

THE SUPREME COURT OF INDIA

CIVIL APPELLATE JURISDICTIONCivil Appeal No(s). 11812-11813/2025

VIMAL S/O LATE SHRI RAMSHANKAR RAGHUVANSHI

Appellant(s)

VERSUS

ABBOTT HEALTHCARE PVT. LTD & ORS.

R-1: Abbott Healthcare Pvt. Ltd.,

Managing Director

R-2: Labour Commissioner, M.G. Road, Indore

R-3: Labour Court, M.G. Road, Indore

Respondent(s)

O R D E R

Heard the appellant in person and Mr. Mukul Rohatgi, and Mr. C.U. Singh, learned Senior Counsel for the respondent No.1.

2. The appellant has assailed the order passed by the High Court, which ultimately has held that the appellant is not entitled to invoke the provisions of the Industrial Disputes Act, 1947 on the basis of being a workman.

3. The matters were heard at length both yesterday and today.

4. Having examined the matters in their entirety, we find that some issues raised by the appellant, especially with regard to the provisions of the Sales Promotion Employees (Conditions of Service) Act, 1976, clearly placing him in the category of a workman or an

employee within and amenable to the provisions of the Industrial Disputes Act, 1947 have not been considered. Other issues of law and facts have also been canvassed before us, but in view of the order we propose to pass, we deem it appropriate not to go into the same.

5. Accordingly, we find that neither the High Court nor the Labour Court has taken note of the aforesaid provision, and also there is no proper consideration of the facts as well.

6. Accordingly, the appeals are disposed of by setting aside the order of the Labour Court as well as the order of the High Court. The matters are remanded to the Labour Court for fresh consideration on all issues of law as well as on facts.

7. Consequently, the proceedings shall stand revived to its original filing, i.e., Case No. 149/IDR/2017 before the Labour Court, Indore. The parties shall appear before the Labour Court, Indore on 28.09.2026.

8. The Labour Court would hear the matters *de novo* without being influenced or prejudiced by any observations or findings recorded either in the earlier order passed by the Labour Court or in the order of the High Court.

9. We further request the Labour Court to dispose of the matters expeditiously and latest within 6 months from the date the parties appear before it. We clarify that we have not expressed any opinion on the merits of the matters.

10. The Registry is directed to transmit the order to the Labour

Court concerned for necessary action. The parties shall also appear before the Labour Court along with a copy of the order.

11. Pending applications, if any, also stand disposed of.

.....J.
(AHSANUDDIN AMANULLAH)

.....J.
(MANMOHAN)

NEW DELHI
SEPTEMBER 10th, 2026

ITEM NO.50

COURT NO.9

SECTION III

S U P R E M E C O U R T O F I N D I A
RECORD OF PROCEEDINGS

Civil Appeal No(s). 11812-11813/2025

VIMAL S/O LATE SHRI RAMSHANKAR RAGHUVANSHI

Appellant(s)

VERSUS

ABBOTT HEALTHCARE PVT. LTD & ORS.

Respondent(s)

IA No. 87206/2024 - EXEMPTION FROM FILING O.T.

IA No. 87204/2024 - PERMISSION TO APPEAR AND ARGUE IN PERSON

IA No. 87203/2024 - PERMISSION TO FILE ADDITIONAL

DOCUMENTS/FACTS/ANNEXURES

IA No. 87208/2024 - PERMISSION TO FILE LENGTHY LIST OF DATES

Date : 10-09-2026 These matters were called for hearing today.

CORAM : HON'BLE MR. JUSTICE AHSANUDDIN AMANULLAH
HON'BLE MR. JUSTICE MANMOHAN

For Appellant(s) : Petitioner-in-person

For Respondent(s) : Mr. Mukul Rohatgi, Sr. Adv.
Mr. Chander Uday Singh, Sr. Adv.
Mr. Anil Bhat, Adv.
Mr. Saurabh Munjal, Adv.
Mr. Vanita Bhargava, Adv.
Mr. Vishal Shrivastava, Adv.
Mr. Vivek P. Gupta, Adv.
Dr. Amit Anand Deshpande Anand, Adv.
Ms. Preeti Gupta, AoR

O R D E R

Heard the appellant in person and Mr. Mukul Rohatgi, and Mr. C.U. Singh, learned Senior Counsel for the respondent No.1.

2. The appeal is disposed of by setting aside the order of the Labour Court as well as the order of the High Court in terms of the signed order which is placed on the file.

3. Pending applications, if any, also stand disposed of.

(SACHIN KUMAR SRIVASTAVA)
COURT MASTER (SH)

(ANJALI PANWAR)
ASSISTANT REGISTRAR