



**Government of Jammu and Kashmir  
Labour and Employment Department  
Civil Secretariat, Jammu**

**Notification**

**Jammu, the 1<sup>st</sup> of April, 2025**

**S.O. 77** Whereas, Sheeraz Ahmad Dar S/o Mohammad Ramzan Dar R/o Bethan Khrew Pulwama (Claimant) has filed an application under Industrial Dispute Act, 1947 before the conciliation officer on 21.04.2022 against the management (1) Dawar Cements Pvt. Ltd, Bethan Khrew Pulwama through its Director Corporate Office, Arco House, Shallapora, Allochi Bagh, Srinagar, (2) Managing Director, Dawar Cements Pvt. Ltd. Bethan Khrew and (3) General Manager, Dawar Cements Pvt. Ltd., Bethan Khrew wherein he has stated that he was engaged by the non-applicants in the year 2003 and has worked there up to 10th of May 2020; and

**Whereas**, on 10-05-2020, while performing his night duty in the non applicant's factory, he was arrested by the police and eventually the applicant was later released by the Hon'ble Court on 13.11.2020; and

**Whereas**, after released from the custody, the applicant was not allowed to resume his duties in the non-applicant's factory.

**Whereas**, the Conciliation Officer has submitted his failure report recommending the case for its reference to the Labour-cum-Industrial Tribunal Court for adjudication, and

**Whereas**, the Government is of the opinion that an Industrial Dispute exists between the Applicant and Respondents; and

**Whereas**, the Government considers it desirable to refer the said dispute to the Labour-Cum-Industrial Tribunal Court, Srinagar for adjudication.

**Now**, therefore, in exercise of the powers conferred under clause (c) of sub-section (1) of section 10 of the Industrial Dispute Act, 1947, the Government hereby refers the said dispute to the Industrial-Cum-Labour Court, Srinagar for adjudication on the following issues:-

1. **Whether the termination of the applicant is legal or illegal?**
2. **Whether the non-applicants have followed the due procedure for retrenchment?**
3. **Whether the applicant is entitled to be reinstated with back wages?**

**By order of the Government of Jammu and Kashmir.**


**Sd/-  
(Kumar Rajeev Ranjan) IAS,  
Secretary to the Government  
Labour and Employment Department**

No: LE-Legl/40/2024-11-L&E

Dated:-01.04.2025

Copy to the:-

1. Secretary to the Government, Department of Law, Justice and Parliamentary Affairs.
2. Presiding Officer, Industrial Tribunal/Labour Court, J&K Srinagar along with full case details/ leaves in original.
3. Director Information, J&K, Jammu with the request to publish the SO in the leading local newspapers of Srinagar.
4. Labour Commissioner, J&K, Jammu/Srinagar
5. General Manager, Government Press, Srinagar for its publication in the next issue of Government Gazette.
6. Deputy Labour Commissioner, Srinagar.
7. Special Assistant to Hon'ble Deputy Chief Minister (Minister Incharge Labour and Employment).
8. Assistant Labour Commissioner (Conciliation Officer), Pulwama.
9. Assistant Registrar, J&K, High Court, Srinagar.
10. Private Secretary to Secretary to the Government Labour and Employment Department.
11. I/c Website (L&E).
12. Stock file

  
01.04.2025  
**(Waheed Ahmed) JKAS**  
Under Secretary to the Government  
01.04.2025