

**PUBLIC GRIEVANCES COMMISSION**  
**GOVT. OF NATIONAL CAPITAL TERRITORY OF DELHI**  
**I.P. Estate (near ITO), Vikas Bhawan, M-Block, New Delhi-110110**  
**Tel Nos. 011-23379900-01 Fax No.011-23370903**  
**Order under Para 2(B) of the PGC Resolution No F.4/14/94-AR dated 25.9.97**

Date of hearing: 20.07.2020

Complainant : Sh. Hakim Ali

Respondent : The Commissioner,  
Labour Department, GNCTD  
through  
Sh. Sanjay Kumar Gupta,  
Dy. Labour Commissioner – Present

Grievance No. : PGC/2020/Labour/07

**1. Brief facts of the case:**

1.1 Sh. Hakim Ali filed a grievance petition before Public Grievances Commission aggrieved by non-payment of dues (i.e. salary for the period w.e.f. October 2019 to December 2019) by M/s Koye Pharmaceuticals Pvt. Ltd.

**2. Facts emerged during the proceedings**

2.1 Sh. Sanjay Kumar Gupta, Dy. Labour Commissioner is present in the hearing and has submitted an Action Taken Report dated 14.07.2020 stating therein that *“the complainant had earlier filed a complaint in this office on 06.11.2019 in which both parties i.e. management as well as complainant were called in this office. During proceeding, the management informed that the complainant is working with them as business manager and the business managers are not required to mark their attendance in muster roll as they are required to work in the field. The complainant was absconding from his duties w.e.f. 23.09.2019 without any prior approval and was not in contact of his manager, therefore, he is not entitled for any salary from 23.09.2019 onwards. On the contrary, the complainant/workman informed that he was continuously working but his portal for marking the attendance was blocked by the management.*

*In view of above, on proceeding dated 12.12.2019, the complainant was advised to join his duties with the management w.e.f. 13.12.2019 and was further advised to file his claim of earned wages before the Authority under Delhi Shops & Establishments Act, 1954/Jt. Labour Commissioner (Distt. North West). Accordingly, the complainant has filed his claim of earned wages before the Authority vide No. S&E/330/NW/2019, which is now listed for hearing on 17.08.2020. It is pertinent to mention that the proceedings before the authority are quasi judicial in nature and further matter shall be decided after hearing both the parties.”*

### **3. Directions**

- 3.1 The case stands disposed of in the Commission as the complainant has resolved his dispute regarding salary and other dues with the employer and the management has taken him back on duty. He has also filed his claim of earned wages before the Authority i.e. Joint Labour Commissioner (Distt. North West). Therefore, his grievance has been redressed. Further, the complainant is at liberty to approach the Labour Department as well as the Commission in case he has any further grievance with regard to his present complaint.

**(SMT. MADHU SHARAN)  
MEMBER (PGC)**

No. PGC/2020/Labour/07

Dated:

Copy to:

1. The Commissioner, Labour Department, GNCT of Delhi, 5, Sham Nath Marg, Delhi - 110054.
2. The Additional Labour Commissioner – I, Office of Labour Commissioner, Govt. of NCT of Delhi, 5 Sham Nath Marg, Delhi - 110054.
3. Sh. Hakim Ali