



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

CWP-15883-2019

Date of Decision: 11.08.2025

BALRAJ SINGH

...PETITIONER

Vs.

ZONAL MANAGER AND ORS.

...RESPONDENTS

CORAM:- HON'BLE MR. JUSTICE VINOD S. BHARDWAJ

Present:- Mr. Buta Singh Bairagi Advocate
for the petitioner(s).

Mr. I. P. Singh, Advocate
(through video conferencing)
for the respondents No.1 and 2.

VINOD S. BHARDWAJ, J. (ORAL)

1. Conflicting claims have been raised with respect to claim for regularization as well as to the mode of dis-engagement of the petitioner.

2. While the petitioner contends that his services were arbitrarily terminated by the respondents notwithstanding the mandate of the Industrial Disputes Act, 1947, learned counsel for the respondents contends that even though, undisputedly the petitioner was working on part-time basis with the respondents, however, his claim for regularization was considered along with other similarly placed persons and having not been found suitable, his candidature was rejected. All posts were filled up in the said process by appointment of persons higher in merit and that the said order or selection process is not under challenge.

3. He, however, is not in a position to refer to the

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circumstances and background, under which, despite the completion of the appointment process in the year 2016, the petitioner continued to discharge functions till 2019. He is also not in a position to confirm whether prior to termination of the petitioner's services, the provisions of the Industrial Disputes Act, 1947 were complied with or not. No such corresponding pleading or averments have been raised in the writ petition. The vital sequences, facts and pleadings being amiss, the same cannot be presumed by this Court. Counsel for the petitioner is unable to respond satisfactorily to the queries for want of input from the petitioner.

4. The petition in question thus raises disputed questions of fact, which cannot be gone into by this Court in exercise of its writ jurisdiction. The present petition is accordingly **disposed of** at this stage, with liberty to the petitioner to take recourse to an alternative remedy before the Labour Court.

5. In the event of the petitioner filing a reference before the Labour Court, the said Court shall endeavour to decide the matter expeditiously and in accordance with law.

(VINOD S. BHARDWAJ)
JUDGE

11.08.2025*Rahul Joshi*

Whether Speaking/reasoned	Yes/No
Whether Reportable	Yes/No