

IN THE HIGH COURT OF JHARKHAND AT RANCHI
W.P.(S) No.3422 of 2018

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1. Janvi Devi, aged about 51 years, wife of Late Dilip Kumar.
 2. Dipu Kumari aged about 20 years, daughter of late Dilip Kumar, both residents of Saunda Basti, P.O. Saunda, D, P.S. Patratu , District Ramgarh.

..... Petitioner

Versus

1. Central Coalfields Limited through its Chairman Cum Managing Director at Darbhanga House, P.O. G.P.O., P.S. Kotwali, District-Ranchi.
2. Director (Personnel), Central Coalfields Limited, at Darbhanga House, P.O. G.P.O. District-Ranchi. P.S. Kotwali,
3. General Manager, Central Coalfields Limited, Argadda Area, At and P.O. Argadda, P.S. Giddi 'A', District-Ramgarh.
4. Project Officer, Giddi 'A' Colliery, Central Coalfields Limited, At, P.O. and P.S. Giddi 'A', District-Hazaribag.
5. Personnel Manager, Central Coalfields Limited, at P.O & P.S. Giddi 'A' District Hazaribagh.Respondents

CORAM : HON'BLE MR. JUSTICE DEEPAK ROSHAN

For the Petitioner : Mr. Mukhtar Khan, Adv.
 For the State : Mrs. Debolina Sen, Adv.

07/Dated:21.01.2026

1. The instant writ application has been preferred by the petitioner for quashing the order dated 14.04.2016 whereby the claim of the petitioner for compassionate appointment has been rejected.

2. Though the impugned order is of April, 2016, however the writ application has been filed on 16.07.2018 by the sister of deceased employee.

It further transpires from record that Late Dinesh Kumar was an employee of respondent C.C.L designated as EP Mazdoor, Cat-II and posted at Giddi 'A' under Argada Area. He died on 20.05.2015. Upon death of Late Dinesh Kumar, Ex-employee, the petitioner submitted an application on 11.01.2016 for employment of her daughter / sister of Late Dinesh Kumar the deceased employee for employment on compassionate ground.

3. The provision under the National Coal Wage Agreement as regards dependent family members for employment on compassionate ground is as follows:-

(i) The dependent for this purpose means the wife / husband as the case may be unmarried daughter, son and legally adopted son. If no such direct dependent is available for employment, younger brother, widowed daughter / daughter-in-law or son-in-law residing with the deceased and almost wholly dependent on the earnings of the deceased may be considered to be the dependent of the deceased.

The above provision clearly speaks that the sister does not comes under the definition of dependent. Further, the petitioner case for employment on compassionate ground was examined by the coal-company and found that there is no provision to give employment to sister of the deceased employee as a dependent as per the provision of National Coal Wages Agreement and accordingly the employment case of

petitioner was rejected by the impugned letter dated 14.04.2016.

4. At this stage it is pertinent to mention here that NCWA is an agreement between Management and Union representatives as joint Bipartite Committee for Coal Industries under the provision of the Industrial Dispute Act-1947 and everybody is abided by the terms and conditions. Since there are no specific terms for giving compassionate appointment to sister of the deceased employee as a dependent, I do not find any error in the impugned order.

5. Accordingly, the instant writ application is hereby dismissed.

(Deepak Roshan, J.)

January 21, 2026
Fahim/-
Uploaded on
29/01/2026