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* **IN THE HIGH COURT OF DELHI AT NEW DELHI**

+ **W.P.(C) 7543/2025**

ARJUN MOHAN & ORS.

.....Petitioners

Through: Mr. Arjun Mohan and Ms. Deeksha
Prakash, Mr. Saimon Farooqui,
petitioners in person

versus

**UNION OF INDIA THROUGH THE SECRETARY, MINISTRY OF
LABOUR AND EMPLOYMENT & ANR.**Respondents

Through: Mr. Mukul Singh, CGSC with Ms. Ira
Singh, Mr. Aryan Dhaka, Advs. for
R-1
Ms. Harshita Nathrani, Adv. for Mr.
Sameer Vashisht, SC, (Civil) GNCTD
for R- 2

CORAM:

HON'BLE THE CHIEF JUSTICE

HON'BLE MR. JUSTICE TUSHAR RAO GEDELA

ORDER

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28.05.2025

1. Heard the petitioners in person and Mr. Mukul Singh, Central Government Standing Counsel for Union of India and Ms. Harshita Nathrani, learned counsel for the Government of NCT of Delhi.
2. The petitioners, who are young practicing advocates, by instituting the proceedings of this public interest litigation petition, have raised their concerns about regular uploading, updating of the proceedings, information relating to video conferencing links, uploading of daily orders, cause lists, and information relating to the Presiding Officers of various forums under various labour laws who are on leave, on their respective official website or on the website of the government.



3. We appreciate the cause taken up by the petitioners in this public interest litigation petition. Under various labour laws, there are various tribunals, judicial and quasi judicial authorities, conciliation officers and labour enforcement officers who under various enactments, both passed by the Central Legislature as also by the State Legislature, perform various duties and functions touching upon the rights of the workmen and the employers.

4. Under various enactments, there are proceedings which call upon conciliatory process to be undertaken, determination of the rights of the parties in quasi judicial/judicial forums and also entertaining the references made under the Industrial Disputes Act, 1947 by the appropriate government. Since proceedings touch upon the rights of the parties, we find it appropriate to observe that if the processes and proceedings before these forums are made online, that will not only provide transparency in their functioning but also provide ease to seek access to justice to the needy.

5. For their cause, which is the subject matter of this instant public interest litigation petition, the petitioners have already represented the authorities, however, according to them no concrete steps have yet been taken on the issues raised by them in their representation.

6. Having regard to well acknowledged fact that technology in the present era can be better utilized for providing access to justice which is one of the goals to be achieved in a welfare state, we are of the opinion that in case the online facilities in respect of the issues raised in this PIL are provided, the same will serve the need of the people, who require access to various forums created under various labour laws.

7. In view of the aforesaid, we permit the petitioners to make exhaustive



representations to be submitted by them both to the Central Government as also to the State Government in their respective departments taking all the pleas, which may be available to them and also enlisting the various foras under various enactments. They shall accordingly, prefer the representation to the authorities as observed above within a fortnight from today.

8. Once any such representation is made, the same shall be attended by the respective governments at an appropriate level and it shall be the responsibility of the Secretary/In-charge of the Department concerned of the government to ensure that the decision on the representations to be made by the petitioners under this order is taken. We expect that the respective governments while considering the representations to be made by the petitioners under this order shall also prepare a Standard Operating Procedure to be followed by different forums under various labour laws for implementing the facilities providing for online processes and proceedings.

9. We expect that the decision under this order shall be taken by the respective governments within a period of 03 months from the date of the representations to be made by the petitioners are received in the respective offices.

10. The present writ petition stands disposed of in the aforesaid terms.

DEVENDRA KUMAR UPADHYAYA, CJ

TUSHAR RAO GEDELA, J

MAY 28, 2025/j