

**IN THE HIGH COURT OF GUJARAT AT AHMEDABAD****R/SPECIAL CIVIL APPLICATION NO. 3800 of 2026**

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GLOBAL FABRICS PVT. LTD. THROUGH ITS MANAGER VIREN KANTILAL  
MADIA  
Versus  
RAMANJI JAVANJI THAKOR & ORS.

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Appearance:  
MR HARSHAD K PATEL(2844) for the Petitioner(s) No. 1  
GOVERNMENT PLEADER for the Respondent(s) No. 2,3

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**CORAM: HONOURABLE MR. JUSTICE ANIRUDDHA P. MAYEE**

**Date : 20/03/2026**

**ORAL ORDER**

1. Heard learned counsel for the petitioner.
2. It is submitted by the learned counsel for the petitioner that the respondent no.1-workman has approached Controlling Authority under the Payment of Gratuity Act seeking payment of gratuity due to him on the basis of his salary being Rs.75,000/- per month. He submits that the petitioner could not appear in the said proceedings due to personal reasons. He submits that the learned authority has wrongly relied upon the monthly pay of the respondent no.1-employee. He submits that as per the company, the salary of the employee was Rs.42,960/- per month. He submits that the employee is entitled for the gratuity on the basis of the said salary. He submits that therefore the respondent no.1, who is entitled to a gratuity amount of Rs.2,03,077/- instead of Rs.4,75,962/- as awarded by the Controlling Authority.

3. Issue **Notice**, returnable on 19.06.2026. There shall be ad-interim stay of the impugned order dated 22.10.2024 subject to payment of Rs.2,03,077/- in the Registry of this Court within a period of four weeks from today.

ABHISHEK/5

**(ANIRUDDHA P. MAYEE, J.)**