been approaching the Management to amicably settle the dispute as early as possible without wasting much time on litigation.
- O) The Management of the Club being sympathetic towards their appeal, offered to pay them similar quantum of closure compensation again as per Industrial Disputes Act which they had already received as a closure compensation prior to the date of closure. The said staff/workers pondered between themselves and expressed their views to settle the dispute with said quantum of money.
- P) The Management of the Club approached the said Union and informed them regarding the outcome of the negotiations with the staff/workers.
- Q) The said Union immediately rejected the issue of compromise and added another issue that the Management will have to settle the disciplinary proceedings initiated against two of the staff/workers namely 1. Dilshad Ali and 2. Manzoor Ahmed, for committing serious misconduct.
- R) The 45 staff/workers were not willing to bring in the issue of settling the dispute of disciplinary proceeding to be tagged with their dispute.
- The Conciliation Officer invited the parties and vividly discussed the issue with them but the parties could not minimise their differences to settle the dispute and continue with the litigation.
- T) Under the aforesaid facts and circumstances the said 44 staff/workers out of 45 (One of them namely Ahmed Ali who expired on 26.04.2021) agreed to settle the dispute by accepting the

Joint Labour Commissioner (P)
Government of West Bengal

F) In view of the mounting losses uncertain future and the lack of financial resources the Management had reached such a stage where such a hard decision had to be taken. The management pondered over the issue to save employment but nothing positive transpired. The Management of the club expressed its extreme regret for the above stated closure irrevocably/ permanently and forever w.e.f. 28.02.2021. In view of such decision employment of 45 staff/workers stood terminated by virtue of part closure of the business w.e.f. 28.02.2021.

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The Conciliation Officer invited the parties and vividly discussed the issue with them but the parties could not minimise their differences to settle the dispute and continue with the litigation.

T) Under the aforesaid facts and circumstances the said 44 staff/workers out of 45 (One of them namely Ahmed Ali who expired on 26.04.2021) agreed to settle the dispute by accepting the

Joint Labour Commissioner (P)
Government of West Bengal

quantum of closure compensation for the second time as stated above to be paid by the Management under the following terms and conditions:

5. Terms of settlement:-

A) The 45 staff/workers, who had accepted the closure compensation in terms of Section 25F of the Industrial Disputes Act, at the time of Closure are accepting the same quantum of money for the purpose of the full and final settlement of the disputes pending before the Ld. Seventh Industrial Tribunal bearing Government Order Of Reference No. G.O. Labour/2209/(L.C.I.R.)22015/5/2020 dated 8.12.2021 once for all and for ever. Out of the 45 staff/workers, one of them namely Ahmed Ali expired on 26.04.2021. His legal heir Kaimun Khatoun (wife of Ahmed Ali) accepted the same quantum of money as aforesaid and agreed to the terms and conditions of this settlement.

B) After acceptance of the said compensation (although paid same quantum of money at the time of closure) the 44 staff/workers and the aforesaid legal heir voluntarily declare that they have no dispute whatsoever with the aforesaid club in respect of money, employment, re-employment in the present and future from now and at all the time to come in future.

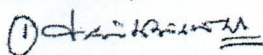
C) That after the acceptance of the aforesaid quantum of money the staff/workers and the aforesaid legal heir pray before the Ld. Seventh Industrial Tribunal in the case bearing No GO. No. Labour/2209/(L.C.I.R.)22015/5/2020 dated 08.12.2021 pending before it, to declare that there exists no dispute whatsoever pending between the parties particularly the Management of the Dalhousie Institute and the 45 staff/workers whose dispute had been sponsored by the Union namely DI Employees Union. The 44 staff/workers and the aforesaid legal heir declare that since they have settled the dispute with the Management, the Union namely Dalhousie Institute Employees Union has no legal right to continue and pursue the aforesaid case before the Ld 7th Industrial Tribunal any longer because the beneficiaries of the said reference have settled the disputes fully and finally with their management.

The 44 staff/workers including the aforesaid legal heir shall never raise any dispute jointly/severally or through any organisation in the event the Management of the Club requires to engage employees in future, if need be, where the aforesaid 45 workers/staff used to work. By virtue of the aforesaid promise, undertaking, the 44 workers including the aforesaid legal heir themselves declare that they would be estopped from challenging any such act on the part of the management of Dalhousie Institute Club in recruiting employees in future as aforesaid, if need be.

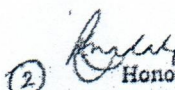
D) The 44 staff/workers including the aforesaid legal heir declare that they are no longer interested and/or estopped from pursuing the dispute of closure pending before the Ld 7th Industrial Tribunal and further estopped from raising any dispute whatsoever in connection with introduction and/or implementation of section 25H of the Industrial Disputes Act in case the management is compelled to take such steps on the demand of the situation which may arise in future.

Thus all the disputes between the employer DI club and their workmen as aforesaid are settled fully and finally and the parties shall not make any claim or counter claim in any manner whatsoever against each other before any forum hereafter.

Signature of the Representative of the Management.




JAYAJIT BISWAS
President


Honorary Secretary



Signature of the Workmen

1	Nandu Thar	16/01/24
2	Koushali	16/1/24
3	Chitra Dipi	16/1/24
4	Shir	16/1/24
5	Sambandor	16.01.24


Joint Labour Commissioner (P)
Government of West Bengal



Signature of the Representative of the Management.
JAYAJIT BISWAS
President
Honorary Secretary
Dalhousie Institute
Kol-19

16/01/24

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6	Meedam Lami 16-1-24	26	SHIB ENITH 16/1/2024
7	Pratap Majumdar 16/01/24	27	mdslam 16/1/2024
8	MADDICAE 16/1/24	28	Shahrukh Hossain 16/1/24
9	MD HASMAT 16/01/24	29	MD. Sayid Hassan 16/1/24
10	MDSALIM 16/1/24	30	Md. Shaim 16/24
11	SK SORAN 16-1-24	31	Abdul Hamid 16 01 2024
12	ABDUL-SABBAR 16/01/24	32	Shoukat Ali 16/0/2024
13	AJABBAR 16/1/24	33	MDALAM 16-1-24
14	SK MUKHTAR 16/1/24	34	BS HAKKUMPA DAS 16/1/2024
15	LT of SK. Anon	35	M. Loken Bhojla 16/1/24
16	Mt. Kamal 16-1-24	36	REZA AHMAD 16-1-24
17	MD Sahin 16-1-24	37	SHEIKH KAMALUDDIN 16-1-24
18	LT of Kaimun Khatoon	38	SK. T. G. 16-1-24
19	MD OSMAN 16-1-24	39	Sh. 16/01/2024
20	Sh. 16-1-24	40	Sh. 16/01/2024 Poh man 200th Samad
21	SK. Kiti 16-1-24	41	RAMESH KANTA
22	Mubarak Hussain 16-1-2024	42	Mutu Tapa
23	PRADIP THAKA 16-1-24	43	SK. 16/1/24



Joint Labour Commissioner (P)
Government of West Bengal

16/1/24

24	W/James 16/11/2024	44	S Ais SHAMSADALI
25	SARFATAMA 16/12/24	45	Munna B.

Witnesses

16/11/24

16/11/24

(A.Mukhopadhyay)
Conciliation Officer
&

Joint Labour Commissioner (P)
Kolkata, West Bengal

Joint Labour Commissioner (P)
Government of West Bengal



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List of Workmen present at the Joint Conference held on 16.01.2024
[vide Memorandum of Settlement point No. 3]

16/12/

- 1 Mr. Shamshad Ali
41 H/3 Bright Street,
Kolkata - 700017
- 2 Mr. Pratap Majumder
G 132 Bagha Jatin Path
Kolkata - 700086
- 3 Mr. Md. Suddique
34/1B Lower Range,
Kolkata - 700019
- 4 Mr. Abdal Jabbar
49, Tiljala Masjid Bari Lane,
Kolkata - 700039
- 5 Mr. Md. Sanjivul Hasan
62 R Tiljala Road, 3rd Floor,
Kolkata - 700046
- 5 Mr. Md. Sanjivul Hasan
Vill Garghar Nawada,
P.O. Kharaj Jitwarpur, Dist. Samastipur,
Bihar - 848154
- 6 Mr. Ashok Kumar Das
Vill. Krishnasagar, P.O. Ghat Krishnagar,
Dist. East Midnapur - 721650
- 6 Mr. Ashok Kumar Das
35/1, Palm Avenue,
Kolkata - 700019
- 7 Mr. Sekh Kintu
37 H/4, Jhowtala Road,
Kolkata - 700019
- 8 Mr. Ahmed Ali
66 H/4, Tiljala Masjid Bari Lane, Karaya,
Kolkata - 700039
- 8 Mr. Ahmed Ali *since deceased and represented by wife Khatun*
Vill. Murumata, P.O. Kajru Khurd PS.
Pandu, Kajru Kalan, Palamu,
Jharkhand - 822124



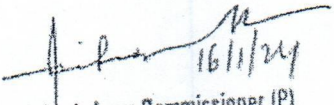
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16/1/24
Joint Labour Commissioner (P)
Government of West Bengal

- 28 - 27 -

- 9 Mr. Kamaluddin Sheikh
Dakshin Kandarapur, Rajpur-Sonarapur,
P.S. Sonarapur, Dist. South 24-Parganas,
Dist. South 24-Parganas, - 700084
- 9 Mr. Kamaluddin Sheikh
21/A, Tiljala, Shibtoala,
P.S. Karaya, Masjid Bari Lane,
Kolkata - 700039
- 10 Mr. Pradip Thapa
35/1 Palm Avenue,
Kolkata - 700019
- 10 Mr. Pradip Thapa
3 Gobindapur Colony, Hamkhali,
Nadia - 741505
- 11 Mr. Ahmed Ali
5/2, Gora Chand Lane, Ward No. 60
Kolkata - 700014
- 12 Mr. Mubarak Hussain
4F, Ahiripukur 2nd Lane,
Kolkata - 700019
- 13 Mr. Sanjiban Das
35/1 Palm Avenue,
Kolkata - 700019
- 13 Mr. Sanjiban Das
VIII, Krishnagar, P.O. Garh Krishnagar
Dist. Medinipur - 721650
- 14 Mr. Sk. Iqbal
66/H, Tiljala, Masjid Bari Lane
Kolkata - 700039
- 15 Mr. Kaiser Ali
34/1B Lower Range,
Kolkata - 700019
- 16 Mr. Md. Shannun
3, Harverly Lane, Bowbazar,
P.S. Bowbazar, 2nd Floor, Room No. 23,
Kolkata - 700012



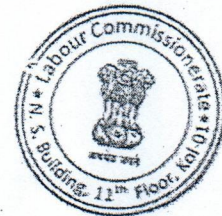

16/11/24
Joint Labour Commissioner (P)
Government of West Bengal

- 16 Mr. Md. Shammim
P.O. Mushila, P.S. T. Mohanpur,
Dist. Gaya, Bihar - 805131
- 17 Mr. Md. Sarfu Jama
49, Tiljala Masjid Bari Lane,
Kolkata - 700039
- 18 Mr. Firoz Ahmed
1, New Kasia Bagan Lane,
Kolkata - 700017
- 19 Mr. Abdul Hamid
3, Harverly Lane, Bowbazar,
P.S. Bowbazar, 2nd Floor, Room No. 23,
Kolkata - 700012
- 20 Mr. Sk. Imran
19A, Alipore Road,
Kolkata - 700027
- 20 Mr. Sk. Imran
Lobepull, Nobopolly, Joka
Kolkata - 7000104
- 21 Mr. Md. Haymat
Uttar Kumro Khali,
Narendrapur, P.S. Sonarpur, P.O. Narendrapur,
Kolkata - 700103
- 22 Mr. Md. Alam
15/2, Ahiripukur 2nd Lane,
Kolkata - 700019
- 23 Mr. Md. Hamif Ansari
66 H/4, Tiljala Masjid Bari Lane,
Kolkata - 700039
- 24 Mr. Reyaz Ahmed
Mullickpur, Kazi para, Lichu Bagan,
24 Parganas South - 700145
- 25 Mr. Abdul Jabbar
Habib Chawk, 1st Lane,
P.O. Mullickpur P.S. Haringhata



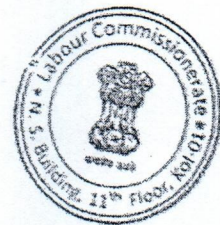
16/1/24
Joint Labour Commissioner (P)
Government of West Bengal

- 25 Mr. Abdul Jabbar
Hussaina Kherud, P.O. Bhagwanpur,
Dist. Baisaly - 844144
- 26 Mr. Md. Kamal
71A, Dilchusha Street,
Kolkata - 700017
- 27 Mr. Nanchu Thapa
133, Dr. G. Bose Road,
Kolkata - 700039
- 28 Mr. Md. Salim
11/D, Tiljala Shibtalila Lane,
Kolkata - 700039
- 28 Mr. Md. Salim
VIII, Chagauna, P.O. Dali, P.S. Chhatarpur
Dist. Palamu, Jharkhand - 700145
- 29 Mr. Md. Reyazuddin
11/D, Tiljala Shibtalila Lane
Kolkata - 700039
- 30 Mr. Faiyaz Ahmed
Mullickpur, Kazipara, Lichu Bagan,
24 Parganas South - 700145
- 31 Mr. Ramesh Lama
VIII, Garia, Boodia, Sonarpur,
24 Parganas South - 700152
- 32 Mr. Khokon Bahadur
35/1, Palm Avenue,
Kolkata - 700019
- 32 Mr. Khokon Bahadur
Talpukur, Gangrai, P.S. Sonarpur, Dist.
24 Parganas South - 700145
- 33 Mr. Md. Salim
6B, Tiljala Lane,
Kolkata - 700039
- 34 Mr. Md. Ibrahim



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- 35 Mr. Md. Younus
11/1, Topsia Road South
Kolkata - 700046
- 36 Mr. Rahamat Ali
3 H. 6/1, Jhowtalla Lane,
Kolkata - 700017
- 37 Mr. Md. Osman
31, Tiljala Masjid Bari Lane,
Kolkata - 700039
- 38 Mr. Sarfaraz Akhtar
49, Tiljala Masjid Bari Lane,
Kolkata - 700039
- 39 Mr. Sk. Gora
64 Broad Street,
Kolkata - 700019
- 40 Mr. Madan Lama
6B, Tiljala Lane,
Kolkata - 700039
- 41 Mr. Sk. Mukhtar
64/11/18, Broad Street
Kolkata - 700019
- 42 Mr. Shahrukh Hossain
1/1, Ahirpukur 2nd Lane,
Kolkata - 700019
- 43 Mr. Sk. Anowar
49, Tiljala Masjid Bari Lane,
Kolkata - 700039
- 44 Mr. Moeta Thapa
133, Dr. G. S. Bose Road, Tiljala,
Kolkata - 700039
- 45 Manju Ara Samad
17/11/14 Beck Bagan Row
Kolkata - 700019



[Signature] 18/1/24
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