



GOVERNMENT OF KERALA

Abstract

Labour & Skills Department - Industrial Dispute between the Management of Viking Rubbers (P) Ltd and its workmen -Referred for adjudication- Revised order - Compliance of Judgment dated 30/01/2026 in WP(C) No. 5381/2020 of the Hon'ble High Court of Kerala- Orders Issued.

LABOUR AND SKILLS (A) DEPARTMENT

G.O.(Rt)No.636/2026/LBR Dated,Thiruvananthapuram, 11-05-2026

Read 1 G.O.(Rt) No. 1478/2016/LBR. dated 26.11.2016.

2 Judgment of the Hon'ble High Court of Kerala dated 30.01.2026 in WP(C) No. 5381/2020.

3 Letter No.C-225/2026 dated 10/02/2026 from the Labour Court, Ernakulam.

4 Letter No. LCO/1819/2026-IR(6) dated 22/04/2026 from the Labour Commissioner, Thiruvananthapuram.

ORDER

As per the Government Order read as 1st paper above, the industrial dispute between the Management of Viking Rubbers (P) Ltd and its workmen was referred for adjudication to the Labour Court, Ernakulam.

2) The Hon'ble High Court of Kerala, as per the judgment read as 2nd paper above, observed that the issues framed in the original reference were not in accordance with the actual dispute. Accordingly, the Court directed the Government to reconsider the matter and issue a fresh reference order with corrected issues. In view of the High Court judgment and the return of the reference from the Labour Court as per the letter read as 3rd paper above, and based on the report of the Labour Commissioner read as 4th paper above, Government have examined the matter in detail. And Government are now pleased to cancel the G.O.(Rt) No. 1478/2016/LBR dated 26.11.2016 .

4) Whereas, the Government are of opinion that an industrial dispute exists between the Manager Viking Rubbers, Olamattom, Thodupuzha- 685 584 and the workmen of the above referred establishment represented by the Secretary, Kerala Headload and Timber Workers & Factory, Workers Union (KTUC), Thodupuzha -685 581 in respect of matters mentioned in the annexure to this order;

5) And whereas, in the opinion of Government it is necessary to refer the said industrial dispute for adjudication;

6) Now, therefore, in exercise of the powers conferred by Section 10(1) (d) of the Industrial Disputes Act of 1947 (Central Act XIV of 1947) the Government hereby direct that the said industrial dispute be referred for adjudication to the Industrial Tribunal, Peermade, Idukki. The Industrial Tribunal will pass the award within a period of three months.

7) This order is issued in full compliance with the judgment of the Hon'ble High Court of Kerala dated 30/01/2026 in WP(C) 5381/2020.

(By order of the Governor)
SHEEJA R
UNDER SECRETARY

To

1. The Director of Printing for publication in the Gazette and for supplying the usual number of copies to the Labour Commissioner and the Labour and Skills (A) Department, Government Secretariat, Thiruvananthapuram.
2. The Labour Commissioner, Thiruvananthapuram.
3. The Industrial Tribunal, Peermade (With Charter of Demands).
4. The Parties Concerned.
5. The Labour Court, Ernakulam.
6. The Deputy Labour Officer, Peermade.
7. The Regional Joint Labour Commissioner, Ernakulam.
8. The Director, Information and Public Relations Department (for publishing in Government Web Site)
9. Stock File/ Office copy.

Forwarded /By order

Signed by
Prasanth K S
Section Officer
Date: 13-05-2026 13:13:42

ANNEXURE

"Whether the closure of the establishment Viking Rubbers Pvt. Ltd, Thodupuzha and termination of its employees 1) Sri. Saju Jose 2) Sri. Shibu George by the management while the conciliation proceedings underway is justifiable? If not what is the remedy the workers are entitled to?"