

**Delhi High Court Mediation and Conciliation Centre
Delhi High Court, Sher Shah Road, New Delhi**

Date: _____

SETTLEMENT AGREEMENT

This Settlement Agreement is entered into _____

BETWEEN

PARTY A (HEREINAFTER CALLED AS "THE FIRST PARTY")

AND

PARTY B (HEREINAFTER CALLED AS "THE SECOND PARTY")

WHEREAS

1. The Second Party had raised his claims against the First Party and instituted his ID case dated _____ under the provisions of The Industrial Disputes Act, 1947 before the Ld. Labour Court-V, Delhi, wherein an Award in ID No. _____ dated _____, was passed in his favour by _____ Ld. Presiding Officer, Labour Court-V, Delhi by giving him the relief of reinstatement with full backwages along with continuity of services and all other consequential benefits.
2. That the First Party being aggrieved by the aforesaid Award dated _____, filed a Writ Petition bearing _____ before the Hon'ble High Court of Delhi.
3. That the Hon'ble High Court of Delhi vide order dt. _____, directed the First Party to deposit a sum of Rs. _____ which was deposited by the First Party on _____ with the Registrar General of the Delhi High Court.

4. The W_____ was referred to Samadhan (Delhi High Court Mediation & Conciliation Centre) vide an order dated _____ passed by Hon'ble Justice _____
5. The parties agreed that _____, Advocates, would act as their Mediator and Co-Mediator respectively, in the mediation proceedings.
6. Extensive mediation sessions were held with the parties and their respective counsels (through video conferencing as well as physical) on _____
The Parties, with the assistance of the Mediator and Co-Mediator, and proactive participation of the counsel for the Parties, have voluntarily arrived at an amicable solution resolving the abovementioned matter.
7. The Parties hereto confirm and declare that they have arrived at this Settlement Agreement voluntarily, and of their own free will, in the presence of their respective counsels and the Mediators.
8. The following settlement has been arrived at between the Parties hereto:
 - (a) It has been agreed and undertaken by the parties that the First Party shall pay a sum of _____ towards full and final settlement of all claims of the Second Party as per the terms of the present Settlement Agreement.

- (b) The payment of the above amount shall be as under:-
- i) The Second Party shall get the amount of _____ deposited on _____ with the Registry of the Hon'ble High Court by the First Party released and the First Party shall have No-Objection to the same. It is agreed that the Second Party shall also be entitled to interest, if any, on the above amount.
 - ii) _____ shall be paid by way of cheque/demand draft in favour of the Second Party by the First Party, within _____ days of passing of final orders by Hon'ble High Court accepting the present Settlement Agreement.
- (c) It has been agreed between the parties that after receipt of the aforesaid full and final settlement amount paid to the Second Party, the Second Party shall not make any claim of whatsoever nature with regard to the aforesaid Award dated _____, nor shall file any claim, petition, complaint, suit, application etc. against the First Party with regard to his employment i.e. reinstatement, arrears of salary, gratuity, PF, bonus, compensation etc., and the Award dated _____ will be deemed fully satisfied in all respects.
- (d) It has been agreed that the aforesaid Writ Petition filed before the Hon'ble Delhi High Court against the Second Party, shall be disposed of in terms of this Settlement Agreement, and Award dated _____ passed by the Learned Labour Court, Delhi, shall stand modified and deemed fully satisfied for all legal purposes.
- (e) It is further agreed and undertaken by the Second Party that after

receipt of settlement amount, the Second Party shall have no claim of whatsoever nature including re-instatement, backwages, provident fund, gratuity, bonus and any other benefits and all his claims regarding any kind of past, present and future benefits of her employment with the First Party shall stand settled and satisfied fully and finally. The Second Party agrees that he will not raise any such claim in future before any Forum with regard to him employment i.e. reinstatement, arrears of salary, gratuity, PF, bonus, compensation etc.

- (f) It is agreed that the Provident Fund lying deposited with the Provident Fund department shall be released to the Second Party and the First Party shall cooperate for the same.
- (g) Both the Parties shall pray to the Hon'ble Delhi High Court that the present _____ may be disposed off in terms of the present Settlement Agreement, and all claims, including Award dated _____, may have been declared as fully satisfied, for which both the parties have already agreed upon and have given their undertaking to do so.

9. By giving consent to this Settlement Agreement, the parties hereto state that they shall have no further claims or demands against each other and all the disputes and claims have been amicably settled by the Parties hereto through the process of Mediation.

10. That the parties undertake before the Hon'ble Court to abide by the terms and conditions set out in the agreement and not to dispute the same hereinafter in future. The parties further agree and undertake that they shall

not resile from the present Settlement Agreement.

11. Both the Parties have agreed that they are entering into the present Settlement Agreement voluntarily, out of their own free will and volition. The Parties further state that they have understood the contents of the present Settlement Agreement as the same have been explained to them and have been read to both the parties in vernacular, by the mediators and their respective counsels, in the presence of each other.

12. The Copy of the Aadhaar Card of the First Party is annexed hereto as

13. The Copy of the Aadhaar Card of the Second Party is annexed hereto as

14. The Parties have agreed that they shall appear before the Hon'ble Court during the virtual hearing or physical hearing, as the case may be, to make their statements in terms of the present Settlement Agreement.

PARTIES SIGNATURES

(First Party)

(Second Party)

COUNSEL SIGNATURES

Advocate for the First Party

Advocate for the Second Party

(_____) **Mediator**

(_____) **Co-Mediator**