

ITEM NO.11

COURT NO.2  
(HEARING THROUGH VIDEO CONFERENCING)

SECTION XI-A

S U P R E M E C O U R T O F I N D I A  
R E C O R D O F P R O C E E D I N G S

Petition for Special Leave to Appeal (C) Nos.8658-8659/2019

(Arising out of impugned final judgment and order dated 12-10-2018 in WPC No.602/2015, 12-10-2018 in WPC No.13120/2015 passed by the High Court Of Kerala At Ernakulam)

THE EMPLOYEES PROVIDENT FUND ORGANISATION &amp; ANR. Petitioner(s)

VERSUS

SUNIL KUMAR B &amp; ORS.

Respondent(s)

WITH

CONMT.PET.(C) No.1917-1918/2018 in C.A. No.10013-10014/2016 (XIV-A)

W.P.(C) No. 875/2019 (X)

W.P.(C) No. 500/2019 (X)

CONMT.PET.(C) Nos.619-620/2019 in C.A. Nos.10013-10014/2016 (XIV-A)

W.P.(C) No.601/2019 (X)

W.P.(C) No.1312/2019 (X)

W.P.(C) No.832/2019 (X)

SLP(C) No.3289/2021 (XV)

W.P.(C) No.767/2021 (X)

W.P.(C) No.141/2018 (X)

W.P.(C) No.250/2018 (X)

W.P.(C) No.406/2018 (X)

W.P.(C) No.368/2018 (X)

W.P.(C) No.393/2018 (X)

W.P.(C) No.395/2018 (X)

W.P.(C) No.371/2018 (X)

W.P.(C) No.374/2018 (X)

W.P.(C) No.372/2018 (X)  
W.P.(C) No.385/2018 (X)  
W.P.(C) No.367/2018 (X)  
W.P.(C) No.369/2018 (X)  
W.P.(C) No.360/2018 (X)  
W.P.(C) No.1134/2018 (X)  
W.P.(C) No.390/2019 (X)  
W.P.(C) No.349/2019 (X)  
W.P.(C) No.466/2019 (X)  
W.P.(C) No.352/2019 (X)  
SLP(C) Nos.16721-16722/2019 (XI-A)  
W.P.(C) No.512/2019 (X)  
W.P.(C) No.511/2019 (X)  
SLP(C) No.2465/2021 (XV)  
SLP(C) No.3287/2021 (XV)  
Diary No.46219/2019 (XIV)  
W.P.(C) No.1218/2020 (X)  
SLP(C) No.1366/2021 (XIV)  
W.P.(C) No.1459/2020 (X)  
W.P.(C) No.1332/2020 (X)  
SLP(C) No.3290/2021 (XV)  
W.P.(C) No.86/2021 (X)  
SLP(C) No.1738/2021 (XIV)  
SLP(C) No.1701/2021 (XIV)  
W.P.(C) No.414/2021 (X)

W.P.(C) No.477/2021 (X)  
SLP(C) No.8547/2021 (XI-A)  
W.P.(C) No.233/2018 (X)  
W.P.(C) No.69/2018 (X)  
W.P.(C) No.118/2018 (X)  
W.P.(C) No.380/2018 (X)  
W.P.(C) No.411/2018 (X)  
W.P.(C) No.466/2018 (X)  
W.P.(C) No.804/2018 (X)  
W.P.(C) No.594/2018 (X)  
W.P.(C) No.884/2018 (X)  
W.P.(C) No.778/2018 (X)  
W.P.(C) No.874/2018 (X)  
W.P.(C) No.1149/2018 (X)  
W.P.(C) No.1167/2018 (X)  
W.P.(C) No.1430/2018 (X)  
W.P.(C) No.1433/2018 (X)  
W.P.(C) No.1428/2018 (X)  
W.P.(C) No.269/2019 (X)  
W.P.(C) No.327/2019 (X)

Date : 17-08-2021 These matters were called on for hearing today.

CORAM :

HON'BLE MR. JUSTICE UDAY UMESH LALIT  
HON'BLE MR. JUSTICE AJAY RASTOGI

**Counsel for the Parties:**

Mr. K.K. Venugopal, Attorney General  
Mr. Vikramjit Banerjee, ASG  
Mr. R. Balasubramanian, Sr. Adv.  
Ms. Ruchi Kohli, Adv.  
Mr. Ankur Talwar, Adv.  
Mr. Chinmayee Chandra, Adv.  
Mr. Suvesh Kumar, Adv.  
Mr. Raj Bahadur Yadav, AOR  
Mr. Amrish Kumar, AOR

Mr. C. Aryama Sundaram, Sr. Adv.  
Mr. Siddharth, AOR  
Mr. Rohini Musa, Adv.  
Mr. Abhishek Gupta, Adv.  
Mr. Amit Kumar Agrawal, Adv.

Mr. R. Venkataramani, Sr. Adv.  
Mr. M. Gireesh Kumar, Adv.  
Mr. Ankur S. Kulkarni, AOR

Mr. Kapil Sibal, Sr. Adv.  
Mr. Purushottam Sharma Tripathi, AOR  
Mr. Ravi Chandra Prakash, Adv.  
Mr. Mukesh Kumar Singh, Adv.  
Mr. Abhishek Tripathi, Adv.  
Mr. Raghav Tankha, Adv.

Mr. Gopal Sankaranarayanan, Sr. Adv.  
Mr. Purushottam Sharma Tripathi, AOR  
Mr. Mukesh Kumar Singh, Adv.  
Mr. Abhishek Tripathi, Adv.  
Ms. Vani Vyas, Adv.  
Ms. Sujata Muni, Adv.  
Mr. Amit, Adv.  
Mr. L. Nidhiram Sharma, Adv.

Mr. R. Basant, Sr. Adv.  
Mr. Raghenth Basant, Adv.  
Ms. Liz Mathew, AOR  
Mr. Vishnu Pazhangana, Adv.  
Mr. Akshay Sahay, Adv.  
Ms. Roopali Lakhotia, Adv.

Mr. P.N. Ravindran, Sr. Adv.  
Mr. Roy Abraham, Adv.  
Ms. Reena Roy, Adv.  
Ms. Samitharani M.R., Adv.  
Mr. Himinder Lal, AOR

Ms. Meenakshi Arora, Sr. Adv.  
Mr. Udayaditya Banerjee, AOR  
Ms. Kirti Aggarwal, Adv.

Mr. Ritin Rai, Sr. Adv.  
Mr. Udayaditya Banerjee, AOR  
Mr. Aman Shukla, Adv.  
Ms. Kirti Aggarwal, Adv.

Mr. Dhruv Mehta, Sr. Adv.  
Mr. Rajesh Gupta, Adv.  
Mr. Harpreet Singh, Adv.  
Mr. Ajay Chandra, Adv.  
Mr. Sumit R. Sharma, AOR

Mr. Vijay Hansaria, Sr. Adv.  
Ms. Sneha Kalita, AOR  
Ms. Briti Rekha Mahanta, Adv.

Mr. Jamshed Pesi Cama, Sr. Adv.  
Mr. Benny P. Thomas, Adv.  
Mr. Prakash Ranjan Nayak, AOR

Mr. A.N.S. Nadkarni, Sr. Adv.  
Mr. P. S. Sudheer, AOR  
Mr. Bharat Sood, Adv.

Mr. Sachin Datta, Sr. Adv.  
Mr. Rahul Kaushik, AOR  
Ms. Bhuvneshwari Pathak, Adv.  
Ms. Shilpi Satyapriya Satyam, Adv.

Mr. Ritin Rai, Sr. Adv.  
Mr. Neeraj Chaudhary, Adv.  
Ms. Pooja Dhar, AOR  
Ms. Rashmi Verma, Adv.

Mr. Gopal Sankaranarayanan, Sr. Adv.  
Ms. Pooja Dhar, AOR  
Mr. Shrutanjaya Bhardwaj, Adv.

Mr. Gopal Sankaranarayanan, Sr. Adv.  
Mr. A. Venayagam Balan, AOR  
Mr. C.M. Sundaram Iyer, Adv.

Mr. R. Venkataramani, Sr. Adv.  
Mr. Bahar U. Barqui, Adv.  
Mr. Aftab Ali Khan, AOR

Mr. Gopal Sankaranarayanan, Sr. Adv.  
Mr. Purushottam Sharma Tripathi, AOR  
Mr. Mukesh Kumar Singh, Adv.  
Mr. Abhishek Tripathi, Adv.  
Ms. Vani Vyas, Adv.  
Mr. Rajiv Kumar, Adv.

Dr. K.P. Kylasanatha Pillay, Sr. Adv.  
Mr. A. Venayagam Balan, AOR  
Mr. Mahesh Menon, Adv.

Dr. K.P. Kylasanatha Pillay, Sr. Adv.  
Mr. Mahesh Menon, Adv.  
Ms. Rashmi Singhania, AOR

Dr. K.P. Kylasanatha Pilay, Sr. Adv.  
Mr. V. Chitambaresh, Sr. Adv.  
Mr. Mahesh Menon, Adv.  
Ms. Rashmi Singhania, AOR

Ms. V.P. Seemanthini, Sr. Adv.  
Mr. Nishe Rajen Shonker, AOR  
Ms. Reenu, Adv.

Ms. Aparajita Singh, Sr. Adv.  
Mr. Rahul Pratap, AOR

Mr. Ardhendumauli Kumar Prasad, Adv.  
Mr. Meenesh Kumar Dubey, Adv.  
Mr. Rajiv Kumar, AOR

Mr. P. S. Sudheer, AOR  
Ms. Anne Mathew, Adv.  
Mr. Bharat Sood, Adv.  
Ms. Shruti Jose, Adv.

Mr. Gaurav Agarwal, Adv.  
Mr. Nishe Rajen Shonker, AOR  
Ms. Anu K. Joy, Adv.  
Mr. Alim Anvar, Adv.

Mr. S.D. Singh, Adv.  
Mr. Harsh Nandwana, Adv.  
Mr. Rahul Kumar Singh, Adv.  
Mr. Jitender singh, Adv.  
Ms. Meenu Singh, Adv.  
Mr. Ram Kripal Singh, Adv.  
Mr. Kamla Prasad, Adv.  
Mr. Hem Kumar, Adv.  
Ms. Shweta Sinha, Adv.

**Ms. Bharti Tyagi, AOR**

**Mr. Ashwin Kumar DS, Adv.  
Ms. Aditi Dani, Adv.  
Ms. Surbhi Mehta, AOR**

**Md. Shahid Anwar, AOR  
Mr. Intakhab Alam, Adv.  
Mohd. Naseem Mughal, Adv.  
Mr. Zulfiqar Ali Khan, Adv.  
Mr. Aamir Naseem, Adv.**

**Mr. Sibho Sankar Mishra, AOR  
Mr. Manoj Pandey, Adv.**

**Mr. V.N. Koura, Adv.  
Mr. Paramjeet Benipal, Adv.  
Mr. Avneesh Arputham, AOR  
M/s. Arputham Aruna & Co, AOR**

**Mr. Akash Kakade, Adv.  
Mr. Somanatha Padhan, AOR  
Mr. Neelmani Pant, Adv.  
Mr. Swetab Kumar, Adv.**

**Mr. Mohit Paul, AOR  
Mr. Kartik Nayar, Adv.  
Ms. Sunaina Phul, Adv.  
Mr. Rishab Kumar, Adv.**

**Mr. Sameer Parekh, Adv.  
Mr. D.P. Mohanty, Adv.  
Ms. S. Lakshmi Iyer, Adv.  
Mr. Ishan Nagar, Adv.  
Mr. Sarthak Gaur, Adv.  
M/s. Parekh & Co., AOR**

**Mr. Rakesh Mishra, AOR  
Mr. Sunil Kumar, Adv.  
Mr. Sandeep Kumar Dwivedi, Adv.  
Mr. Pradeep Kumar Dwivedi, Adv.  
Mr. Satyam Pandey, Adv.  
Mr. Ram Anugarh Singh, Adv.  
Mr. Ramesh Vasishtha, Adv.**

**Ms. Nandini Gore, Adv.  
Ms. Natasha Sahrawat, Adv.  
Ms. Tahira Karanjawala, Adv.  
Mr. Raghvendra Pratap Singh, Adv.  
Mr. Shreyash Maheshwari, Adv.**

M/s. Karanjawala & Co., AOR

Mr. Thampan Thomas, Adv.  
Mr. N.M. Varghese, Adv.  
Ms. Tessy Varghese, Adv.  
Mr. K. V. Mohan, AOR

Mr. S. K. Bhattacharya, AOR  
Mr. L.K. Paonam, Adv.  
Ms. Tomthinnganbi Koijam, Adv.  
Mr. Niraj Bobby Paonam, Adv.

Mr. Rishabh Sancheti, Adv.  
Ms. Padma Priya, Adv.  
Mr. Anchit Bhandari, Adv.  
Ms. Shreya Gupta, Adv.  
Mr. K. Paari Vendhan, AOR

Mr. Tabrez Malawat, Adv.  
Mr. SPM Tripathi, Adv.  
Mr. Dhruv Toliya, Adv.  
Mr. V.K. Shukla, Adv.  
Mr. Sugam Mishra, Adv.  
Ms. Swagoti Batchas, Adv.  
Ms. Sangeetha MR, Adv.  
Mr. Satish Kumar, AOR

Mr. Prasenjit Keswani, Adv.  
Mr. Upmanyu Tewari, Adv.  
Ms. Sonia Dube, Adv.  
Ms. Kanchan Yadav, Adv.  
Ms. Surbhi Anand, Adv.  
M/s. Legal Options, AOR

Mr. Rishi K. Awasthi, Adv.  
Mr. Prashant Kumar, Adv.  
Mr. Piyush Vatsa, Adv.  
Ms. Ritu Arora, Adv.  
Mr. Sumit Raj, Adv.  
Mr. Santosh Kumar-I, AOR

Mr. Girijesh Pandey, Adv.  
Mr. Ramjee Pandey, AOR  
Mr. Raghvendra Shukla, Adv.

Mr. Sanjeev Kapoor, Adv.  
Ms. Anushka Sharda, Adv.  
Mr. Rohit Ghosh, Adv.  
Ms. Smriti Nair, Adv.



**M/s. Khaitan & Co., AOR**

**Mr. P. A. Noor Muhamed, AOR**  
**Ms. Giffara S., Adv.**  
**Mr. Bilal Niamathulla, Adv.**  
**Ms. Ruxana P.N., Adv.**

**Mr. R. Anand Padmanabhan, Adv.**  
**Ms. Devarati Sadhu, Adv.**  
**Mr. Shashi Bhushan Kumar, AOR**

**Mr. Puneet Taneja, AOR**  
**Ms. Laxmi Kumari, Adv.**  
**Mr. Manmohan Singh, Adv.**  
**Mr. Adarsh Tripathi, Adv.**

**Mr. Arvind Gupta, AOR**  
**Mr. Rakesh Sinha, Adv.**  
**Md. Ghulam Akbar, Adv.**  
**Mr. Jeemon Raju K., Adv.**  
**Mr. Avinash Singh, Adv.**  
**Mr. Kumar Law, Adv.**  
**Mr. Ashish Jumar Sinha, Adv.**

**Mr. Rohan Thawani, Adv.**  
**Ms. Pooja Dhar, AOR**  
**Mr. Iqram Singh, Adv.**  
**Mr. Kushal Daga, Adv.**

**Mr. R.K. Kapoor, Adv.**  
**Mr. Rajat Kapoor, Adv.**  
**Ms. Kheyali Singh, AOR**

**Mr. Abhishek Gupta, Adv.**  
**Ms. Ikshita Singh, Adv.**  
**Mr. Kapil Raghav, Adv.**  
**Mr. Gunnam Venkateswara Rao, AOR**

**Mr. Aditya Dhawan, Adv.**  
**Ms. Anjali Chauhan, Adv.**  
**Ms. Ria Sachthey, Adv.**  
**M/s. ARS Associates, AOR**

**Mr. Ashish Bhan, Adv.**  
**Mr. Syed Jafar Alam, AOR**  
**Mr. Mohit Rohatgi, Adv.**  
**Mr. Rajendra Dangwal, Adv.**  
**Mr. Kaustub Narendran, Adv.**

**Mr. Devashish Bharukha, Adv.**

Mohd. Sadique T.A., AOR  
Ms. Anu K. Joy, Adv.  
Mr. Alim Anvar, Adv.

Mr. Santosh Krishnan, Adv.  
Mohd. Sadique, AOR  
Ms. Anu K. Joy, Adv.  
Mr. Alim Anvar, Adv.

Mr. Manoj V. George, Adv.  
Mr. K. Panmei, Adv.  
Ms. Shilpa Liza George, AOR

Mr. Anil Kumar, Adv.  
Mr. Vijay Pal, Adv.  
Mr. Varinder Kumar Sharma, AOR

Mr. Varinder Kumar Sharma, AOR  
Mr. Shantanu Sharma, Adv.  
Parul Sharma, Adv.

Mr. Aditya Dhawan, Adv.  
Ms. Kiran Dhawan, Adv.  
Mr. Chander Shekhar Ashri, AOR

Mr. Raghenth Basant, Adv.  
Ms. Liz Mathew, AOR  
Ms. Roopali Lakhotia, Adv.

Ms. Neetika Sharma, Adv.  
Ms. Akanksha Das, Adv.  
M/s. M. V. Kini & Associates, AOR

Mr. R.R. Kumar, Adv.  
Mr. Amrendra Kumar, Adv.  
Ms. Manjula Gupta, AOR

Ms. Sangeeta Bharti, Adv.  
Ms. Mehak Kanwar, Adv.  
Mr. Sushil Kumar Singh, AOR

Mr. Anand Varma, AOR  
Ms. Astha Ahuja, Adv.

Ms. Madhumita Bhattacharjee, AOR  
Mr. Atanu Saikia, Adv.

Dr. Ashwani Bhardwaj, AOR  
Mr. Vinay Bhardwaj, Adv.

Mr. Prakash Ranjan Nayak, AOR

**Mr. Gaurav Kumar, Adv.**

Mr. Himanshu Gupta, Adv.  
Mr. Manoj C. Mishra, AOR

Mr. Y. Rajagopala Rao, AOR  
Ms. Vismai Rao, Adv.

Mr. Udayaditya Banerjee, AOR  
Ms. Kirti Aggarwal, Adv.

Mr. Ashish Rana, AOR  
Mr. Anurag Kr. Singh, Adv.

Mr. Jagjit Singh Chhabra, AOR  
Mr. Saksham Maheshwari, Adv.

Mr. Prakash Ranjan Nayak, AOR  
Mr. Gaurav Kumar, Adv.

Ms. Eshna Kumar, Adv.  
Mr. Siddharth Mittal, AOR

Mr. Shashank Shekhar, Adv.  
Mr. Chander Shekhar Ashri, AOR

Mr. Ankit Goel, AOR

Ms. Hetu Arora Sethi, AOR

Mr. Lakshmeesh S. Kamath, AOR

Mr. Ajit Pudussery, AOR

Mr. Anil Nag, AOR

Ms. Lalita Kaushik, AOR

Mr. Y. Raja Gopala Rao, AOR

Mr. C.K. Sasi, AOR

Mr. Preet Pal Singh, AOR

Ms. Vandana Sehgal, AOR

Mr. Anand Dilip Landge, AOR

Mr. Pranesh, AOR

UPON hearing the counsel the Court made the following  
O R D E R

Heard in part.

For further hearing, list these matters on 18.08.2021.

(MUKESH NASA)  
COURT MASTER

(VIRENDER SINGH)  
BRANCH OFFICER