



**IN THE HIGH COURT OF PUNJAB AND HARYANA
AT CHANDIGARH**

CWP-2683-2002 (O&M)

Date of decision: 04.12.2025

The State of Punjab and another

....Petitioners

Versus

Sham Lal and another

....Respondents

CORAM: HON'BLE MR. JUSTICE KULDEEP TIWARI

Present: Mr. Sahil R. Bakshi, AAG, Punjab.

Mr. Deepak Arora, Advocate,
for respondent-workman.

KULDEEP TIWARI, J. (Oral)

1. The petitioners, by way of instant writ petition, as cast under Article 226 of the Constitution of India, assail the award dated 07.12.2000 (Annexure P-1), vide which, the learned Labour Court answered the reference in favour of the respondent-workman, on account of infraction of Section 25-F and G of the Industrial Disputes Act, 1947. Accordingly, he was granted the relief of reinstatement with continuity of service and full back wages, along with all other allied benefits admissible to him, from time to time.

2. It is a matter of record that no stay has ever been granted in favour of the petitioner-Management, but despite that, the respondent-workman never chose to execute the impugned award. Concededly, the workman was reinstated w.e.f. 22.11.2016, and was also paid the back wages w.e.f. 01.01.1997 to 31.08.2001 to the tune of Rs.1,16,000/-.

Therefore, it is clear that the impugned award has been complied with.



3. In the wake of the abovesaid undisputed position, the plea raised on behalf of the respondent-workman as regards payment of back wages from the date of the impugned award till his reinstatement is found to be wholly unsustainable, specifically, when the award was challenged by the petitioner-Management way back in the year 2002.

4. As observed above, since the impugned award has been complied with, this Court is not required to evaluate the legality thereof, at this stage. Accordingly, the instant writ petition is closed.

5. **Disposed of.**

(KULDEEP TIWARI)
JUDGE

04.12.2025

Ak Sharma

Whether speaking/reasoned	Yes
Whether reportable	Yes/No