

CLARIFICATIONS

1. **Whether the child workers are amongst the permanent workers of UIC?**

No, the child workers are not amongst the permanent workers.

2. **Whether the terminated workers are the workmen of contractor or four employees of UIC and they are permanent in nature or not.**

Facts are clear on the given query

3. **Does UIC fall within the category of manufacturing concern?**

Facts are clear on the given query

4. **Whether the SLP has been admitted for final disposal and thereby whether the issue of maintainability need not to be raised?**

Facts are clear on the given query (¶ 9 and 10)

5. **On what grounds did the Industrial tribunal pass the award of reinstatement of 3 of the workers?**

No explanation needed. Please rely on given facts.

6. **Whether Canteen workers or the UIC worker's irresponsible and uncooperative attitude forced Bhola Prasad to shut the canteen down?**

No explanation needed. Please rely on the given facts.

7. **Whether the burden of payment of GST as referred before in para 5, was not referred before in the 7th line of the 8th para?**

By giving a simple read of ¶5, it is clear that the points mentioned are those that were "raised" by Union.

¶ 8 of the case reads as – "The issue regarding 'child labour' and that who should bear the burden of GST raised by the Union before the management are not referred to the Tribunal as it is thought that the Tribunal is not the appropriate forum. Therefore, the Tribunal was silent on this issue".

Clarification and correction:

¶8 as corrected – "The issue regarding 'child labour' raised by the Union before the management and that who should bear the burden of GST, raised by the Union before

Industrial Tribunal were not entertained by the Tribunal as it is thought that the Tribunal is not the appropriate forum. ”

- 8. What does the separate occasions mean with respect to writs filed before the court on separate occasions?**

Kindly refer ¶10 of the facts

- 9. Whether the SLP has been admitted for final disposal and thereby whether the issue of maintainability need not be raised?**

Kindly refer ¶10 of the facts. The maintainability issue need not to be raised.

- 10. Whether we need to argue on the liability for employing child labour under the prevailing laws?**

The issue of child labour is the central issue in one of the writs so kindly deal with it accordingly.

- 11. Whether the workers whose services terminated were permanent or on a contractual basis?**

Kindly refer ¶1 of the facts read with point ‘c.’ of ¶5.

- 12. Is the complex stated in the first paragraph a factory?**

No explanation needed. Please rely on the given facts.