

KERALA LAW ACADEMY LAW COLLEGE,
THIRUVANANTHAPURAM, KERALA

ADR FORUM

2ND NATIONAL ADR (VIRTUAL) COMPETITION

PROBLEM-1 PRELIMINARY ROUND

The dispute is between a famous biscuits and breads manufacturing company, and its workmen union. The company has been declared as a public utility service within the meaning of the Industrial Disputes Act, 1947. It employs about 950 workmen including permanent, temporary and casual employees. Some of the workmen of the management are members of a recognized union. In the meantime, the union made a demand to make the casual employees permanent. The management resisted to the demand of the union on the ground that the Government of India had already fixed the production capacity of the company and also called upon the management to reduce the production gradually within a period of three years and that it would not be possible to regularize the casual workers. Ultimately the matter was taken up for conciliation.