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IN THE HIGH COURT OF JUDICATURE AT MADRAS

RESERVED ON : 01.02.2022

DELIVERED ON : 07.03.2022

CORAM :

THE HON'BLE MR.MUNISHWAR NATH BHANDARI, CHIEF JUSTICE

AND

THE HON'BLE MR.JUSTICE P.D.AUDIKESEVALU

W.P.Nos.4061, 24293 of 2013; 9018, 23889, 23890, 23891 of 2014;
6792 of 2016; 5007, 7930, 18420 of 2018; 791, 26991, 28003 of
2019; 9959, 10728, 10846, 12947, 12961 and 13143 of 2020

and

W.P.(MD) Nos.14607 of 2012; 14616, 14617 of 2015; 669, 670, 671,
985, 986, 2581, 2582, 6183, 6184, 6185, 6186, 6187, 6188, 13420
of 2016; 15590, 16047, 16048, 16049, 16050 and 16051 of 2017

and

W.M.P.Nos.3069, 3070, 6056 of 2016; 6191, 9882, 21745 of 2018;
26380, 27613 of 2019; 12109, 13027, 13168,
16018, 16038, 16266 of 2020

and

W.M.P.(MD) Nos.541, 542, 543, 544, 545, 546, 788, 789, 790,
2291, 2292, 2293, 2294, 5460, 5461, 5462, 5463, 5464, 5465,
5466, 5467, 5468, 5469, 5470, 5471, 10048 of 2016; 12709,
12312, 12708, 12710, 12711, 12712, 12713,
12714, 12715, 12716, 12717 of 2017

1 THE SUPERINTENDING ENGINEER
ERODE ELECTRICITY DISTRIBUTION CIRCLE
TAMILNADU ELECTRICITY BOARD
ERODE

... PETITIONER in WP No.4061 of 2013

1 THE SUPERINTENDING ENGINEER
NAMAKKAL ELECTRICITY DISTRIBUTION CIRCLE
TAMILNADU ELECTRICITY BOARD
NAMAKKAL

... PETITIONER in WP No.24293 of 2013



1 THE SUPERINTENDING ENGINEER
DHARMAPURI ELECTRICITY DISTRIBUTION CIRCLE
TANGEDCO DHARMAPURI-5.

... PETITIONER in WP No.9018 of 2014

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1 THE SUPERINTENDING ENGINEER
TIRUPPATTUR ELECTRICITY DISTRIBUTION CIRCLE
TANGEDCO TIRUPPATTUR
VELLORE DISTRICT.

... PETITIONER in WP No.23889 of 2014

1 THE SUPERINTENDING ENGINEER
THIRUVANNAMALAI ELECTRICITY DISTRIBUTION CIRCLE
TANGEDCO VENGIKAL
THIRUVANNAMALAI DISTRICT.

... PETITIONER in WP No.23890 of 2014

1 THE SUPERINTENDING ENGINEER
DHARMAPURI ELECTRICITY DISTRIBUTION CIRCLE
TANGEDCO DHARMAPURI-5.

... PETITIONER in WP No.23891 of 2014

1 THE SUPERINTENDING ENGINEER
TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION VILLUPURAM ELECTRICITY
DISTRIBUTION CIRCLE
VILLUPURAM DISTRICT.

... PETITIONER in WP No.6792 of 2016

1 THE SUPERINTENDING ENGINEER
TAMILNADU GENERATION AND DISTRIBUTION
CORPORATION LTD. KALLAKURICHI ELECTRICITY
DISTRIN. CIRCLE SALEM MAIN ROAD
KALLAKURICHI-202
VILLUPURAM DT.

... PETITIONER in WP No.5007 of 2018

1 THE CHAIRMAN
TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LTD. NO. 144/800
ANNA SALAI
10TH FLOOR CHENNAI 2

2 THE CHIEF ENGINEER / PERSONNEL
TAMIL NADU GENERATION AND DISTRIBUTION
CORP LTD. NO. 144/800
ANNA SALAI 10TH
FLOOR CHENNAI 2



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3 THE SUPERINTENDING ENGINEER
CHENNAI ELECTRICITY DISTRIBUTION CIRCLE /
NORTH TAMIL NADU GENERATION AND DISTRIBUTION
CORP LTD. NO. 791
ANNA SALAI CHENNAI 2

...PETITIONERS IN WP.NO.7930 OF 2018

1 THE SUPERINTENDING ENGINEER
GENERAL CONSTRUCTION CIRCLE TAMIL NADU
ELECTRICITY BOARD
TANTRANSCO UDAYAPATTI
SALEM - 636014

... PETITIONER in WP No.18420 of 2018

1 THE SUPERINTENDING ENGINEER
TAMIL NADU GENERATION AND DISTRIBUTION
CORPORATION LIMITED VELLORE ELECTRICITY
DISTRIBUTION CIRCLE
GANDHI NAGAR
VELLORE 6

... PETITIONER in WP No.791 of 2019

1 THE SUPERINTENDING ENGINEER
DHARMAPURI ELECTRICITY DISTRIBUTION CIRCLE
CENTRAL OFFICE TAMIL NADU ELECTRICITY BOARD
(TANGEDCO) DHARMAPURI

2 THE CHIEF ENGINEER (PERSONNEL)
TAMIL NADU ELECTRICITY GENERATION AND
DISTRIBUTION CORPORATION 144 ANNA SALAI
CHENNAI-600 002

... PETITIONER in WP No.26991 & 28003 of 2019

1 THE TAMILNADU GENERATION AND
DISTRIBUTION CORPORATION LTD REP BY
CHAIRMAN (TANGEDCO) 144
ANNA SALAI
CHENNAI- 2

2 THE SUPERINTENDING ENGINEER
METTUR ELECTRICITY DISTRIBUTION CIRCLE
METTUR DAM-1

3 THE ASSISTANT EXECUTIVE ENGINEER
CIVIL PSP YARD METTUR
ELECTRICITY DISTRIBUTION CIRCLE
METTUR DAM-1

... PETITIONER in WP No.9959 of 2020



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1 THE SUPERINTENDING ENGINEER
TAMIL NADU ELECTRICITY BOARD
GENERAL CONSTRUCTION CIRCLE GUINDY
CHENNAI - 32

... PETITIONER in WP No.10728 of 2020

1 THE SUPERINTENDING ENGINEER
TAMIL NADU ELECTRICITY BOARD
GENERAL CONSTRUCTION CIRCLE GUINDY
CHENNAI-32.

... PETITIONER in WP No.10846 of 2020

1 THE SUPERINTENDING ENGINEER
TAMIL NADU ELECTRICITY BOARD
GENERAL CONSTRUCTION CIRCLE GUINDY
CHENNAI 32

... PETITIONER in WP No.12947 of 2020

1 THE SUPERINTENDING ENGINEER
TAMIL NADU ELECTRICITY BOARD
GENERAL CONSTRUCTION CIRCLE GUINDY
CHENNAI 32

... PETITIONER in WP No.12961 of 2020

1 THE SUPERINTENDING ENGINEER
TAMIL NADU ELECTRICITY BOARD
GENERAL CONSTRUCTION CIRCLE GUINDY
CHENNAI -32.

... PETITIONER in WP No.13143 of 2020

1 THE SUPERINTENDING ENGINEER
DINDIGUL ELECTRICITY DISTRIBUTION CIRCLE
TAMIL NADU ELECTRICITY GENERATION AND
DISTRIBUTION CORPORATION LTD
DINDIGUL.

2 THE ASSISTANT ENGINEER
TAMIL NADU ELECTRICITY GENERATION
AND DISTRIBUTION CORP.LTD
SITHAIYANKOTTAI,
DINDIGUL.

... PETITIONERS in WP(MD) No.14607 of 2012

1 THE SUPERINTENDING ENGINEER
THENI ELECTRICITY DISTRIBUTION CIRCLE
GENERATION AND DISTRIBUTION CORPORATION
THENI.



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- 2 THE ASSISTANT ENGINEER(CIVIL)
RCC YARD, THENI ELECTRICITY DISTRIBUTION CORPORATION
VAIGAI DAM POST THENI DT.

... PETITIONER in WP(MD) No.14616 and 14617 of 2015,
669,670,671,985,986/2016 & 2581,2582/2016

- 1 THE SUPERINTENDING ENGINEER
THENI ELECTRICITY DISTRIBUTION CIRCLE TAMIL
NADU GENERATION AND DISTRIBUTION CORPORATION LTD
THENI.

- 2 THE ASSISTANT ENGINEER
230 KV / 110 KV / P.C PATTI SECTION,
TAMIL NADU GENERAL AND DISTRIBUTION CORPORATION LTD
THENI.

... PETITIONER in WP(MD) No.6183 to 6188 of 2016

- 1 THE SUPERINTENDING ENGINEER
TUTICORIN ELECTRICITY DISTRIBUTION CIRCLE
TAMIL NADU ELECTRICITY BOARD
ETTAIYAPURAM ROAD
TUTICORIN - 628 002.

- 2 THE ASSISTANT ENGINEER
PALANI TOWN ELECTRICITY DIVISION,
TAMIL NADU ELECTRICITY BOARD,
PALANI.

... PETITIONERS in WP(MD) No.13420 of 2016

- 1 THE SUPERINTENDING ENGINEER
DINDIGUL ELECTRICITY DISTRIBUTION CIRCLE
TAMIL NADU ELECTRICITY BOARD TANGEDCO
DINDIGUL.

... PETITIONER in WP(MD) No.15590 of 2017

- 1 THE SUPERINTENDING ENGINEER
RAMANATHAPURAM ELECTRICITY DISTRIBUTION
CIRCLE TAMIL NADU ELECTRICITY BOARD NOW
TANGEDCO RAMANATHAPURAM

- 2 THE ASSISTANT ENGINEER
RAMANATHAPURAM ELECTRICITY DISTRIBUTION
CIRCLE TAMIL NADU ELECTRICITY BOARD NOW
TANGEDCO RAMANATHAPURAM

... PETITIONERS in WP(MD) No.16047 to 16051 of 2017

-VS-



- 1 INSPECTOR OF LABOUR
ERODE
- 2 THIRU P.PARIMUTHU
S/O.PALANISAMY KAMARAJ NAGAR PASUVAPATTY
PO PERUNDURAI ERODE
- 3 THIRU C. KATHIRVEL
S/O.CHENNI # 111/118 SEMPOOTHAMPALAYAM
PERIYAPULIYUR POST BHAVANI ERODE
- 4 THIRU P.VENKATACHALAM
S/O.PALANI # 94 THIRUMAL NAGAR
NARAYANAVALASU ERODE 11
- 5 THIRU P. BALAKRISHNAN
S/O.POONUNAICKAR # 105 VEERAPPANPALAYAM
THINDAL ERODE 4
- 6 THIRU R.KANNAN
S/O.RANGASAMY # SBP NAGAR
VILLARASAMPATTY
ERODE 107

... RESPONDENTS in WP No.4061 of 2013

- 1 INSPECTOR OF LABOUR
NAMAKKAL
- 2 P.NAGARAJAN
S/O. PONNAAN KARIYAMPALAYAM KOKKAKALAI
POST THIRUCHENGODE TALUK NAMAKKAL DIST.
- 3 A.ASHOKAN
S/O. ARULAPPAN ILUPPILI THIRUCHENGODE
TALUK NAMAKKAL DIST.
- 4 A.ARUNAGIRI
S/O.ARULAPPAN ILLUPPILI THIRUCHENGODE
TALUK NAMAKKAL DIST.
- 5 P.THANGARAASU
S/O. PERUMAL VATTUR NAATAMPALAYAM VATTUR
THIRUCHENGODE TALUK NAMAKKAL DIST.
- 6 P.MURUGESAN
S/O. PERUMAL GOUNDER ILLUPULI
THIRUCHENGODE TALUK NAMAKKAL DIST.



7 T.GUNASEKARAN
S/O. THIYAGARAJAN WEST STREET KOKKAKALAI
POST THIRUCHENGODE TALUK
NAMAKKAL DIST.

... RESPONDENT in WP No.24293 of 2013

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- 1 THE INSPECTOR OF LABOUR
KRISHNAGIRI.
- 2 M.GANAPATHI
S/O.MUNISAMY VELLAPLNATHAM PUDUPET
TIRUPATTUR VELLORE.
- 3 C.SIVAKUMAR
S/O.CHINNASAMY MORAMADUGU KRISHNAGIRI
- 4 G.MURUGAN
S/O.GOVINDAN NO.2/13A VETTAMPATTI
BETHANAPALLI KRISHNAGIRI.
- 5 G.EZHILMANI
S/O.GANGADARA CHETTI NO.2/163 GANGAPALAYAM
PANCHAPALLI PALACODE DHARMAPURI.
- 6 G.MURUGESAN
S/O.GOVINDAN NO.63 12TH WARD POONTHOTTAM
KRISHNAGIRI.
- 7 C.TENNISAN
S/O.CHANDRAN NO.1/405 SATHAYASAI NAGAR
KRISHNAGIRI
- 8 M.M.SHABIULLAH
S/O.M.M.UBAATHULLAH NO.62 MIG 2ND PHASE
NEW HOUSING BOARD KRISHNAGIRI.
- 9 A.MUTHURAJ
S/O.ANNAMALAI NO.114 KUPPAM ROAD OLD
PETTAI KRISHNAGIRI.
- 10 C.NARASHIMMAN
S/O.CHINNAPPAN THURINJIPATTU NEXT IYER
KOTTAI BETHANAPALLI KRISHNAGIRI
- 11 S.BALAMURUGAN
S/O.SATHIYAPPAN AUNJUR KRISHNAGIRI
- 12 G.RAMAN
S/O.GOVINDAN NO.1/176 THANAMPATTI
THIPPAMPATTI KRISHNAGIRI



13 S.ANANDAN
S/O.SENTHAPPAN KONEYAGOUNDANUR KRISHNAGIRI

14 S.PARTHIBAN
S/O.SAGADEVAN THURNIJIPATTI BEHALAPALLI
THALAPALLI KRISHNAGIRI

15 S.SELVARAJ
S/O.SAGADEVAN THURINJIPATTI THALAPALLI
KRISHNAGIRI

16 G.MUNIAPPAN
S/O.GOVINDAN KOLLPATTI KAMMAMPALLI
KRISHNAGIRI

17 A.MADHAIYAN
S/O.ARIYA GOUNDER NO.6/194 KODIYUR
ATHIYAMANKOTTAI DHARMAPURI

18 K.C.DEVAN
S/O.PILLAI KARAKUR CEERIYAMPATTI PALACODE
DHARMAPURI

19 P.PERUMAL
S/O.PACHAIAPPAN REDDIYUR ERNA ALLI
PALACODE DHARMAPURI

20 R.KRISHNAMURTHI
S/O.RAJAMANICKAM REDDIYUR ERNA ALLI
PALACODE DHARMAPURI

21 N.VADIVEL
S/O.NAGARAJ CHINNAMELUPALLI
BETHAMELUPALLI
KRISHNAGIRI

22 S.PUSHPARAJ
S/O.SAMIAPPAN N.THACHIRAPALLI
KRISHNAGIRI

23 B.L.GIRIS
S/O.LINGAPPA NO.2/356 KALAIAGNAR NAGAR
BOLATHUR BAGALUR HOSUR
KRISHNAGIRI.

24 S.RAMAKRISHNAPPA
S/O.SESAPPA THINNANUR MARUPALLI
THENKANIKOTTAI KRISHNAGIRI



25 N.PARAMASIVAM
S/O.NANJAPPAN AGRAHARAM KONDANPALLI
PALACODE

26 N.SELVAM
S/O.NANJAPPAN AGRAHARAM KONDANPALLI
PALACODE

27 P.VENU
S/O.PUTTAPPA THENGANIKOTTAI KRISHNAGIRI.

28 N.SANTHOSH
S/O.NANJUNDAPPA U.KOTHAPALLI NAGAMANGALAM
THNGANIKOTTAI KRISHNAGIRI.

29 R.SRINIVASAN
S/O.RAMACHANDRAN OSAPPURAM J.KARUPALLI
THENGANIKOTTAI KRISHNAGIRI.

... RESPONDENTS in WP No.9018 of 2014

1 THE INSPECTOR OF LABOUR
THIRUVANNAMALAI.

2 G.MURALI
S/O.A.B.GOPAL THEKKUPATTU VANIYAMPADI
TALUK VELLORE DISTRICT.

... RESPONDENTS in WP No.23889 of 2014

1 THE INSPECTOR OF LABOUR
THIRUVANNAMALAI.

2 M.KALIDASAN
S/O.MUNIKANNU NO.394 KAYAMPATTU VILLAGE &
POST CHENGAM TALUK
THIRUVANNAMALAI DISTRICT.

3 P.PHILIPS
S/O.PERIYANAYAGAM THOKKAVADI 7TH WARD
THUKKAPPETTAI POST
CHENGAM TALUK-606709
THIRUVANNAMALAI DISTRICT.

4 J.THANIGAIVELU
S/O.P.JANARTHANAM NO.813
RAMALINGAR STREET
SIVAJI NAGAR CHEYYAR
THIRUVANNAMALAI
DISTRICT.



- 5 K.ASHOK KUMAR
S/O.KUPPUSAMY NO.467 PARAMANANTHAL ROAD
THALAVANAICKEN PETTAI MULLAI NAGAR CHENGAM
THIRUVANNAMALAI DISTRICT.
- 6 M.IYYAPPAN
S/O.R.MURUGAN C/O.K.RAJIKANNU NO.378 MAIN
ROAD MUNMALAI THUKKAPPETTAI POST CHENGAM
TALUK THIRUVANNAMALAI DISTRICT.
- 7 N.ANNADURAI
S/O.NARAYANASAMY PUDUR CHENGAM POST
CHENGAM TALUK THIRUVANNAMALAI DISTRICT.
- 8 M.PALANI
S/O.K.MUNUSAMY 25/8B GANDHI NAGAR 8TH
STREET THIRUVANNAMALAI TALUK & DISTRICT.
- 9 P.SATHISHKUMAR
S/O.M.PANDIYAN NO.195 LIG THAMARAI NAGAR
8TH STREET THIRUVANNAMALAI & DISTRICT.
- 10 R.PANDIAN
S/O.RAJENDIRAN NO.129-B PUDUR KULATHU
METTU STREET KARIYAMANGALAM VILLAGE & POST
CHENGAM TALUK THIRUVANNAMALAI DISTRICT.
- 11 K.MURUGAIYAN
S/O.KRISHNAN ARASANTHANGAL VILLAGE
MELPADUR POST CHENGAM TALUK
THIRUVANNAMALAI DISTRICT.
- 12 P.SASIKUMAR
S/O.PERUMAL NO.44 PILLAIYAR KOIL STREET
PUDUR CHENGAM VILLAGE & POST CHENGAM TALUK
THIRUVANNAMALAI DISTRICT-606705.
- 13 K.RAMESH
S/O.A.KRISHNAMURTHI NO.304 NAIDU STREET
SEMBUR (NEXT) ATHIPAKKAM VANDAVASI POST- 604408.
- 14 M.KALYANASUNDARAM
S/O.N.MUNUSAMY PADITHANGAL THIRUMPOONDI
POST CHEYYAR TALUK-604404.
- 15 V.KARUNANIDHI
S/O.VISWANATHAN NO.363 PILLAIYAR KOIL
STREET VILVARAYA NALLUR POLUR TALUK
THIRUVANNAMALAI DISTRICT.

...RESPONDENTS IN WP.NO.23890 OF 2014



- 1 THE INSPECTOR OF LABOUR
KRISHNAGIRI.
- 2 C.KUMAR
S/O.CHINNARAJ VELLALAPATTY (VIL) & PO
UTHANGARAI TALUK KRISHNAGIRI DISTRICT.
- 3 P.MURALIDHARAN
S/O.PANNER SELVAM KOTTAPATTI KANGARAI (PO)
UTHANGARAI TALUK KRISHNAGIRI DISTRICT.
- 4 M.KALYANASUNDARAM
S/O.MUNIRAJ ODAIYANAHALY (VILL) & (PO)
DENKANIKOTTAI TALUK KRISHNAGIRI DISTRICT.
- 5 M.MADESHWARAN
S/O.MURUGAN KUDALPATTY (VILL) & PO K.R.P.
DAM (VIA) KRISHNAGIRI DISTRICT.
- 6 M.MUNIRATHINAM
S/O.MUNIAPPAN 2/80 KENGALERI (VILL) & PO
KRISHNAGIRI.
- 7 K.SIVASHANMUGAM
S/O.KAVERI NAGATHALAKURUMBU MARAVADI (PO)
PALACODE TALUK DHARMAPURI.
- 8 P.TIRUPATHI
S/O.PERIYANNAN KOVIL KOTTAI DUDUKANAHALLI
MORAMADUGU (PO) KRISHNAGIRI.
- 9 R.KALIDASAN
S/O.RAJENDRAN 52 DURAI NAGAR BARGUR (PO)
KRISHNAGIRI DISTRICT.
- 10 S.SAKKARAVARTHY
S/O.SAMRAJ ATTHIMARUTHUPALLAM
ANGINAYANAPALLY (PO) KRISHNAGIRI DISTRICT.
- 11 M.MUNIAPPAN
S/O.MUNIAPPAN ATTHIMARUTHUPALLAM
ANGINAYANAPALLY (PO) KRISHNAGIRI DISTRICT.
- 12 G.APPANRAJ
S/O.GUNDAIYAN ATTHIMARUTHUPALLAM
ANGINAYANAPALLY (PO) KRISHNAGIRI DISTRICT.
- 13 V.CHINNARAJ
S/O.VENGATARAMAN MODAPATTI SEMPATAMUTHUR
ALAPATTY (VIA) KRISHNAGIRI DISTRICT.



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- 14 K.SUNDARAMOORTHY
S/O.KRISHNAN RAMASATHIRAM (VILL) P.
MADHAPALLY (PO) KRISHNAGIRI TALUK &
DISTRICT.
- 15 C.KRISHNAMOORTHY
S/O.CHINNAPPAN GUDIYANATHAN
ANGINAYANAPALLY (PO) & (VILL) KRISHNAGIRI
DISTRICT.
- 16 V.GUNASEKARAN
S/O.VEERASAMY 2/138 VELLAKUTTAI CHENNAI
SALAI KRISHNAGIRI.
- 17 R.ELLAPPAN
S/O.RAMAN KURUVATODDI POLUR (VILL) N.
DASARAPALLY (PO) KRISHNAGIRI TALUK & DISTRICT.

... RESPONDENTS in WP No.23891 of 2014

- 1 INSPECTOR OF LABOUR
VILLUPURAM
- 2 R.RAMESH
S/O.RAGAVAN V.SATTHANUR AND POST
VILLUPURAM CIRCLE
- 3 R.JANARTHANAN
VALLUTHAUOR AND POST VILLUPURAM
- 4 M.RAVI
AABEERAMPATTU ROYAPPUTHUPPAKAM POST VAANUR
CIRCLE.
- 5 S.G.JAYARAM
SANKETHAMANKALAM AND POST VILLUPURAM TALUK
- 6 V.SURESH
V.ARIYALUR KANNDAMANADI AND POST VILLUPURAM
- 7 S.SEKAR
V.ARIYALUR KANNDAMANADI AND POST VILLUPURAM
- 8 B.BALASUBRAMANIAN
V.ARIYALUR KANNDAMANADI AND POST VILLUPURAM
- 9 K.CHANDRAKUMAR
THENNAMADEVI T.METTUPALAYAM POST VILLUPURAM



10

M.VEERAPPAN
AABEERAMPATTU ROYAPPUTHUPPAKAM POST VAANUR
CIRCLE.

... RESPONDENT in WP No.6792 of 2016

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- 1 THE INSPECTOR OF LABOUR
(AUTHORITY UNDER THE TAMILNADU INDUSTRIAL
ESTABLISHMENT (CONFERMENT OF PERMANENT
STATUS TO WORKMEN) ACT 1981 VILLUPURAM
DISTRICT.
- 2 K.DURAI KANNU
S/O. GOVINDASAMY ALAMBADI VILLAGE AND POST
KANDACHIPURAM VIA TIRUKOILUR TK VILLUPURAM
DISTRICT.
- 3 P.DURAI EZHILAN
S/O. PARAMASIVAM NO.112C KAMARAJAR STREET
KACHARAYAPALAYAM KALLAKURICHI TALUK
VILLUPURAM DISTRICT.
- 4 A.RAMALINGAM
S/O. ARUMUGAM MUPPAR NORTH STREET MANMALAI
POST KALLKURICHI TALUK VILLUPURAM DISTRICT.
- 5 A.SURESH
S/O. ARAVAMUTHU NO.7A VOC NAGAR 2ND
STREET KALLKURICHI POST AND TALUK
VILLUPURAM DISTRICT.
- 6 T.SEKAR
S/O. THANGAVEL BOYER STREET VADAKKANANDAL
POST KALLAKURICHI TALUK VILLUPURAM
DISTRICT.
- 7 M.SEKAR
S/O. MANIKKAM NO.12 MAIN ROAD ALAMBADI
VILLAGE AND POST KANDACHIPURAM VIA
TIRUKOVILUR TALUK VILLUPURAM DISTRICT.
- 8 C.MATHIMUGAN
S/O. SRINIVASAN VADASEMAPALAYAM
MANJAPUTHUR VILLAGE AND POST SANKARAPURAM
TALUK VILLUPURAM DISTRICT.

... RESPONDENT in WP No.5007 of 2018

- 1 INSPECTOR OF LABOUR
O/O INSPECTOR OF LABOUR THIRUVALLUR



2

G.VISWANATHAN
S/O GANDHI NAGARAJA KANDIGAI VILLAGE
CHITHIRAJA KANDIGAI PO GUMMIDIPOONDI CIRCLE
THIRUVALLUR DISTRICT 601 201

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3

R.SUDHA
S/O RAJAREDDY NAGARAJA KANDIGAI VILLAGE
CHITHIRAJA KANDIGAI PO GUMMIDIPOONDI CIRCLE
THIRUVALLUR DISTRICT 601 201

4

M.SELVADURAI
S/O MUNIVEL EAGHUVAPALAYAM POST
GUMMIDIPOONDI TALUK
THIRUVALLUR DISTRICT

5

R.MOHAN BABU
S/O K.ROSE PERAMBUR VILLAGE SOOLAIMENI
POST UTHUKKOTTAI TALUK THIRUVALLUR DIST
602 026

6

T.MARIMUTHU
S/O THUKKALAM NO.70 SOZHIYAMPAKKAM VILLAGE
GUMMIDIPOONDI CIRCLE THIRUVALLUR DISTRICT
601 201

7

P.SELVAM
S/O PARANTHAMAN NO. 646 DHARMARAJA KOVIL
STREET PATHARIVEDU POST MADHARPAKKAM TALUK
GUMMIDIPOONDI THIRUVALLUR DISTRICT 602 026

8

R.EZHILARASAN
S/O RAJENDRAN NO. 187 NARASINGAPURAMMEDU
VILLAGE PERIYAPORAPARAM PO GUMMIDIPOONDI
THIRUVALLUR DIST

9

K.LOGANATHAN
S/O KARUNAMOORTHY NO. 602 NAGARAJA
KANDIGAI VILLAGE CHITHIRAJA KANDIGAI PO
GUMMIDIPOONDI CIRCLE THIRUVALLUR DISTRICT
601 201

10

M.PADMANABAN
S/O M.MANI NO. 24 AMMAN KOIL STREET
THAZHAGANKUPPAM CHENNAI 57

11

G.RAJANI
S/O GOVIND NO. 01 PALAGAI THOTTI KUPPAM
THIRUVOTTRIYUR CHENNAI 19



- 12 V.VEERAKUMAR
S/O P.VEERAMUTHU NO. 23/9 2ND STREET
ANNAI SIVAGAMY NAGAR ENNORE CHENNAI 57
- 13 G.UMAPATHY
S/O R. GANDHI NAGARAJA KANDIGAI VILLAGE
CHITHIRAJA KANDIGAI PO GUMMIDIPOONDI CIRCLE
THIRUVALLUR DISTRICT 601 201
- 14 D.NARESH
S/O P.DURAIRAJ NO. 30 AMMAN KOVIL STREET
3 THAZHAGANKUPPAM ENNORE CHENNAI 57
- 15 S.RANJITH
S/O.P.SUNDARA MURTHY NO.2 BAZAR STREET
THAZHAKUPPAM ENNORE CHENNAI-57.
- 16 G.NARESH
S/O.GANESH NO.17 ANNA STREET KAMARAJ
NAGAR PEERKANKARANAI POST CHENNAI-63.
- 17 K.LOGANATHAN
S/O.KANAGASUNDARAM NO.17/7 POOMBUHAR NAGAR
1ST STREET WIMCO NAGAR CHENNAI-57.
- 18 R.PARTHIBAN
S/O.RAJAJIAN NO.81 PERUMAL KOIL STREET
NOCCHIKUPPAM ARAMBAKKAM POST GUMMIDIPOONDI
TALUK THIRUVALLUR DT-601 201.
- 19 R.KARUPPASAMY
S/O.RAJAMANI NO.74/1
PERIMETTUPALAYAM 1ST
STREET KALADIPET CHENNAI-19.
- 20 K.BALAN
S/O.S.K.KANNIAPPAN NO.71
PERIYASOZHIYAMBAKKAM GUMMIDIPOONDI TALUK
THIRUVALLUR DISTRICT-601 201.
- 21 L.DIL BAGADOOR
S/O.LOK BAGADOOR NO.425 KOVIL THOPPU 3RD
STREET MELUR MINJUR PONNERI TALUK
THIRUVALLUR DISTRICT-601 203.
- 22 S.KARTHIKEYAN
S/O.SRINIVASAN NO.424 KOVIL THOPPU 3RD
STREET MELUR MINJUR PONNERI TALUK
THIRUVALLUR DISTRICT-601 203.



23 P.RAVIVARMA
S/O.G.PARTHIBAN 2ND STREET DOSS NAGAR
KANNIGAPURAM CHENNAI-600 012.

24 N.KARTHIBAN
S/O.P.NEELAGANDAN NO.27 SUNDARAM 3RD
STREET VYASARPADI CHENNAI-600 039.

25 R.KALAIVANAN
S/O.RAJENDRAN NO.42 PALVADI STREET
THIRUVERKADU CHENNAI-600 077.

26 M.AMARESH
S/O.MANI NO.93 BAJANAI KOIL STREET
THOZHUVUR-602 025.

27 R.RAJESH
S/O.RAMAN NO.71 PERIYA SOZHIYAMBAKKAM
GUMMIDIPOONDI POST & TALUK THIRUVALLUR DT-
601 201.

28 J.KANNAN
S/O.JAYARAMAN NO.23 MADHA KOIL STREET
BALAJI NAGAR ANUPPAMPATTU-601 203.

... RESPONDENTS in WP No.7930 of 2018

1 THE INSPECTOR OF LABOUR
AUTHORITY UNDER THE INDUSTRIAL
ESTABLISHMENTS (CONFERMENT OF PERMANENT
STATUS TO WORKMEN) ACT SALEM

2 SADHASIVAM
S/O. RENU 5/ 144C KODUKARATHANGAL
KATBADI
VELLORE - 632514

3 T.VINOTHKUMAR
S/O. THATNAMOORTHY 4/ 175-NORTH STREET
WALAJAPETTAI (C) VELLORE - 632515

4 R.VELMURUGAN
S/O. RAJAMANIKKAM 1019-GOVINDAGOUNDER
CIRCLE PERAMANUR SALEM - 7

5 M. GOVINDARAJ
S/O. MANIKKAM 2/ 32 -
KEERAIKARANURKAATUVALAVU
KONANDIYUR
METTUR SALEM - 636458



WEB COPY

6 A.KASINATHAN
S/O. ALAGAPPAN 4/ 42-
KARADURKATTUKAATUVALAVU K. VADUGAPATTU (A)
KONGANAPURAM EDAPADI SALEM

7 R. SENTHILKUMAR
S/O. RAJAMANI 10/88- THIDIR NAGAR SALEM

8 R. DHANASEKARN
S/O. RAJU 5/ 349-RASAYIAMMANKOVIL STREET
NILAVARAPATTI SALEM

9 M.ASHOK KUMAR
S/O. MANI 6/ 137 - RAJARAM COLONY
GEJALANAYAKANPATTI
SALEM - 636201

10 G. GOKULANATHAN
S/O. GOVINDASAMY 6/ 13-13 NORTH ALAGAPURAM
SALEM - 636004

11 S.UMAPATHI
S/O. SARAVANNAN 5/ 140B- KODUKARATHANGAL
KATPADI

... RESPONDENT in WP No.18420 of 2018

1 THE INSPECTOR OF LABOUR
AUTHORITY UNDER THE INDUSTRIAL
ESTABLISHMENTS (CONFERMENT OF PERMANENT
STATUS TO WORKMEN) ACT VELLORE

2 S.CHANDRABABU
S/O.SIVALINGAM NO.62 NADU THERU VARAGOOR
VILLAGE KAMBAVANPETTAI ARCOT TALUK
VELLORE DIST 632 512

3 B.P.V.LAKSHMAN KUMAR
S/O.VENKATA MUNI SCHOOL STREET PALLIKUPPAM
KIZHMOTTUR KATPADI 632 007

4 K.PRAKASH
S/O.GOVINDASWAMY NO.16A 9TH NEHRU STREET
BHARATHI NAGAR EXTENSION KATPADI 632 007

... RESPONDENT in WP No.791 of 2019

1 INSPECTOR OF LABOUR
AUTHORITY UNDER THE TAMIL NADU INDUSTRIAL
ESTABLISHMENT (CONFERMENT OF PERMANENT
STATUS TO WORKMEN) ACT 1981 KRISHNAGIRI.



2

S JAGANNATHAN
S/O SUBRAMANI KODAKARANKOTTAI VILLAGE A.
SAAPPANIPATTI POST PALAKODU TALUK
DHARMAPURI DISTRICT

3

M PERUMAL
S/O MAADHAN KALLUKADAI VILLAGE
BANDHARAALLI POST PALAKODU TALUK
KRISHNAGIRI DISTRICT

4

S BALAMURUGAN
S/O SAKTHIVEL KODAKARANKOTTAI VILLAGE A.
SAAPPANIPATTI POST
PALAKODU TALUK
DHARMAPURI DISTRICT

5

M MANI
S/O MADHESWARAN RAMARKOTTAI VILLAGE
UCHAMPATTI POST PALAKODU TALUK DHARMAPURI
DISTRICT

6

M VIMALAN
S/O MARIAPPAN UCHAMPATTI POST PALAKODU
TALUK DHARMAPURI DISTRICT

7

K SABARI
S/O KAMARAJ UCHAMPATTI VILLAGE THINDAL
POST PALAKODU TALUK DHARMAPURI DISTRICT

8

S ARUNKUMAR
S/O CHELLAN UCHAMPATTI VILLAGE THINDAL
POST PALAKODU TALUK DHARMAPURI DISTRICT

9

S ARAVINDAN
S/O SHANMUGAM UCHAMPATTI VILLAGE THINDAL
POST PALAKODU TALUK DHARMAPURI DISTRICT

10

C KASILINGAM
S/O CHINNASAMY THINDAL POST PALAKODU TALUK
DHARMAPURI DISTRICT

11

S SIVAKUMAR
S/O SELVAM THINDAL POST PALAKODU TALUK
DHARMAPURI DISTRICT

12

S SABARINATHAN
S/O SEVATHAAN JOTHIPATTI VILLAGE
BEGARAALLI POST PALAKODU TALUK
DHARMAPURI DISTRICT



- 13 K SILAMBARASAN
S/O KANNAN UCHAMPATTI VILLAGE THINDAL POST
PALAKODU TALUK DHARMAPURI DISTRICT
- 14 M SATHISHKUMAR
S/O MURUGESAN 4/157 RAMARKOTTAI UCHAMPATTI
VILLAGE THINDAL POST PALAKODU TALUK
DHARMAPURI DISTRICT
- 15 R PERIASAMY
S/O RAMALINGAM UCHAMPATTI VILLAGE THINDAL
POST PALAKODU TALUK DHARMAPURI DISTRICT
- 16 D MUNIAPPAN
S/O DHANAPAL 4/43 RAMARKOTTAI UCHAMPATTI
VILLAGE THINDAL POST PALAKODU TALUK
DHARMAPURI DISTRICT
- 17 K MANIVANNAN
S/O KUMAR 1/14 MELSAVULUPATTI VILLAGE
THINDAL POST PALAKODU TALUK DHARMAPURI
DISTRICT
- 18 I SAKTHIVEL
S/O IYYAKANNU 4/134 RAMARKOTTAI UCHAMPATTI
VILLAGE THINDAL POST PALAKODU TALUK
DHARMAPURI DISTRICT
- 19 ARUNKUMAR
S/O KUMARESAN 1/160 ADILAM VILLAGE
UCHAMPATTI VILLAGE THINDAL POST PALAKODU
TALUK DHARMAPURI DISTRICT
- 20 L SENTHIL KUMAR
S/O LAKSHMANAN 3/216 ARIYANKOTTAI A.
SAAPPANIPATTI POST PALAKODU TALUK
DHARMAPURI DISTRICT
- 21 M VEERAMANI
S/O MURUGESAN 2/69 PERIYANPATTI VILLAGE
KERAKODAALLI POST PALAKODU TALUK
DHARMAPURI DISTRICT
- 22 T ASOKAN
S/O THANGAVEL 60A KANNANKUTTAIKADU
MALLINATHAM POST
METTUR TALUK SALEM
DISTRICT



- 23 G SEKAR
S/O GOVINDAACHARI 5/336 VELLISANDHAI
THANDUKARAALLI POST PALAKODU TALUK
DHARMAPURI DISTRICT
- 24 M MACHAKUMAR
S/O MALLAIYAN 5/469 ECHAMPATTI VILLAGE
UDAIYANDA ALLI POST THENKANIKOTTAI TALUK
KRISHNAGIRI DISTRICT
- 25 G VADIVEL
S/O GOPAL 5/377 ECHAMPATTI VILLAGE
UDAIYANDA ALLI POST THENKANIKOTTAI TALUK
KRISHNAGIRI DISTRICT
- 26 K S.SURESH
S/O SELVAM 2/224 GUNDUCHETTY ALLI (VILLAGE)
AKKAMANA ALLI POST DHARMAPURI DISTRICT
- 27 S PRAVINKUMAR
S/O. SELVARAJ 5/ 575 KAMARAJ STREET NEAR
DISTRICT COLLECTOR OFFICE
DHARMAPURI DISTRICT

... RESPONDENT in WP No.26991 of 2019

- 1 INSPECTOR OF LABOUR
AUTHORITY UNDER THE TAMIL NADU INDUSTRIAL
ESTABLISHMENT (CONFERMENT OF PERMANENT
STATUS TO WORKMEN) ACT 1981 KRISHNAGIRI.
- 2 M.MAHENDRAN
S/O. P. MUNUSAMY KALLIPUAM
KALLIPURAM WEST
PENNAGARAM TALUK DHARMAPURI DISTRICT.
- 3 MATHIYAN S/O. SAMANAN
KALLIPURAM WEST PENNAGARAM TALUK
DHARMAPURI DISTRICT
- 4 M.KAVERI
S/O MUNIYAPPA AGARAM COLONY C/O SURESH
M. PETTIYA ALLI POST
PAPPIREDDYPATTI VIA
PALAKODU TALUK DHARMAPURI DISTRICT
- 5 C.SATHISH S/O. CHINNASAMY
C/O ARUNACHALAM KATTUCHETTIPATTI VILLAGE
KUMMANUR POST PALAKODU TALUK
DHARMAPURI DISTRICT.



6

S.JAGADEESH
S/O SAMRAJI POMBALPATTI VILLAGE B.
AGRAHARAM POST PENNAGARAM TALUK
DHARMAPURI DISTRICT

7

J.SHANMUGHAM
S/O SAMRAJI POMBALPATTI VILLAGE B.
AGRAHARAM POST PENNAGARAM TALUK
DHARMAPURI DISTRICT

8

S.PERIYASAMY S/O. SOLAIYAN
C/O ARUNACHALAM KATTUCHETTIPATTI VILLAGE
KUMMANUR POST PALAKODU TALUK DHARMAPURI
DISTRICT.

9

K.RANJITH KUMAR
S/O. KRISHNAN KALLIPURAM WEST PENNAGARAM
TALUK DHARMAPURI DISTRICT

10

K.RAJASEKAR
S/O. KRISHNAN KALLIPURAM WEST PENNAGARAM
TALUK DHARMAPURI DISTRICT

11

M.RAGHU
S/O MUNIYAPPA KOTTAIULIYAMANGALAM
ANNIYALAM THENKANNIKOTTAI TALUK
KRISHNAGIRI DISTRICT.

12

M.ARUNKUMAR S/O K.N. MOHAN
12/114 ARUNESWARAR KOIL STREET
KARIMANGALAM POST AND TALUK DHARMAPURI
DISTRICT

13

M.RAVICHANDRAN
S/O. MUNIYAPPAN KALAPPAMBADI POST
PENNAGARAM TALUK DHARMAPURI DISTRICT 636
811

14

G.HARISHKUMAR S/O. GOVINDAN
KALLIPURAM (WEST) PENNAGARAM TALUK
DHARMAPURI DISTRICT

15

N.SUNDARESAN S/O. NAGAN
ERRANGADU KATTUKOLLAIPARVADANA ALLI
PENNAGARAM TALUK DHARMAPURI DISTRICT

16

K.N.MOHAN S/O. NAGARAJ ACHARI
ARUNESHVARARKOIL STREET KARIMANGALAM TALUK
AND POST DHARMAPURI DISTRICT.



- 17 C.SARAVANAN
S/O CHINNASAMY RANGAPURAM POST
PENNAGARAM TALUK DHARMAPURI DISTRICT
PENNAGARAM TALUK DHARMAPURI DISTRICT
- 18 M.LOGANATHAN
S/O MOLAGU ANJAYAHALLI POST RANGAPURAM
VILLAGE PENNAGARAM TALUK DHARMAPURI
DISTRICT
- 19 MOHAN S/O. GOPAL
AGARAM COLONY C/O SURESH K. CHETTIPALLI
POST PAPPIREDDYPATTI VIA PALAKODU TALUK
DHARMAPURI DISTRICT
- 20 B.KARTHICK S/O. PASAPPAN
C/O ARUNACHALAM KATTUCHETTIPATTI VILLAGE
KUMMANUR POST PALAKODU TALUK DHARMAPURI
DISTRICT.
- 21 R.MANJUNATHAN
S/O M. RAVICHANDRAN 37/4 MIN NAGAR R.K.
ROAD HOSUR TALUK KRISHNAGIRI DISTRICT.
- 22 N.DAYANIDHI S/O. NAGARAJ
C/O ARUNACHALAM KATTUCHETTIPATTI VILLAGE
KUMMANUR POST PALAKODU TALUK DHARMAPURI
DISTRICT.
- 23 R.KRISHNAN S/O RAJAPPA
C/O. SURESH AGARAM COLONY K.CHETTIPALLI
POST PAPPIREDDYPATTI VIA PALAKODU TALUK
DHARMAPURI DISTRICT
- 24 U.ARUNKUMAR
S/O UDAYAKUMAR DOOR NO. 23/126
THEPPAKULAM THERPETTAI HOSUR 635 109
KRISHNAGIRI DISTRICT.
- 25 R.RAVIPRASAD S/O. RAJAPPA
C/O SURESH K. CHETTIPALLI POST
PAPPIREDDYPATTI VIA PALAKODU TALUK
DHARMAPURI DISTRICT
- 26 R.VADIVEL S/O. RAJAPPA
C/O SURESH K. CHETTIPALLI POST
PAPPIREDDYPATTI VIA PALAKODU TALUK
DHARMAPURI DISTRICT



- 27 C.MURUGAN
S/O CHINNASAMY RANGAPURAM ANJALLI POST
PENNAGARAM TALUK DHARMAPURI DISTRICT
- 28 K.UDAYAKUMAR
S/O KAMARAJ 102/3 RAJAGANAPATHI NAGAR R.
K. ROAD HOSUR - 635 109 KRISHNAGIRI
DISTRICT.
- 29 M.SRINIVASAN
S/O N.B. MUNIRAJU M.I.G 1098 PHASE 10TH
CENTRE CROSS RAYAKOTTAI HUDCO HOSUR-
635109 KRISHNAGIRI DISTRICT
- 30 NEVENDAN
S/O SUBRAMANIAN NAGARASAMPATTI
TIRUPATHYGOUNDER STREET POCHAMPALLI TALUK
DHARMAPURI DISTRICT.
- 31 C.ARUMUGHAM
S/O T. CHINNASAMY THOPPADIKUPPAM COLONY
SATHUR POST POCHAMPALLI TALUK
KRISHNAGIRI DISTRICT.
- 32 M.SURESH
S/O MAYAVAN DOOR NO. 1/11 AGARAM COLONY
K. CHETTI ALLI POST PAPPIREDDYPATTI VIA
PALAKODU TALUK DHARMAPURI DISTRICT
- 33 SAMRAJ
S/O NARAYANAN 230 PAZHAYATHERU NAMMANDA
ALLI VILLAGE AND POST PALAKODU TALUK
DHARMAPURI DISTRICT.
- 34 G.KUMARESAN
S/O GOVINDASAMY KITTAMPATTIVATHIYAR STREET
KANAGAMUTULU POST KRISHNAGIRI DISTRICT.
- 35 R.VISWANATHAN
S/O RAMAIAH C/O SURESH K. CHETTIPALLI
POST PAPPIREDDYPATTI VIA PALAKODU TALUK
DHARMAPURI DISTRICT
- 36 C.KARTHICK
S/O CHINNASAMY MANNAN NAGAR COLONY VILLAGE
MALAYANDAHALLI POST
KAVERIPATTINAM
KRISHNAGIRI DISTRICT.



37 M.MURUGAN
S/O MUNIYAPPA C/O SURESH K. CHETTIHALLI
POST PAPPIREDDYPATTI VIA PALAKODU TALUK
DHARMAPURI DISTRICT

38 C.SAKTHIVEL
S/O CHINNARAJ KERIGAPALLI
SALAMARATHUPATTI POST UTHANKARAI TALUK

39 R.KEERTHI
S/O RAMAIAH C/O SURESH K. CHETTIAHALLI
POST PAPPIREDDYPATTI VIA PALAKODU TALUK
DHARMAPURI DISTRICT

40 S.SADASIVAM
S/O CHELLAN KERIGAPALLI
SALAMARATHUPATTI
POST UTHANGARAI TALUK
KRISHNAGIRI DISTRICT.

41 R.RAJKUMAR
S/O RAMAN DOOR NO. 4/30 U
GEEVANACHATHIRAM VIA KOTHAHALLI POST
THENKANIKOTTAI TALUK KRISHNAGIRI DISTRICT.

42 V.MUNISAMY
S/O VEDIYAPPAN EATTIPATTI VILLAGE HARUR
TALUK DHARMAPURI DISTRICT

43 N.PALRAJ
S/O. NARASIMHAN C/O. SURESH K.CHETTIAHALLI
POST PAPPIREDDYPATTI VIA PALAKODU TALUK
DHARMAPURI DISTRICT

... RESPONDENTS in WP No.28003 of 2019

1 THE JOINT DIRECTOR
INDUSTRIAL SAFETY AND HEALTH (AUTHORITY
UNDER THE TAMIL NADU INDUSTRIAL
ESTABLISHMENTS CONFERMENT OF PERMANENT
STATUS TO WORKMAN ACT) 1981 SALEM.

2 P.VIJAYAKUMAR S/O. PERUMAL
DOOR NO 22A 1134
MOOPANAR NAGAR METTUR DAM.

3 K.KANNAN S/O. KANDASWAMY
DOOR NO 22/183
MOOPANAR NAGAR METTUR DAM.



- 4 A.RAJA S/O. ANNAMALAI
DOOR NO 22/7 SANAVUR KOLANAICKENPATTI
METTUR DAM
- 5 R.RAMYEE W/O. RAMU
DOOR NO 17/300/54 NAGAR METTUR DAM.
- 6 V.MOHANAN
W/O VARADHARAJAN DOOR NO 206/E32 VPK
NAGAR METTUR DAM.
- 7 K.GOPAL S/O. KALIAPPANA
DOOR NO 303 A2 AMMAN NAGAR R METTUR DAM.
- 8 M.RAVI S/O. MATHIYAN
DOOR NO 2/1-27 KOLANAICKENPATTI METTUR DAM.
- 9 M.PALANISWAMI S/O. MARIAPPAN
DOOR NO 22/7 SANAVUR KOLANIACKENPATTI
METTUR DAM
- 10 P.SATHISH KUMAR S/O. PALANI
DOOR NO 221/164 THOTTIPAATI METTUR DAM
- 11 B.RAJA S/O. BALAKRISHNAN
DOOR NO 34/A 136 B ANNA NAGAR SALEM CAMP
METTUR DAM
- 12 C.RAJ S/O. CHITTANG GOUNDER
DOOR NO 156/86 RAJAGANAPATHY NAGAR METTUR DAM.
- 13 D.VENKATESAN S/O. DEVAPPAN
DOOR NO 206/11 SAVARIYAMMAL NAGAR METTUR
DAM
- 14 K.VIJAYA D/O. KANDASAMY
DOOR NO 114 KOLANAICKENPATTI METTUR DAM
- 15 P.RAMESH S/O. PERUMAL
DOOR NO 20 A 125A PERIYANNAN NAGAR METTUR DAM
- 16 P.SURESH S/O. PERUMAL
DOOR NO 20 A 254176 PERIYANNAN NAGAR METTUR
DAM.
- 17 V.RAJA S/O. VARADHARAJAN
DOOR NO 206 E 32 VPK NAGAR METTUR DAM
- 18 T.MAHENDRAN S/O. THAMARAIKAN
NAN DOOR NO 22B 70 PERIYAR NAGAR METTUR DAM



- 19 S.DINESH S/O. SEKAR
DOOR NO 2/371 MOOLAKADU VPK NAGAR METTUR DAM
- 20 M.SENTHIL S/O. MANI
DOOR NO 2/371 MOOLKADU VPK NAGAR METTUR DAM
- 21 R.GOPAL S/O. RAJAMNAICKAM
DOOR NO 2/33 PERIYAR NAGAR METTUR DAM
- 22 L.IMMACULATE SELVARANI
W/O. LUCAS DOOR NO 20/2 SAVARIAMMALNAGAR
METTUR DAM
- 23 K.KAVITHA D/O. KRISHNAN
DOOR NO 20/2 SAVARIAMMAL NAGAR METTUR DAM
- 24 S.AMBIKA W/O. SAMPATH
DOOR NO 2/2B 64 SOUTHIMA NAGAR METTUR DAM
- 25 K.VIJAYA W/O. KANNAN
DOOR NO 75- A ELIKADU METTUR DAM
- 26 M.RANGANAYAKI W/O. MURUGAN
THILAGANAGAR METTUR DAM
- 27 M.PERUMAYEE D/O. MUTHUSAMY
DOOR NO 2/225 MASILAPALAYAM METTUR DAM
- 28 V.AMUTHA D/O. VENKATACHALAM
ELIKADU MATHIYANKUTTAI METTUR DAM
- 29 S.VALLI W/O. SELVAM ELIKADU
MATHIYANKUTTAI METTUR DAM
- 30 M.MARIMUTHU S/O. MANICKAM
DOOR NO 1-111 KOLANAICKENPATTI METTUR DAM
- 31 G.SHANMUGAM S/O. GANESAN
DOOR NO 1-111 KEELKULLAVEERANPATTI METTUR
DAM
- 32 A.SANTHI D/O. ARUMUGAMMA
DOOR NO 892 VPK NAGAR METTUR DAM
- 33 M.RAJESWARI W/O. MAHALINGAM
DOOR NO 80/100 THIRUNAGAR METTUR DAM



- 34 T.PALANISWAMI S/O. THANAVAN
DOOR NO 22/18 SANAVUR KOLANICKENPATTI METTUR DAM
- 35 K.KALA W/O. KUMAR DOOR NO 6A
ELIKARAUD MAHTIYANKUTTAI METTUR DAM
- 36 L.SELVI W/O. LAKSHMANAN
DOOR NO 13/300 A54 NEW COLONY METTUR DAM
- 37 A.RANI W/O. ANNADURAI DOOR NO
2A206A/6 SAVARIAMMALNAGAR METTUR DAM
- 38 D.KRISHNAN S/O. DURAISAMY
DOOR NO 110 C PERIYANAGAR METTUR DAM
- 39 P.DEVAKI W/O. PACHAIMUTHU
DOOR NO 11/196 ELLAIKOTTAIYUR KANAKAPATTI
METTUR DAM
- 40 A.DHANSEKARAN /O. ALAGESAN
DOOR NO 1/59 SANAVUR MELKADU METTUR DAM
- 41 P.THANDAVAN S/O. PALANISAMI
DOOR NO 2/22 SANAVUR MELKADU METTUR DAM
- 42 N.MATHIYAN S/O. NALLAGOUNDER
DOOR NO 2/87 A5 HOSPITAL COLONY THIRUNAGAR
METTUR DAM
- 43 K.MURHTY S/O. KRISHNAN
2/87 A 5 HOSPITAL COLONY THIRUNAGAR METTUR
DAM
- 44 S.ANTHONYSAMY S/O. SAHAYARAJ
DOOR NO 2/67 A5 HOSPITAL COLONY THIRUNAGAR
METTUR DAM
- 45 S.SOOOSAI AJ S/O. SAHAYARAJ
DOOR NO 2/67/A5 HOSPITAL COLONY THIRUNAGAR
METTUR DAM
- 46 N.SARAVANAN S/O. NALLAGOUNDER
KULLAVEERANPATTI METTUR DAM
- 47 P POONKODI D/O. PUZHANDI
DOOR NO 206 E-31VPK NAGAR METTUR DAM
- 48 M.GOVINDAMMAL W/O. MURUGAN
DOOR NO 92/92 KZHIKULLAVEERANPATTI METTUR DAM



49 I.SENTHIL KUMAR S/O. IYAMPER
UMAL DOOR NO 652/206 SOURIAMMAL NAGAR
METTUR DAM.

WEB COPY

50 M.SENKOTTIAN S/O. MANI
DOOR NO 38/40 H-5 AMMAN NAGAR METTUR DAM.

51 P.MATHIYAN S/O. PERUMAL
DOOR NO 20/19 CAUVERY NAGAR METTUR DAM
... RESPONDENTS in WP No.9959 of 2020

1 ASSISTANT LABOURCOMMISSIONER
(ENFORCEMENT) CIRCLE II AUTHORITY UNDER
THE TAMIL NADU (CONFERMENT OF PERMANENT
STATUS TO WORKMEN ACT 1981 CHENNAI.

2 B.KARNAN
S/O PERUMAL 19/20 ROJA THOTTAM 1ST CROSS
STREET BALAJI NAGAR IRUMBILIYUR TAMBARAM
KANCHEEPURAM - 600 059

3 S.K.VASU
S/O.KANNIPILLAI NO.31A CHANDIRAM STREET
NEMILI VELLORE - 631 051.

4 A.BABU
S/O.ARJUNAN NO.103/B66 EGAMBARANATHAR
SANATHI STREET PERIYA KANCHEEPURAM
KANCHEEPURAM - 631 502.

5 M.NATARAJAN
S/O.MAYAVAN NO.62 PERIYA STREET ILLUPAI
THANDALAM VILLAGE POST ARAKKONAM VELLORE -
631 151.

6 P.K.THIYAGARAJAN
S/O.KONTHADAN 97 PERIYA THERU ARAKKONAM
ILUPAI THANDALAM VELLORE - 631 151.

7 R.KATHIRESAN
S/O.RAJA 287 THERADI STREET NATERI
THIRUVANNAMALAI - 632 511

8 P.BABU
S/O.PANDURANGAN 98-A
ALADI PILLAYAR STREET
KANCHEEPURAM - 631 501.



9

R.K.SHANKAR
S/O.KANNAIYAN 204 VIVEKANADAR STREET
VENIGAPATTARI ORKKAI
KANCHEEPURAM - 631 502.

WEB COPY

10

A.RAMAKRISHNAN
S/O.ARUMUGAM 14 PALLA THERU ILUPAI
THANDALAM VILLAGE POST VELLORE - 631 151.

11

P.MURALI
S/O.PONNURANGAM 40 KEEL THERU THAKKOLAM
ARAKKONAM MANGATTUCHERI KADAMBANALLUR
VELLORE - 631 151.

12

M.VINAYAGAM
S/O.MANI 101 PONNIYAM KOVIL STREET
MANGATTUCHERI VELLORE - 631 151.

13

P.K.SIVAKUMAR
S/O.KONTHANDAN 97 PERIYA THERU ARAKKONAM
ILUPAI THANDALAM VELLORE - 631 151.

14

M.MURALIPRABHAKARAN
S/O.MURUGAN 19 OLD COLONY ILUPAI
THANDALAM VELLORE - 631 151.

15

M.SASIBABU
S/O.MARI 73 BAJANAI KOVIL CROSS STREET
PARIYAMANAGALAM COLONY PULIYAMANGALAM
VELLORE - 631 004.

16

M.VADIVEL
S/O.MURUGESAN 2/397 PILLAIYAR KOVIL STREET
THUNDIGAI COLONY VANGANOOR POST
THIRUVALLUR - 631 304.

17

A.RAJESH
S/O.ARUMUGAM 4/186A PERIYA THERU KANNIYAM
PADI VELLORE - 632 102.

18

G.VIJAY
S/O.GANESHAN 246 SEENIVASAPURAM AVINASI
TIRUPPUR - 641 654.

19

M.BHOOPATHI
22 PANDITHAR STREET ILUPAI THANDALAM
VILLAGE ARAKKONAM
VELLORE - 631 151.



- 20 M.KRISHNAN
S/O.MANNUKAN 347 KAMARAJ STREET
KEELAVENKATAPURAM ARAKKONAM - 631 051.
- 21 B.YUVARAJ
S/O.BALARAMAN 2/69 MELANDA STREET
PERIYANKUPPAM AMBUR VELLORE - 635 814.
- 22 T.VENKATESAN
S/O.THANGAVEL 967 BAJANAIAKOVIL STREET
VADAKANDIKAI SAYANAVARAM KEELAENKATAPURAM
VELLORE - 631 051.
- 23 G.SHANKAR
S/O.GOVINDASAMY 152 AMBEDKAR STREET
ILUPAI THANDALAM VILLAGE
VELLORE - 631 151.

... RESPONDENTS in WP No.10728 of 2020

- 1 ASSISTANT LABOUR COMMISSIONER
(ENFORCEMENT) CIRCLE -II AUTHORITY UNDER
THE TAMIL NADU (CONFERMENT OF PERMANENT
STATUS TO WORKMEN ACT 1981.
CHENNAI.
- 2 A.VEDAGIRI
S/O. ARUMUGAM 74 YERI COLONY KARUNGULI
MADHURANTHAGAM KANCHEEPURAM- 601 303.
- 3 Y.STEPHEN
S/O. YOVAN NO.121/7 UDHAYAN KULAM SAGAYA
NAGAR KOOVATHUR KANCHEEPURAM- 603 305.
- 4 N.BALASUBRAMANI
S/O. NAGAMUTHU NO.2/6 KADAPAKKAM
EGAMBARANADAR SANATHI STREET
IDAIKALI NADU
SEIYYUR KANCHEEPURAM- 603 305.
- 5 M.MAGESHWARAN
S/O. MANIKKAM NO.20A SELLIYAMMAN KOIL
STREET GURUNALLOOR
POLAMPAKKAM
MADURANTHAGAM KANCHEEPURAM- 603 309.
- 6 E.MURUGAN
S/O. ELUMALAI 1815 DR.AMBEDKAR STREET
WEST VELACHERY ADAMBAKKAM
KANCHEEPURAM- 600 088.



WEB COPY

- 7 M.LOGANATHAN
S/O. MARIYAPPAM. 160 THULAKKANATHAMMAN
KOVIL STREET ATHIMANAM MATHURANTHAGAM
KANCHEEPURAM- 603 306.
- 8 G.VADIVEL
S.O GOVINDASWAMY 10 METTU STREET
ANUMANDAKUPPAM KARUNKULI KANCHEEPURAM.
- 9 A.GNANAPRAKASH
S/O. DHANASEKAR 109A JAWAHAR AYYA NAGAR
MADAMPAKKAM AANANOOR KANCHEEPURAM- 603 202.
- 10 C.MANI
S/O. CHELLIAH 12 ARUMUGAM PILLAI THERU
MYLAPOOR CHENNAI- 600 001.
- 11 N.KARTHIKEYASN
S/O.NARASIMAN 206 1ST STREET KAMBIVAKKAM
IDAIKALI NADU KANCHIPURAM- 603 304.
- 12 K.CHANDURU
S/O. KRISHNAN 1926 DR.AMBEDKAR NAGAR 78TH
STREET WEST VELACHERRY
CHENNAI- 600 042.
- 13 B.KANAGARAJ
S/O. BALAKRISHNAN MAIN ROAD PERIYAN
VENAMNI POST AMMANOOR PERIYA VENMANI
KANCHEEPURAM- 603 311.
- 14 N.DHAYANIDHI
S/O. NATARAJAN 6 PUDHUKUDIRUPU STREET
POLAMBAKKAM SIRUNALLOOR
KANCHEEPURAM-603 309.
- 15 G.SATHISHKUMAR
S/O. GANGASHARAN GANIAMMAN KOVIL STREET
VAIDAL POST KAPPIVAKKAM
KANCHEEPURAM- 603 304.
- 16 K.LOGANATHAN
S/O. KATHIRESAN 102 MUTHAMMAL STREET
THUNDIGAL COLONY VANGANOOR POST
THIRUVALLUR- 631 304.
- 17 P.LANGESH
S/O. PERIYASWAMY 195 VEMBANOR KAPPAKKAM
KANCHEEPURAM- 603 304.



18 G.BABU
S/O. GOVINDAN 35/1 MARIYAMMAN KOVIL STREET
JAMIN PUDHUR POST VAZHAIPATTU KANCHEEPURAM-
603 302.

WEB COPY

19 G.YUVARAJ
S/O. GUNASEKARAN AMMANOOR PERIYA VENMANI
KANCHEEPURAM- 603 311.

20 D.DINESH
S/O. DHEENADAYALAN 25 T.V. ROOM STREET
PERIYA COLONY MALAYAPALAYAM KARUNKULI
KANCHEEPURAM- 603 303.

21 V.SEKAR
S/O. VELUSWAMY VEDAL POST KAPPIVAKKAM
KANCHEEPURAM- 603 304.

22 V.MURUGAN
S/O. VEERARAGAVAN 112 1ST STREET
KAMBIVAKKAM IDAIKALINADU SEIYUR
KANCHEEPURAM- 603 304.

23 D.SANTHAROOBAN
S/O. DARMAN PERIYA VENDAIMANI ANJAL
AMMAVAR KANCHEEPURAM-603 311.

... RESPONDENTS in WP No.10846 of 2020

1 ASSISTANT LABOUR COMMISSIONER
(ENFORCEMENT) CIRCLE II AUTHORITY UNDER THE
TAMIL NADU (CONFERMENT OF PERMANENT STATUS
TO WORKMENT ACT 1981 CHENNAI

2 K.IMAM
S/O. KASIM NO. 3/4 10 MASOOD STREET
AMMANERI KONDAPURAM VELLATHUR THIRUVALLUR
ADHIVARAHAPURAM 630 303

3 V.SATHISHKUMAR
S/O. VIJAYAKUMAR NO. 14/6 NEHRU STREET
DEVANESAN BAGAR
PEERKANKARANAI 600 063

4 A.THANDAVAMURTHY
S/O. ARUMUGAM NO. 4 PALLIKODA STREET
ILLUPAITHANDALAM VILLAGE POST
ARAKONAM TALUK
THAKKOLAM VIA VELLORE DIST 631 151



WEB COPY

- 5 K. VAIDVEL
S/O. KANNAN NO. 55 PILLAIYAR KOIL STREET
ATTUPAKKAM MANJAMPADI ARAKONAM
VELLORE 631 051
- 6 A.KIRUBAKARAN
S/O. ANANDAN NO. 309 BIG STREET NEW COLONY
ARIKILAPADI VELLORE 631 151
- 7 B. MARIANNA
S/O. BALUSAMY 87 MAIN ROAD CHETTIMEDU
MADURANTAKKAM PULIKARAKOIL PADALAM
KANCHEEPURAM 603 308
- 8 R.SHANKAR
S/O. RAMASAMY NO. 24A / 1 DRAUPADI AMMAN
KOIL 2ND STREET PARAMESWARAMANGALAM
KADAMBANALLUR POST VELLORE 631 151
- 9 R.DINAKARAN
S/O. RAJA NO. 5/5 KUMARAN NAGAR MULLAI
STREET PADI TIRUVALLUR 600 050
- 10 M. PALANIVEL
S/O. MURUGESAN NO. 129 WARD 2 JOTHI NAGAR
ILLUAL THANDALAM (POST) THAKKOLAM VIA
VELLORE 631 151
- 11 M.SUDHAKAR
S/O. MURUGAN NO. 36 BIG STREET
ILLUPAITHANDALAM VILLAGE AND POST THAKOLAM
VIA VELLORE 621 151
- 12 S.AMULRAJ
S/O. SELVARAJ NO. 10/1 ERIKARAI STREET
THATCHUR KUNNATHUR
KANCHEEPURAM 603 306
- 13 M.S. FRANCERAJKUMAR
S/O. SOWRI NO. 3/2
METTU STREETM TATHUR
KUNNATHUR KANCHEEPURAM 603 306
- 14 B. AMALOTHBAVARAJ
S/O. BALLUSAMY WARD 73
4 LAKSHMI AMMAN KOIL
STREET NEMLI
KANCHEEPURAM 602 105

... RESPONDENT in WP No.12947 of 2020



1 ASSISTANT LABOUR COMMISSIONER
ENFORCEMENT CIRCLE II AUTHORITY UNDER THE
TAMIL NADU CONFERMENT OF PERMANENT STATUS TO
WORKMENT ACT 1981 CHENNAI

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2 K.SAIRAM
S/O. KUPPAN NO. 87 RAMKKA SANTHIRAM STREET
SANDAVELLORE
SUGUVARCHATHIRAM KANCHEEPURAM
631 502

3 K.BABU
S/O. KRISHNAN NO. 9 AMMAN KOVIL STREET
VENAPAKKAM PANRUTTI KANCHEEPURAM 631 604

4 M.SIVARAJAN
S/O. MANI NO. 12 THENNADAI STREET NEMILLI T.
K. VELLORE DIST 631 051

5 K. MUHAMMAD USMAN
S/O. KARILULAH NO 2 / 730 19TH NAGAR
SHANTHI NAGAR MANIMANAGALAM PADAPAI
KANCHEEPURAM 601 301

... RESPONDENT in WP No.12961 of 2020

1 ASSISTANT LABOUR COMMISSIONER
(ENFORCEMENT) CIRCLE-II AUTHORITY UNDER
THE TAMIL NADU (CONFERMENT OF PERMANENT
STATUS TO WORKMEN ACT 1981) CHENNAI.

2 M.SELVAMUNISAMY
S/O. MUNISAMY NO.47A/21 AMMAN AVENUE
BHARATHI NAGAR SRIPERUMBUDHUR
KANCHEEPURAM -630 303.

3 T.CHANDRASEKAR
S/O. THIRUNAVUKARASU NO.17/14 GANDHI ROAD
KAMARAJ NAGAR PEERKANKARANAI SRINIVASA
NAGAR KANCHEEPURAM - 600 063.

4 M.GOPAL
S/O. MANI NO.7/37 VINAKAGAR KOVIL STREET
PERAMBAKKAM SOORADIMANGALAM
KANCHEEPURAM -603 102.

5 E.MOHASUNDARAM
S/O. ELUMALAI NO.4/29 BABA STREET
VITIALAPURAM A BLOCK THIRUKALKKUNRAM
KANCHEEPURAM - 603 109.



6

S.ARUL
S/O. SELVARAJ NO.4 KABALI THOTTAM
MYLAPORE CHENNAI -4.

7

L.BALASUBRAMANI
S/O. LOGANATHAN 210/104 GANDHI ROAD
SRIPERUMBUDHUR KANCHEEPURAM 602 105.

8

E.JEGANATHAN
S/O. ELUMALAI NO.7/34 VINAYAKAR KOVIL
STREET PERAMBAKKAM SOORADI MANGALAM
KANCHEEPURAM -631 102.

9

M.PALANI
S/O. MANI NO.7/37 VINAYAKAR KOVIL STREET
PERAMBAKKAM SOORADI MANGALAM
KANCHEEPURAM -631 102.

10

L.NARAYANAMOORTHY
S/O. LOGANATHAN NO.8/22 REDDY STREET
SRIPERUMBUDHUR KANCHEEPURAM -602 105.

11

K.UDAYARAJ
S/O. KANNIAPPAN NO.32A/7 BAMA STREET
VITTELAPURAM A BLOCK THIRUKKALKUNDRAM
KANCHEEPURAM -603 109.

12

G.PURUSHOTHAMAN
S/O. GANESAN NO.26/41 DEVAENDRAN NAGAR
4TH CROSS STREET
PEERKANKARANAI
KANCHEEPURAM 600 063.

13

S.SAKTHIVEL
S/O. SELVARAJ NO.5 DEVANESAN NAGAR 2ND
MAIN ROAD 3RD CROSS STREET NEW
PERUNGALATHUR
KANCHEEPURAM 600 063.

... RESPONDENT in WP No.13143 of 2020

1

THE INSPECTOR OF LABOUR
DINDIGUL.

2

M.RAMAKRISHNAN

... RESPONDENTS in WP(MD) No.14607 of 2012

1

THE INSPECTOR OF LABOUR
THENI



2 R.VASUKI

... RESPONDENTS in WP(MD) No.14616 of 2015

WEB COPY

1 THE INSPECTOR OF LABOUR
THENI

2 D.GANASAMBANTHAM

... RESPONDENTS in WP(MD) No.14617 of 2015

1 THE INSPECTOR OF LABOUR
THENI

2 A.JEYACHANDRAN

... RESPONDENTS in WP(MD) No.669 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 G.MUTHUMARI

... RESPONDENTS in WP(MD) No.670 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 D.GANESAN

... RESPONDENTS in WP(MD) No.671 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 C.MURUGESAN

... RESPONDENT in WP(MD) No.985 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 S.LAKSHMI

... RESPONDENTS in WP(MD) No.986 of 2016

1 THE INSPECTOR OF LABOUR THENI
THENI

2 K.PONNUTHAI

... RESPONDENTS in WP(MD) No.2581 of 2016



WEB COPY

1 THE INSPECTOR OF LABOUR
THENI

2 RUBA DEVI

... RESPONDENTS in WP(MD) No.2582 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 K.RAMASUNDARAN

... RESPONDENTS in WP(MD) No.6183 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 SARAVANA KUMAR

... RESPONDENTS in WP(MD) No.6184 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 M.SELVAM

... RESPONDENTS in WP(MD) No.6185 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 K.ILAYARAJA

... RESPONDENTS in WP(MD) No.6186 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 P.KRISHNARAJA

... RESPONDENTS in WP(MD) No.6187 of 2016

1 THE INSPECTOR OF LABOUR
THENI

2 P.JEYARAM

... RESPONDENTS in WP(MD) No.6188 of 2016

1 THE INSPECTOR OF LABOUR
TUTICORIN

2 S.FRANCIS

... RESPONDENTS in WP(MD) No.13420 of 2016



WEB COPY

1 THE INSPECTOR OF LABOUR
AUTHORITY UNDER THE INDUSTRIAL
ESTABLISHMENTS
(CONFERMENT OF PERMANENT STATUS TO WORKMEN) ACT
DINDIGUL.

2 P.THIRUGNANAM
... RESPONDENTS in WP(MD) No.15590 of 2017

1 INSPECTOR OF LABOUR
RAMANATHAPURAM

2 N. SUNDARAM
CONTRACT LABOUR SON OF NAGA SUBRAMANIAM 38-
19 DHIVAN NARAYANASAMY STREET
RAMANATHAPURAM
... RESPONDENTS in WP(MD) No.16047 of 2017

1 INSPECTOR OF LABOUR
RAMANATHAPURAM

2 G.RAJA
SON OF P. GOVINDAN KARAVANGULAM THORUVALUR
POST RAMANATHAPURAM
... RESPONDENTS in WP(MD) No.16048 of 2017

1 INSPECTOR OF LABOUR
RAMANATHAPURAM

2 T.DAKSHINAMOORTHY
CONTRACT LABOUR SON OF THAVASINATHAN 117 /
20 VA. VU. SI STREET
RAMESWARAM
... RESPONDENTS in WP(MD) No.16049 of 2017

1 INSPECTOR OF LABOUR
RAMANATHAPURAM

2 M.GANESAN
... RESPONDENTS in WP(MD) No.16050 of 2017

1 INSPECTOR OF LABOUR
RAMANATHAPURAM

2 S.THULASINATHAN
... RESPONDENTS in WP(MD) No.16051 of 2017



Prayer

These Writ Petitions are filed under Article 226 of the Constitution of India to issue a writ certiorarified Mandamus

Prayer in WP No.4061 of 2013

calling for the records of the 1st respondent, in relation to his proceedings in Ba. Mu. No. 5903/2009 dt 3.10.2011 quash the same and consequently directing the petitioner to confer permanent status to the respondents 2 to 5 herein as workers in TANGEDCO/ Erode Electricity Distribution Circle and quash the same as illegal

Prayer in WP No.24293 of 2013

calling for the records of the 1st respondent in relation to his proceedings in Na.Ka.No.1570/2009 dated 17.5.2010 and quash the same

Prayer in WP No.9018 of 2014

Calling for the records relating to the award passed by the 1st respondent made in No.A/2256/ 2010 dated 20.7.2011 quash the same

Prayer in WP No.23889 of 2014

Calling for the records relating to the award passed by the 1st respondent made in Na.Ka.No. E/2517/2011 dated 28.01.2014, quash the same

Prayer in WP No.23890 of 2014

Calling for the records relating to the award passed by the 1st respondent made in Na.Ka.No.E/935/2011 dated 18.10.2013, quash the same

Prayer in WP No.23891 of 2014

Calling for the records relating to the award passed by the 1st respondent made in No.A/2517/2010 dated 09.05.2011, quash the same

Prayer in WP No.6792 of 2016

Calling for the records relating to the Award passed by the 1st respondent made in Na.Ka. No.A/1258/2011 dated 11.5.2015, quash the same

Prayer in WP No.5007 of 2018

Calling for the records of the first respondent in proceedings No.Pa.Mu.No.A/2763/2008, and quash the order dated 30.1.2017

Prayer in WP No.7930 of 2018

calling for the records of the 1st respondent in Pa.Mu.No.A/787/2013 and quash its order dated 17.06.2015



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Prayer in WP No.18420 of 2018

Calling for the records from the 1st respondent in proceedings Na.Ka.No. A/ 4535/ 2009 (1 to 10), and quash the order of the 1st respondent dated 26.10.2017

Prayer in WP No.791 of 2019

calling for the records from the first respondent in Na. Ka. No. E/3491/2016, Na. Ka. No.E/3918/2016 and Na. Ka. No.E/3919/2016 and quash the order dated 16.5.2017

Prayer in WP No.26991 of 2019

Calling for the records of the 1st Respondent in Proceedings Na.Ka.No. 2237/ 2016 and quash its order dated 22.10.2018

Prayer in WP No.28003 of 2019

Calling for the records of the 1st Respondent in Proceedings NA.KA.NO A/2751/2017 and quash its order dated 6.8.2018

Prayer in WP No.9959 of 2020

Calling for the records of the 1st Respondent in proceedings No A/1660/2016 and quash its order dated 25.11.2019.

Prayer in WP No.10728 of 2020

calling for the records of the first respondent in proceedings Na.Ka.No.E 5153-1/2017 and quash its order dated 20.01.2020 (signed on 20.02.2020 by the 1st respondent)

Prayer in WP No.10846 of 2020

Calling for the records of the 1st respondent in proceedings Na.Ka. No.E 5153-2 /2017 and quash its order dated 20.01.2020 (signed on 20.02.2020 by the 1st respondent) and pass.

Prayer in WP No.12947 of 2020

Calling for the records of the 1st Respondent in proceedings Na.Ka.No. E 5153 4 / 2017 and quash its order dated 20.01.2020 (Signed on 20.02.2020 by the 1st Respondent)

Prayer in WP No.12961 of 2020

Calling for the records of the 1st Respondent in Proceeding Na.Ka.No. E 5153 3 / 2017 and quash its order dataed 20.01.2020 (signed on 20.02.2020 by the 1st respondent)

Prayer in WP No.13143 of 2020

Calling for the records of the 1st Respondent in Proceedings Na.Ka.No.E 5153_5/2017 and quash its order dated 20.01.2020 (signed on 20.02.2020 by the 1st Respondent) and pass.



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Prayer in WP(MD) No.14607 of 2012
to call for the records in pursuant to the impugned order passed
by the 1st respondent in C. P. S. No. 3 of 2011 dated 05.10.2011
and quash the same

Prayer in WP(MD) No.14616 of 2015
calling for the records relating to award passed by the 1st re
spondent in I.D.No.23/ 2011 dated 31.10.2014 and quash the same
as illegal

Prayer in WP(MD) No.14617 of 2015
calling for the records relating to award passed by the 1st
respondent in I.D.No.24 / 2011 dated 31.10.2014 quash the same
as illegal

Prayer in WP(MD) No.669 of 2016
calling for the records relating to award passed by the 1st
respondent in I.D.No.31 / 2011 dated 31.10.2014 and quash the
same as illegal

Prayer in WP(MD) No.670 of 2016
calling for the records relating to award passed by the 1st
respondent in I.D.No.30 /2011 dated 31.10.2014 and quash the
same as illegal

Prayer in WP(MD) No.671 of 2016
calling for the records relating to award passed by the 1st
respondent I.D.No.28/2011 dated 31.10.2014 and quash the same as
illegal

Prayer in WP(MD) No.985 of 2016
calling for the records relating to award passed by the 1st
respondent in I.D.No.26/2011 dated 31.10.2014 and quash the same
as illegal

Prayer in WP(MD) No.986 of 2016
calling for the records relating to award passed by the 1st
respondent in I.D.No.33 / 2011 dated 31.10.2014 and quash the
same as illegal

Prayer in WP(MD) No.2581 of 2016
calling for the records relating to award passed y the 1st
respondent in I.D.No. 22 / 2011 dated 31.10.2014 and quash the
same as illegal

Prayer in WP(MD) No.2582 of 2016
calling for the records relating to award passed by the 1st
respondent in I.D.No. 34/2011 dated 31.10.2014 and quash the
same as illegal



WEB COPY

Prayer in WP(MD) No.6183 of 2016

To call for the records in pursuant to the impugned order passed by the 1st Respondent in CPS.No.2/ 2011 dated 28.08.2015 and quash the same and to pass.

Prayer in WP(MD) No.6184 of 2016

To call for the records in pursuant to the impugned order passed by the 1st Respondent in CPS.No.3/ 2011 dated 28.08.2015 and quash the same and to pass.

Prayer in WP(MD) No.6185 of 2016

To call for the records in pursuant to the impugned order passed by the 1st Respondent in CPS.No.4/ 2011 dated 28.08.2015 and quash the same and to pass.

Prayer in WP(MD) No.6186 of 2016

To call for the records in pursuant to the impugned order passed by the 1st Respondent in CPS.No.5/ 2011 dated 28.08.2015 and quash the same and to pass.

Prayer in WP(MD) No.6187 of 2016

To call for the records in pursuant to the impugned order passed by the 1st Respondent in CPS.No.6/ 2011 dated 28.08.2015 and quash the same and to pass.

Prayer in WP(MD) No.6188 of 2016

To call for the records in pursuant to the impugned order passed by the 1st Respondent in CPS.No.12 / 2010 dated 28.08.2015 and quash the same and to pass.

Prayer in WP(MD) No.13420 of 2016

to call for the records in pursuant to the impugned order passed by the 1st respondent in Na. Ka. No. E / 2448 / 12 dated 21.12.2015 and quash the same

Prayer in WP(MD) No.15590 of 2017

calling for the records from the First Respondent in CPS No. 4 of 2012, and quash its order dated 29.08.2016,

Prayer in WP(MD) No.16047 of 2017

Calling for the records of the 1st respondent in relation to his proceedings in Mu.Mu. No. 209 / 2013 dated 31.8.2015 directing the petitioner to confer permanent status to the 2nd Respondent and others herein as workers in TANGEDCO / Ramanathapuram Electricity Distribution Circle and quash the same as illegal

Prayer in WP(MD) No.16048 of 2017

Calling for the records of the 1st respondent in relation to his proceedings in Na.Ka.No. 206 / 2013 dated 31.8.2015 directing



the petitioner to confer permanent status to the 2nd Respondent and others herein as wrorkers in TANGEDCO / Ramanathapuram Electricity Distriution Circle and quash the same as illegal

Prayer in WP(MD) No.16049 of 2017

Calling for the records of the 1st respondent in relation to his proceedings in Na.Ka.No. 208 / 2013 dated 31.8.2015 directing the petitioner to confer permanent status to the 2nd Respondent and others herein as wrorkers in TANGEDCO / Ramanathapuram Electricity Distriution Circle and quash the same as illegal

Prayer in WP(MD) No.16050 of 2017

Calling for the records of the 1st respondent in relation to his proceedings in Mu.Moo.No. 713/2013 dated 31.8.2015 directing the petitioner to confer permanent status to the 2nd Respondent and others herein as wrorkers in TANGEDCO / Ramanathapuram Electricity Distriution Circle and quash the same as illegal

Prayer in WP(MD) No.16051 of 2017

Calling for the records of the 1st respondent in relation to his proceedings in Na.Ka.No. 1764/ 2011 dated 31.8.2015 directing the petitioner to confer permanent status to the 2nd Respondent and others herein as workers in TANGEDCO / Ramanathapuram Electricity Distriution Circle and quash the same as illegal

Mr.Anand Gopalan

for M/s.T.S.Gopalan & Co

- Counsel for the Petitioners in all the Writ Petitions

Mr.P.Muthukumar

State Government Pleader

- For Inspector of Labour (R-1) in all the Writ Petitions

Mr.M.Muthupandian

- Counsel for the 2nd Respondent in W.P.No.4061 of 2013

Mr.S.Elamurugan

- Counsel for the Respondents 2to7 in WP.No.24293 of 2013

Mr.V.Ravi

- Counsel for the Respondents 2,3,5 to 17,21,22,24 to 29 in WP.No.9018 of 2014

Mr.M.Jayachandra

- Counsel for the Respondents 6,8,10,13 & 15 in WP.No.23891 of 2014

Mr.V.Prem Kumar

- Counsel for the Respondents 2 to 9, 13,16,17,19,20,21,22,23, 25,26,27,28 in WP.No.7930 of 2018



WEB COPY

Mr.SP.Srinivasan

- Counsel for the Respondents
7 & 8 in WP.No.18420 of 2018

Mr/K.Sasindran

- Counsel for the Respondent 3 in
WP.No.791 of 2019

Mr.V.Raghavachari

- Counsel for the Respondent 2 in
WP.No.26991 of 2019

Mr.L.P.Shanmugasundaram

- Counsel for the Respondents 4 & 5
in WP.No.26991 of 2019

Mr.R.Chandrasekaran

- Counsel for the Respondents 2 to 43
in WP.No.28003 of 2019

Mr.M.R.Jothimanian

- Counsel for the Respondents 2, 3, 5
to 8, 10, 13 to 31, 33, 35 to 40, 47
to 51 in WP.No.9959 of 2020

Mr.B.Manoharan

- Counsel for the Respondents
2 to 23, in WP.No.10728/2020, 10846/2020
R-2 to 14 in WP.No.12947/2020
R-2 to 5 in WP.No.12961/2020
R-2 to 13 in WP.No.13143/2020

Mr.R.Thangasamy

- Counsel for the Respondent no:2 in
WP(MD).No.14607/2012, 6183, 6184, 6185,
6186, 6187, 6188 of 2016
R-2 in WP(MD).No.16047/2017, 16051/2017

Mr.K.Appadurai

- Counsel for the Respondent No.2 in
WP(MD).No.14616, 14617 of 2015,
699, 670, 671, 985, 986, 2581, 2582/2016

Mr.V.Rajiv Rujus

- Counsel for the Respondent No.2 in
WP(MD).No.13420 of 2016

Mr.Abdul Hameed
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WP(MD).No.15590/2017

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WP(MD).No.16050/2017



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No Appearance - R3 to R6 in WP.No.4061/2013
R4,18 to 20&23 in WP.No.9018/2014
R2 in Wp.No.23889/2014
R2 to R15 in WP.No.23890/2014
R2 to 5,7,9,12,14,16&17 in WP.No.23891/2014
R2 to 10 in WP.No.6792/2016
R2,3,4,6,7,8 in WP.No.5007/2018
R5 Not Ready in Notice in WP.No.5007/2018
R10 to 12,14,15,18&24 in WP.No.7930/2018
R2,4,5,6,9,10&11 in WP.No.18420/2018
R3 Not Ready in Notice in WP.No.18420/2018
R2 & 4 in WP.No.791/2019
R3, 6to16, 18to21, 23to27 in WP.No.26991/2019
R17&22 Not Ready Notice in WP.26991/2019
R12 in WP.No.9959/2020
R4,9,11,12,32,34,41to46 -
Service awaited in WP.No.9959/2020
R2 in WP(MD).No.16049/2017

COMMON ORDER

THE HON'BLE CHIEF JUSTICE

The batch of writ petitions challenges the orders passed by the Labour Inspector under the Tamil Nadu Industrial Establishments (Conferment of Permanent Status to Workmen) Act, 1981 [for brevity, "the Act of 1981"]. By the impugned orders, the Labour Inspector issued directions for grant of permanent status to the respondent employees from the date of completion of 480 days in 24 calendar months of their service.

2. The challenge to the said orders has been made on many grounds, but before addressing the issues raised by the petitioner and contested by the respondents, it would be appropriate to give brief facts of the case.

3. It is a case where the union and employees made a claim before the Labour Inspector for grant of permanent status as they rendered continuous service for a period of 480 days in a period of 24 calendar months. The Labour Inspector caused an enquiry in pursuance to the claim and passed orders directing the petitioner corporation to confer permanent status to the members of the petitioner association and even individual employees who approached the Labour Inspector. It was after making adjudication in reference to the Contract Labour (Regulation and Abolition) Act, 1970 [for brevity, "the Act of 1970"]. It is alleged by the petitioner corporation that order



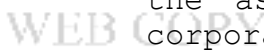
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has been passed without recording the finding on completion of 480 days continuous service in the preceding 24 calendar months by each employee giving out the days and months. On the aforesaid factual background, challenge to the orders passed by the Labour Inspector has been made.

4. Learned counsel for the petitioner Tamil Nadu Electricity Board, now Tamil Nadu Generation and Distribution Corporation Limited, submits that the Labour Inspector has passed the impugned orders exceeding his jurisdiction, while adjudicating the issue in reference to the Act of 1970. A dispute in reference to the Act of 1970 can be adjudicated only by the Industrial Adjudicator, which can be the Labour Court or the Industrial Tribunal under the Industrial Disputes Act, 1947 [for brevity, "the Act of 1947"]. However, ignoring the aforesaid, the Labour Inspector has recorded finding on the engagement of the respondent employees to be camouflage under the Act of 1970, so as to issue a direction for permanency of the employees. It was even ignoring the fact that the employees were not falling within the definition of "workman" and otherwise the Act of 1981 cannot override the Tamil Nadu Electricity Board Service Regulations framed pursuant to Sections 79(c) and (k) of the Electricity (Supply) Act, 1948 [for brevity, "the Act of 1948"]. In case of conflict between the Act of 1981 and the statutory Regulations, the Tamil Nadu Electricity Board Service Regulations framed under the Act of 1948 would prevail.

5. It is further submitted that the Labour Inspector even ignored the settlement arrived between the parties on 10.8.2007 under Section 12(3) of the Act of 1947, despite being upheld by the Division Bench of this court by its judgment dated 24.10.2008. He added that the directions given under the impugned orders are going beyond the terms of the settlement and, thus, deserve to be interfered.

6. Coming to the facts of this case, it is stated that the petitioner Corporation has stopped engagement of contract labour in the year 2008 itself, i.e., after the settlement, and whoever were covered by the settlement had been extended the benefit and thereupon the employment was only on the basis of daily wages. The employees failed to produce any document to prove their engagement and continuous working for 480 days in 24 calendar months, yet based on surmises and conjectures, the impugned orders were passed by the Labour Inspector. It is also by ignoring the fact that a relationship between the employer and employee was required to extend the benefit of permanency under the Act of 1981. The members of the association and the employees were not in service at the time of enquiry and passing the orders by the Labour Inspector, yet a direction for grant of



7. It is even ignoring the fact that even if the members of the association and employees were engaged by the petitioner corporation, it was for temporary work like digging, poles erection, stretching wires, transformer erection, cutting trees, loading and unloading of electric goods etc. Those works cannot be said to be of continuous nature, but without referring to the nature of the work, the impugned orders for grant of permanency have been passed. It is by shifting the burden of proof from employees to employer, though burden of proof was on the employees to prove their continuous service of 480 days in 24 calendar months to seek the benefit under Section 3 of the Act of 1981.

9. Learned counsel for the petitioner made reference of several judgments to support his arguments and would be considered at the time of discussion of the rival submission of the parties.

11. Section 3 of the Act of 1981 provides for grant of permanent status to the employees who has completed 480 days of continuous service in a period of 24 calendar months. The obligation to grant benefit under the Act of 1981 was on the petitioner corporation, but when they ignored, the Labour Inspector exercising jurisdiction under the Act of 1981 passed appropriate orders as all the employees were covered by the definition of "worker" given under the Factories Act, 1948. The



finding has been recorded after proper consideration of the documents and evidence produced by both the sides. Thus, it is incorrect to state that the order passed by the Labour Inspector is based on surmises and conjectures. The documents were considered to arrive at the finding of working for continuous 480 days in a period of 24 calendar months. It was after framing the issues. Thus, a contest on the factual issue has also been made and, accordingly, referring to several judgments of this High Court, the prayer was made to dismiss the writ petitions.

12. We have considered the rival submissions of the parties and scanned the records carefully.

13. For convenience, we would be referring to the facts in the case of W.P.No.4061 of 2013, which was referred by both the parties during the course of arguments.

14. A perusal of the order passed by the Labour Inspector reveals it to be in exercise of the powers conferred on him under the Act of 1981. The Act of 1981 provides for grant of permanent status to those who have completed 480 days continuous service in 24 calendar months and for ready reference Section 3 of the Act of 1981 is quoted hereunder:

"3. Conferment of permanent status to workmen.—

(1) Notwithstanding anything contained in any law for the time being in force every workman who is in continuous service for a period of four hundred and eighty days in a period of twenty four calendar months in an industrial establishment shall be made permanent.

(2) A workman shall be said to be in continuous service for a period if he is, for that period, in uninterrupted service, including service which may be interrupted on account of sickness or authorized leave or an accident or a strike, which is not illegal, or a lock-out or a cessation of work which is not due to any fault on the part of the workman.

Explanation I.-- For the purposes of computing the continuous service referred to in sub-sections (1) and (2), a workman shall be deemed to be continuous service during the days on which --- ;

(i) he has been laid off under an agreement or as permitted by standing orders made under the Industrial Employment (Standing



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Orders) Act, 1946 (Central Act XX of 1946) or under any other law applicable to the industrial establishment ;

(ii) he has been on leave with full wages, earned in the previous years;

(iii) he has been absent due to temporary disablement caused by accident arising out of and in the course of his employment ; and
(iv) in the case of a female, she has been on maternity leave ; so, however, that the total period of such maternity leave does not exceed twelve weeks.

Explanation II. - For the purposes of this section, 'law' includes any award, agreement, settlement, instrument or contract of service whether made before or after the commencement of this Act."

15. A further reference to Section 5 of the Act of 1981 would also be relevant, as the said provision stipulates the powers and duties on the Labour Inspector. Section 5 of the Act of 1981 reads as under:

"5. Power and duties of Inspectors. - Subject to any rules made by the Government in this behalf, the Inspector may, within the local limits for which he is appointed,--

(a) enter at all reasonable times and with such assistants, if any, who are persons in the service of the Government or of any local authority as he thinks fit to take with him, any industrial establishment;

(b) make such examination of the industrial establishment and of any registers, records and notices and take on the spot or elsewhere the evidence of such person as he may deem necessary, for carrying out the purposes of this Act: and

(c) exercise such other powers as may be necessary for carrying out the purpose of this Act."

16. The provisions quoted above would be considered along with Rule 6(4) of the Rules of 1981 for adjudication of the issues raised by both the parties.

"6. Maintenance of registers by employers.--

(1) to (3)

(4) Any employee who finds his name not entered in the list referred to in sub-rule (2) or finds that the entries have not been made correctly or finds



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that though entries regarding his service have been made correctly but he has not attested the entries in the register of workmen in Form 1 may make a representation to the Inspector concerned. The Inspector after examining the representation or after making enquiries may issue suitable directions to the employer for the rectification of the register in Form 1 or for the issue of orders conferring permanent status to the workman concerned."

17. Learned counsel for the petitioner corporation submits that the Act of 1981 could not have been applied in ignorance of the Tamil Nadu Electricity Board Service Regulations framed under the Electricity (Supply) Act of 1948. It was submitted that the Regulations provides the mode of selection, the minimum educational qualification and appointment only against the sanctioned post. However, the Labour Inspector ignoring the Regulations issued directions for grant of permanent status even in favour of those who were not engaged by the petitioner corporation, but by others not known to the petitioner corporation.

18. The argument aforesaid has been contested by the side opposite and we find that the Act of 1981 is not in conflict with the Tamil Nadu Electricity Board Service Regulations, rather both the legislations are occupying different fields of operation. The Regulations provides for the mode of selection, apart from the qualification, etc., but other than the mode provided therein when employees are engaged by the petitioner corporation, then he cannot be denied the benefit of the Act of 1981. It is more so when both the legislations are not in conflict with each other and otherwise the similar benefit, as claimed by the employees in this case, has been given in the past. The petitioner corporation entered into settlement on 10.8.2007, which would not have been required if the Act of 1981 could not have been applicable. The settlement aforesaid has already been upheld by the Division Bench of this court by its judgment dated 24.10.2008. In view of the above, we are unable to accept the first argument raised by learned counsel for the petitioner corporation.

19. The other issue raised is as to whether the Labour Inspector is having power to determine the controversy in reference to the Act of 1970. It is submitted that the nature of engagement and as to whether it was a genuine contract or camouflage could not have been adjudicated by the Labour Inspector. The adjudicatory authority does not exist with him under the Act of 1981. It remains with the Labour Court or Industrial Tribunal. A reference of the judgment of the Apex



Court in the case of Steel Authority of India Limited and others v. National Union Waterfront Workers and others (2001) 7 SCC 1 has been given.

20. The argument aforesaid has been contested by learned counsel for the respondents by referring to the judgment of this court in the case of Superintending Engineer, Vellore Electricity Distribution Circle, Vellore and others v. Inspector of Labour, Perambalur and others, 2004 (3) LLN 598. It is submitted that a claim to seek the benefit under the Act of 1981 cannot be sent for adjudication under the Act of 1947. This High Court in the case supra, held that the Labour Inspector has power to cause summary enquiry for passing appropriate order and, accordingly, the argument that adjudication can be made only under the Act of 1947 was not accepted. The issue is no more res integra in the facts aforesaid.

21. We have considered the submission aforesaid and for appreciation of the arguments we have perused the order passed by the Labour Inspector and the provisions of the Act of 1981. The Act of 1981 was brought to extend certain benefits to the employees who work for a continuous period of 480 days in 24 calendar months and for that purpose, the employer has to maintain records. The power has been conferred on the Labour Inspector to issue directions for maintenance of record and to grant permanency. In view of the above, we find that the Labour Inspector is empowered to issue order to grant permanency to the employee. However, it cannot be after addressing the complicated issue on facts and law. Whenever a serious dispute on facts and law is raised, the adjudication thereupon is permissible only by the Industrial Adjudicator, i.e., the Labour Court or Industrial Tribunal. The reference of the judgment of the Apex Court in the case of Steel Authority of India Limited and others, supra, would be relevant for the aforesaid and paragraphs 125 and 126 are quoted hereunder to show that the issues of the nature referred to above can be determined only by the "industrial adjudicator". Referring to the word "industrial adjudicator", it was defined to be an Industrial tribunal or Labour Court. Paragraphs 125 and 126 are reproduced hereunder:

"125. The upshot of the above discussion is outlined thus:

(1)(a) Before 28-1-1986, the determination of the question whether the Central Government or the State Government is the appropriate Government in relation to an establishment, will depend, in view of the definition of the expression "appropriate Government" as stood in the CLRA Act, on the answer to a further question, is the industry under



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consideration carried on by or under the authority of the Central Government or does it pertain to any specified controlled industry, or the establishment of any railway, cantonment board, major port, mine or oilfield or the establishment of banking or insurance company? If the answer is in the affirmative, the Central Government will be the appropriate Government; otherwise in relation to any other establishment the Government of the State in which the establishment was situated, would be the appropriate Government;

(b) After the said date in view of the new definition of that expression, the answer to the question referred to above, has to be found in clause (a) of Section 2 of the Industrial Disputes Act; if (i) the Central Government company/undertaking concerned or any undertaking concerned is included therein eo nomine, or (ii) any industry is carried on (a) by or under the authority of the Central Government, or (b) by a railway company; or (c) by a specified controlled industry, then the Central Government will be the appropriate Government; otherwise in relation to any other establishment, the Government of the State in which that other establishment is situated, will be the appropriate Government.

(2)(a) A notification under Section 10(1) of the CLRA Act prohibiting employment of contract labour in any process, operation or other work in any establishment has to be issued by the appropriate Government:

(1) after consulting with the Central Advisory Board or the State Advisory Board, as the case may be, and

(2) having regard to

(i) conditions of work and benefits provided for the contract labour in the establishment in question, and

(ii) other relevant factors including those mentioned in sub-section (2) of Section 10;

(b) Inasmuch as the impugned notification issued by the Central Government on 9-12-1976 does not satisfy the aforesaid requirements of Section 10, it is quashed but we do so prospectively i.e. from the date of this judgment and subject to the clarification that on the basis of this judgment no order passed or no action taken giving effect to



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the said notification on or before the date of this judgment, shall be called in question in any tribunal or court including a High Court if it has otherwise attained finality and/or it has been implemented.

(3) Neither Section 10 of the CLRA Act nor any other provision in the Act, whether expressly or by necessary implication, provides for automatic absorption of contract labour on issuing a notification by the appropriate Government under sub-section (1) of Section 10, prohibiting employment of contract labour, in any process, operation or other work in any establishment. Consequently the principal employer cannot be required to order absorption of the contract labour working in the establishment concerned.

(4) We overrule the judgment of this Court in Air India case [(1997) 9 SCC 377 : 1997 SCC (L&S) 1344] prospectively and declare that any direction issued by any industrial adjudicator/any court including the High Court, for absorption of contract labour following the judgment in Air India case [(1997) 9 SCC 377 : 1997 SCC (L&S) 1344] shall hold good and that the same shall not be set aside, altered or modified on the basis of this judgment in cases where such a direction has been given effect to and it has become final.

(5) On issuance of prohibition notification under Section 10(1) of the CLRA Act prohibiting employment of contract labour or otherwise, in an industrial dispute brought before it by any contract labour in regard to conditions of service, the industrial adjudicator will have to consider the question whether the contractor has been interposed either on the ground of having undertaken to produce any given result for the establishment or for supply of contract labour for work of the establishment under a genuine contract or is a mere ruse/camouflage to evade compliance with various beneficial legislations so as to deprive the workers of the benefit thereunder. If the contract is found to be not genuine but a mere camouflage, the so-called contract labour will have to be treated as employees of the principal employer who shall be directed to regularise the services of the contract labour in the establishment concerned subject to the conditions



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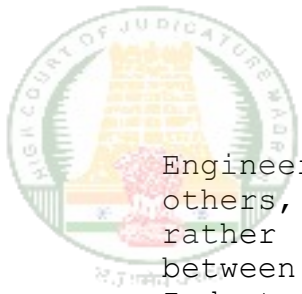
as may be specified by it for that purpose in the light of para 6 hereunder.

(6) If the contract is found to be genuine and prohibition notification under Section 10(1) of the CLRA Act in respect of the establishment concerned has been issued by the appropriate Government, prohibiting employment of contract labour in any process, operation or other work of any establishment and where in such process, operation or other work of the establishment the principal employer intends to employ regular workmen, he shall give preference to the erstwhile contract labour, if otherwise found suitable and, if necessary, by relaxing the condition as to maximum age appropriately, taking into consideration the age of the workers at the time of their initial employment by the contractor and also relaxing the condition as to academic qualifications other than technical qualifications.

126. We have used the expression "industrial adjudicator" by design as determination of the questions aforementioned requires enquiry into disputed questions of facts which cannot conveniently be made by High Courts in exercise of jurisdiction under Article 226 of the Constitution. Therefore, in such cases the appropriate authority to go into those issues will be the Industrial Tribunal/Court whose determination will be amenable to judicial review."

22. In view of the above, while we are of the view that the Labour Inspector has the power to issue appropriate order to grant permanency to the workmen, it cannot be by adjudicating the complicated questions of fact and law. A perusal of the Act of 1981 does not provide power in Labour Inspector of the nature given to the Industrial Adjudicator, i.e., the Industrial Tribunal or Labour Court, as complete framework with procedure for it has been given under the Act of 1947. Certain provisions of the Civil Procedure Code have been made applicable therein for proper adjudication which does not exist under the Act of 1981.

23. If the facts of this case are taken into consideration, we find that the Labour Inspector has recorded his finding in reference to the Act of 1970 while adjudicating the issue. Such powers have not been conferred on him, rather he can pass appropriate order after summary enquiry. The view expressed by the Single Judge of this court in the case of Superintending



Engineer, Vellore Electricity Distribution Circle, Vellore and others, supra, is not in conflict with the view aforesaid, rather in paragraph 35 of the said judgment, the difference between the power of Labour Inspector and Labour Court or Industrial Tribunal under the Act of 1947 has been made. Paragraph (35) of judgment, referred supra, is extracted hereunder:

"35. Therefore, I am unable to accept the submission made on behalf of the Board that the exercise of the power by the Inspector of Labour in conferring permanent status after holding necessary enquiries contemplated under S. 5 read along with rule 6(4) should be construed as arrogating to himself the powers available to the other adjudicatory forums created under the provisions of the Industrial Disputes Act, 1947. It will have to be stated that while the exercise of powers vested with the Inspector under the provisions of the Act is summary in nature, the one under the provisions of the Industrial Disputes Act may be an elaborate one. Nevertheless the same does not mean that by exercising the power under the provisions of the Act the Inspector of Labour would be trespassing into the adjudication process contemplated under the provisions of the Industrial Disputes Act. In this context, if the judgment of the Supreme Court in Nirchiliya case [1990 (2) L.L.N. 4] (vide supra) is applied, it can be safely held that where there is no prohibition under the provisions of either the Industrial Disputes Act or the Act, exercise of the power in the manner in which it can be done by the Inspector of Labour under the Act cannot be found fault with. It will have to be stated that such an exercise would be well within the statutory limitations provided under the Act. In fact, in the above-referred to judgment of the Hon'ble Supreme Court, the question for consideration was whether the workmen who initially raised an industrial dispute under the Industrial Disputes Act and who did not pursue it till its logical end when chose to move the authority under the then Madras Shops and Commercial Establishment Act, the Hon'ble Supreme Court held that in the absence of any prohibition under either of the enactments, such a course adopted by the workmen cannot be faulted. Therefore, applying the said ratio to the case on hand, it can be safely held that the concerned workmen here were placed in a better footing when they chose to straightaway move the Inspector of



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Labour under the Act, inasmuch as according to the workmen, having regard to the facts prevailing as on date, they were entitled for the conferment of permanent status as provided under the Act. If such a claim of the workmen was not factually maintainable, it was for the Board to have resisted the said claim with all available materials and could have convinced the Inspector of Labour as the claim ought not to have been countenanced. The Board having miserably failed to perform its duties in the manner expected of it, it cannot be now allowed to contend or complain against the powers exercised by the Inspector of Labour which was within the provisions of the Act. In this context, if the judgment of the Division Bench of this Court in Metal Powder Company, Ltd. case [1985 (2) L.L.N. 738] (vide supra), is applied, then also it can be safely held that the Inspector of Labour was well within his jurisdiction in holding the proceedings in the manner it was held and in passing the order by directing the petitioner/Board to confer permanent status on the workmen."

[emphasis supplied]

24. The Labour Inspector vested with the power under the Act of 1981 is said to be having a summary power of enquiry, while an elaborate adjudication of questions of fact and law can be only under the Act of 1947.

25. In view of the above, we can safely hold that the Labour Inspector can exercise jurisdiction only in the nature of summary enquiry, while a case involving complicated question of fact and law to be left for its adjudication under the Act of 1947. The Labour Inspector can exercise his power under the framework of the Act of 1981. He has no power to adjudicate the issue in reference to other statutes, which includes the Act of 1970.

26. Since we have analyzed the issue aforesaid, we would like to refer to the impugned order of the Labour Inspector to find out as to whether he has caused a summary enquiry or has travelled beyond his jurisdiction to adjudicate the questions of fact and law pertaining to the other statute.

27. A perusal of the order passed by the Labour Inspector in the case on hand shows an adjudication of the issue in reference to the Act of 1970 also, though it was not within his competence. He is not having powers to comment on the nature of employment and the policy adopted by the petitioner corporation. He was required to simply see whether the workman has rendered



continuous service for 480 days in 24 calendar months. Thus, on the aforesaid issue, the interference therein may require to be made.

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28. The other ground for challenge to the order of the Labour Inspector is that without any discussion to show continuous service of an employee for 480 days in 24 calendar months, the finding has been recorded. The order under challenge does not refer to the 24 calendar months of each workman to record its finding about his continuous working for 480 days therein by giving details of the days and months.

29. From a perusal of the order of the Labour Inspector, we find that after referring to the testimonies of the parties and the documents, a finding has been recorded, without disclosing the period of 24 calendar months and 480 days working of each workman therein. The finding has been recorded in a superficial manner. The aforesaid could not be contested by learned counsel appearing for the workmen. However, it is submitted that while setting aside the order passed by the Labour inspector, the matter may be remanded with a direction for fresh enquiry with liberty to the workmen to produce the material.

30. After going through the order passed by the Labour Inspector, we find that the Labour Inspector has not recorded his finding in reference to each workman about his continuous service for 480 days in 24 calendar months. Thus, we need to cause interference with the order.

31. As we recorded a finding about the jurisdiction of the Labour Inspector and applicability of the Act of 1981, we accept the argument of learned counsel for the respondents to remand the case for fresh enquiry by the Labour Inspector to find out the continuous working of each employee for continuous period of 480 days in a period of 24 calendar months for passing the appropriate orders.

32. At this stage, learned counsel for the petitioner submitted that even if the matter is remanded, it should be with a clarity of the fact that the benefit under Section 3 of the Act of 1981 be given only if the workman is still in employment and not otherwise. It is also keeping in mind the terms of settlement and thereby the benefit may not be extended beyond what has been provided in the settlement.



33. The argument aforesaid has been contested. It is submitted that even if any of the workman is not in service, though stated to be in service, the benefit of permanency under Section 3 of the Act of 1981 being automatic should not be denied to any of the workman if discontinued, rather it should be with liberty to challenge the discontinuance, but till then and for the intervening period, he remained in service after becoming eligible for permanency, consequential benefits may be allowed.

34. We have considered the submission aforesaid and find that the order passed by the Labour Inspector needs to be interfered with remand of the case. It is, however, to be made clear that the Labour Inspector would not cause enquiry beyond the powers given under the Act of 1981 and thereby would not be having jurisdiction to adjudicate the complicated questions of fact and law in reference to any other statute than the Act of 1981. The Labour Inspector may, for the purpose of conducting summary enquiry, allow the parties to produce documents and if any of the workmen has completed 480 days of continuous service in 24 calendar months, appropriate directions can be issued for granting permanency. However, even if such an order is issued, it should be with a clear finding about each workman and the number of working days by referring to the period of 24 calendar months. The benefit as to the consequences thereupon would be only for the period of employment and if any of the workman is discontinued or not in service, he would be entitled to the benefit only for the period of service and not beyond that and, that too, after the completion of continuous service of 480 days in 24 calendar months, and not for a prior period. The direction aforesaid is not driven by the settlement for the reason that the workmen herein are those who were not extended the benefit of settlement and, therefore, sought claims by maintaining claim separately. However, it would not preclude both the sides from entering into settlement, if they so choose, during the period of summary enquiry by the Labour Inspector. The issue as to whether the respondents fall within the definition of "workman" is however decided against the petitioner Corporation, as not only a settlement was entered, but adjudication about claim to seek permanency has been decided earlier in reference to similarly placed.

35. With the aforesaid directions, all the writ petitions are disposed of by causing interference with the order passed by the Labour Inspector. The orders passed by the Labour Inspector are set aside with remand of the case to the Labour Inspector for passing orders afresh, after summary enquiry.



There will be no order as to costs. Consequently, all miscellaneous petitions are closed.

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Sd/-
Assistant Registrar(CS III)

/True Copy//

Sub Assistant Registrar

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To

1. The Inspector of Labour,
Erode.
2. The Inspector of Labour,
Namakkal.
3. The Inspector of Labour,
Krishnagiri.
4. The Inspector of Labour,
Thiruvannamalai.
5. The Inspector of Labour,
Villupuram.
6. The Inspector of Labour
Authority under the Tamil Nadu Industrial Establishment
(Conferment of Permanent Status to Workmen) Act 1981
Villupuram District.
7. The Inspector of Labour,
Thiruvallur.
8. The Inspector of Labour
Authority under the Tamil Nadu Industrial Establishment
(Conferment of Permanent Status to Workmen) Act 1981
Salem.
9. The Inspector of Labour
Authority under the Tamil Nadu Industrial Establishment
(Conferment of Permanent Status to Workmen) Act 1981
Vellore.



10. The Inspector of Labour
Authority under the Tamil Nadu Industrial Establishment
(Conferment of Permanent Status to Workmen) Act 1981
krishnagiri.

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11. The Joint Director,
Industrial Safety and Health
Authority under the Tamil Nadu Industrial Establishments
(Conferment of Permanent Status to Workmen) Act 1981
Salem.

12. The Assistant Labour Commissioner,
(Enforcement) Circle II
Authority under the Tamil Nadu Industrial Establishment
(Conferment of Permanent Status to Workmen) Act 1981
Chennai.

13. The Inspector of Labour,
Dindigul.

14. The Inspector of Labour,
Theni.

15. The Inspector of Labour,
Authority under the Industrial Establishments
(Conferment of Permanent Status to Workmen) Act 1981
Chennai.

16. The Inspector of Labour,
Ramanathapuram.

17. The Inspector of Labour,
Tuticorin.

+1cc to Mr.K.Selvaraj, Advocate, S.R.No.15474
+1cc to Mr.M.R.jothimani, Advocate, S.R.No.15350
+1cc to Mr.R.Chandra Sekaran, Advocate, S.R.No.14960
+1cc to Mr.S.N.Ravichandran, Advocate, S.R.No.15172
+1cc to Mr.S.Elamurugan, Advocate, S.R.No.15573
+2ccs to M/s.T.S.Gopalan & co, Advocate, S.R.No.14958

W.P.Nos.4061, 24293 of 2013 9018,
23889, 23890, 23891 of 2014; 6792
of 2016; 5007, 7930, 18420 of
2018; 791, 26991, 28003 of 2019;
9959, 10728, 10846, 12947, 12961,
13143 of 2020

and



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W.P.(MD) Nos.14607 of 2012; 14616,
14617 of 2015; 669, 670, 671, 985,
986, 2581, 2582, 6183, 6184, 6185,
6186, 6187, 6188, 13420 of 2016;
15590, 16047, 16048, 16049, 16050
and 16051 of 2017

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