



## GOVERNMENT OF KERALA

### Abstract

Labour & Skills Department-Industrial Dispute between the Management of Lakshman & Co. Nellikkunnam Cashew Factory and its workers-Referred for adjudication- Orders Issued

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### LABOUR&SKILLS(A)DEPARTMENT

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G.O.(Rt)No.1386/2025/LBR Dated,Thiruvananthapuram, 08-12-2025

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Read 1 Letter No.LCO/1676/2025-IR(3) dated 19.11.2025 from the Labour Commissioner.

### ORDER

Whereas, the Government are of opinion that an industrial dispute exists between (1) Sri.Prasanth Prabhakar, Managing Partner, Lakshman & Co. Cashew Company, 'Sudarshan', Beach Road, Kollam. (2) Smt. B Sathi, Managing Partner, Lakshman & Co. Cashew Company, 'Sudarshan', Beach Road, Kollam and the workers of the above referred establishment represented by the General Secretary, Kottarakkara Thaluk Cashew Workers Union (C.I.T.U) Majeed Smaraka Mandhiram, Kottarakkara in respect of matters mentioned in the annexure to this order;

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

(3) 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, Kollam.The Industrial Tribunal will pass the award within a period of three months.

(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 ,Kollam(With Charter of Demands).

4. The Parties Concerned.
5. The District Labour Officer,Kollam
6. The Regional Joint Labour Commissioner,Kollam.
- ~~7.~~ The Director,Information and Public Relations Department(for publishing in Government Web Site)
8. Stock File/Office copy.

Forwarded /By order

Signed by  
Prasanth K.S  
Section Officer  
Date: 10-12-2025 10:23:33

**ANNEXURE**

"Whether the closed down of the undertaking M/s Lekshman & Co, Nellikkunnam Cashew Factory with effect from 2015 without complying the provisions of the Industrial Dispute Act 1947 is justifiable ? If not what relief the workers are entitled to? ?