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കേരള സർക്കാർ
GOVERNMENT OF KERALA

കേരള ഗസറ്റ് KERALA GAZETTE

ആധികാരികമായി പ്രസിദ്ധപ്പെടുത്തുന്നത്
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Part I

Labour and Skills Department

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GOVERNMENT OF KERALA
2026





GOVERNMENT OF KERALA

Abstract

LABOUR AND SKILLS (A) DEPARTMENT—INDUSTRIAL DISPUTE BETWEEN THE MANAGEMENT OF BAJAJ FINANCE LIMITED, MUMBAI AND SRI RAJESH GEORGE AND SRI SAMBATH T—REFERRED FOR ADJUDICATION—FRESH ORDER—COMPLIANCE OF JUDGMENT DATED 2-3-2026 IN WP(C) No. 34057/2023—ORDERS ISSUED.

LABOUR AND SKILLS (A) DEPARTMENT

G.O.(Rt.) No.876/2026/LBR.

Thiruvananthapuram, 11th August 2026.

Read:—(1) G.O.(Rt.) No. 949/2023/LBR dated 7-8-2023.

(2) G.O.(Rt.) No. 980/23/LBR dated 11-8-2023.

(3) Judgment dated 2-3-2026 of the Hon'ble High Court of Kerala in WP(C) No. 34057/2023.

(4) Letter No. LCO/2502/2026-IR(4) dated 21-5-2026 from the Labour Commissioner, Thiruvananthapuram.

ORDER

An Industrial disputes relating to the denial of employment to Sri Rajesh George and Sri Sambath, T., who were working as Direct Marketing Associates, in Bajaj Finance Ltd., Thiruvananthapuram, were earlier referred for adjudication before the Hon'ble Labour Court, Kollam, vide reference orders cited as 1st and 2nd papers above respectively.

2. Aggrieved by the said reference orders, Bajaj Finance Limited filed WP(C) No. 34057/2023 before the Hon'ble High Court of Kerala contending that Sri Sambath and Sri Rajesh George were employees of Team Lease Services Limited and Qess Corp. Limited respectively, and that no direct employer-employee relationship existed between the petitioner company and the said workmen. The petitioner accordingly challenged the Government orders cited as 1st and 2nd papers above and the summons issued by the Labour Court.

3. As per the judgment cited as 3rd paper above, the Hon'ble High Court observed that Bajaj Finance Limited had not been impleaded as a party in the Labour Court proceedings and only the Directors had been arrayed as opposite parties. The Hon'ble High Court accordingly directed the Government to cancel the existing reference orders and to pass fresh reference orders impleading Bajaj Finance Limited as a party respondent.

4. As per the Report cited as 4th paper above, the Labour Commissioner has recommended that, since Bajaj Finance Limited was not included in the party array in the earlier reports and Government orders, the industrial disputes may be referred afresh for adjudication before the Hon'ble Labour Court, Kollam, under Section 10(1) (c) of the Industrial Disputes Act, 1947, by impleading Bajaj Finance Limited, Bajaj Bhavan, 2nd Floor, Jamnalal Bajaj Marg, 226, Nariman Point, Mumbai as a party respondent in compliance with the directions of the Hon'ble High Court.

5. In the circumstances, the Government are of opinion that an industrial dispute exists between (1) The Management of Bajaj Finance Limited, Bajaj Bhavan, 2nd Floor, Jamnalal Bajaj Marg, 226, Nariman Point, Mumbai, (2) Area Collection Manager, Blue Star Arched, Bajaj Finance Limited, Manjalikkulam Road, Opp. High Land Hotel, Thampanoor, TVM-695 001 (3) Sri Rajiv Jain, Managing Director, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj Marg, 226 Nariman Point, Mumbai-400 021 (4) Sri Sanjiv Bajaj, Chairman, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj Marg, 226 Nariman Point, Mumbai-400 021 (5) Sri D. J. Balaji Rao, Independant Director, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj



Marg, 226 Nariman Point, Mumbai-400 021, (6) Sri Dr. Noushad Forbes, Independent Director, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj Marg, 226 Nariman Point, Mumbai-400 021, (7) Smt. Anami N. Roy, Independent Director, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj Marg, 226 Nariman Point, Mumbai-400 021, (8) Sri Pramith Javeri, Independent Director, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj Marg, 226 Nariman Point, Mumbai-400 021, (9) Sri Radhika Haribhakthi, Independent Director, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj Marg, 226 Nariman Point, Mumbai-400 021, (10) Sri Dr. Arindam Bhattacharya, Independent Director, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj Marg, 226 Nariman Point, Mumbai-400 021, (11) Sri Anoop Saha, Independent Director, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj Marg, 226 Nariman Point, Mumbai-400 021, (12) Sri Rakesh Bhatt, Independent Director, Bajaj Finance Limited, Bajaj Bhavan, Second floor, Jamnalal Bajaj Marg, 226 Nariman Point, Mumbai-400 021 and workmen of the above referred establishment. (1) Sri Rajesh George, Abhijith Bhavan, Pothottukonam, Nallikuzhi, Panachamoodu P. O., Thiruvananthapuram-695 505 and (2) Sri. Sambath T, T. C. 8/1138/15, Atlantina Dale, C-7, Mithri Nagar Valiyavila, Thirumala P. O., Thiruvananthapuram-695 006 in respect of the matters mentioned in Annexure I & Annexure II respectively to this order.

6. And whereas, in the opinion of Government it is necessary to refer the said industrial disputes for adjudication;

7. Now, therefore, in exercise of the powers conferred by Section 10(1) (c) of the Industrial Disputes Act, 1947 (Central Act No. 14 of 1947) read with section 104(3) of the Industrial Relations Code, 2020 (Central Act No. 35 OF 2020), the Government of Kerala hereby direct that the aforesaid industrial disputes be referred for adjudication to the Labour Court, Kollam. The Labour Court will pass the award within a period of three months.

8. Hence, Government hereby cancel the orders read as 1st and 2nd paper above and fresh orders are hereby issued. This order is issued in compliance with the Judgment of the Hon'ble High Court of Kerala dated 2-3-2026 in WP(C) No. 34057/2023.

By order of the Governor,

SHEEBA GEORGE I A S,
Special Secretary.

To,

The Advocate General, Ernakulam (with C/L).

The Labour Commissioner and the Labour and Skills (A) Department, Government Secretariat, Thiruvananthapuram.

The Labour Commissioner, Thiruvananthapuram.

The Labour Court, Kollam (With Charter of Demands).

The Parties Concerned.

The District Labour Officer, Thiruvananthapuram.

The Regional Joint Labour Commissioner, Kollam.

The Director, Information & Public Relations Department (for publishing in Government Website).

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ANNEXURE- I

“Whether the Denial of Employment to Sri Rajesh George, Direct Marketing Associate, Blue Star Arched, Bajaj Finance Limited, Manjalikkulam Road, Opp. Highland Hotel, Thampanoor, Thiruvananthapuram by the management is justifiable. If not, what reliefs is he entitled to?”

ANNEXURE- II

“Whether the Denial of Employment to Sri Sambath, T., Direct Marketing Associate, Blue Star Arched, Bajaj Finance Limited, Manjalikkulam Road, Opp. Highland Hotel, Thampanoor, Thiruvananthapuram by the management is justifiable. If not, what reliefs is he entitled to?”



Labour and Skills (A) Department**ORDER**

G. O. (Rt.) No. 929/2026/LBR.

Thiruvananthapuram, 28th August 2026.

Whereas, the Government are of opinion that an industrial dispute exists between The Management of Veli Peoples Labour Contract Co-operative Society Ltd., Valiyaveli P.O., Thiruvananthapuram-695 021 and the workman of the above referred establishment Sri S. Pathrose, aged 55 years, S/o Sri Sebastian, Thaivilakam, Valiya Veli P.O., Thiruvananthapuram-695 021 in respect of matters mentioned in the annexure to this order;

And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

Now, therefore, in exercise of the powers conferred by Section 10 (1) (c) of the Industrial Disputes Act, 1947 (Central Act No. 14 of 1947) read with section 104(3) of the Industrial Relations Code, 2020 (Central Act No. 35 OF 2020), the Government of Kerala hereby direct that the aforesaid industrial disputes be referred for adjudication to the Labour Court, Kollam. The Labour Court will pass the award within a period of three months.

ANNEXURE

“Whether the Denial of Employment to Sri S. Pathros, Casual Labourer/Gang Labourer in Veli Peoples Labour Contract Co-operative Society, Thiruvananthapuram by the management is justifiable or not? If not what relief he is entitled to get ?”

By order of the Governor,

PRAVEENKUMAR, S.,

Under Secretary.

