

National Judicial Academy

SPECIAL EVENT 1: TRAINING PROGRAMME FOR LABOUR TRIBUNAL PRESIDENTS OF SRI LANKA

December 18 - 22, 2015

Prog Coordinator	Mr. Shivaraj S. Huchhanavar (Research Fellow), Ms. Nitika Jain (Law Associate)
No.of Participants	34
No. of forms received	33

General Suggestions

3	<p>Give your views on the structure of the programme and sessions included:</p>	<ol style="list-style-type: none"> 1. Excellent 2. Programme structure is very organized. It was very easy for us. 3. I am so satisfied because sessions were limited to one hour. 4. That is good because every lecture scheduled for a short period. It is very useful because we could start next lecture freshly. 5. It is five day programme but gained knowledge for life time. 6. Programme very useful and efficient. 7. Excellent 8. Good, No comments. 9. Good. 10. It is well prepared programme . I suggest to cover all Labour jurisprudence. 11. Lessons for the day was quite good and reasonable. 12. Its better if we have more lectures from Indian Supreme Court judges rather than having ILO persons. 13. Programme is planned on timely topics. 14. Very perfectly planned. 15. Reduce the tea breaks please. 16. The programme though it is first time in the history was scheduled well. 17. Of course, I am fully satisfied of the programme. Time framed for the programme is also comfortable. 18. The programme structure was on time. It is very helpful to us to have a spare time between the study time. 19. The structure of the programme and sessions are very well planned and organized. 20. Good. 21. All programmes were scheduled in an excellent manner. 22. Method of way of programme arranged which is unboring and absorbing the knowledge and experience. Very smart and fantastic. 23. Very good programme. I learnt a lot. 24. Structure of the program well planned and hourly tea break is very much appreciated. 25. Excellently handled, bit can be included in further sessions with law of transfer, law of resignation etc, with Indian and Sri Lankan experience. 26. Very good. 27. This was much better than I thought. 28. Programmes and sessions are very good. Specially coordinating officers are very
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		<p>efficient. Food and kitchen staff were very kind.</p> <p>29. Very useful.</p> <p>30. It was a treatless programme since you have had arranged the agenda as a user friendly way. If you can add a group work or group presentations it will be more effective and interesting.</p> <p>31. Good</p> <p>32. A rest day in between would have been welcome.</p> <p>33. I am extremely happy with the programme.</p>
4	<p>What are your gains/learning from this programme?</p>	<ol style="list-style-type: none"> 1. We were able to enhance our knowledge to Labour Law of India as well as ILO conventions and most important area of the Labour Laws. 2. Most of the things were learn from this programme. Knowledge of every laws of India and social information. 3. Very important basic norms of law and ILO standards. 4. All the lectures of experience more valuable, especially Indian judges share their experience with us. I believe it is very useful for us. 5. How Labour Courts do their proceedings very nicely. 6. As President of Labour Tribunal we were given the attitude that not to frame to a certain structure and think free when proceed with the cases that we have. 7. I studied about Labour Laws and how to apply in our country and applicability of ILO. 8. We learn difference between Indian Law related to labour matters and Sri Lankan Laws and also learn how to apply Human Rights Law , how to write judgments also ILO conventions. 9. I learnt how to come a fair volunteer discussion. Whatever I think fit what I learned is , a fair judge should first come to his own conclusion, whatever he thinks fair and then justify the decision his own way. If a judge rely on authorities more than enough, he may never be able to make a fair decision. 10. We learnt lot of things through this programme, Indian Labour jurisprudence is highly developed and expanded than Sri Lankan. There are number of state Labour Statutes and number of central government statutes which are not in Sri Lanka. 11. Gathered much knowledge about Indian Law and experience in Labour relation matters. 12. Change the existing attitudes. 13. This helped to improve and enhance subject area what I am currently handling. 14. The wide scope of Industrial Law and its boundaries. 15. Although our country is a small country we found that most of the laws governing are the similar. 16. Learnt a lot of Industrial Jurisprudence. 17. We gained a lot from this programme. India and Sri Lanka are having similar and slight /vast differences of Labour Tribunal and Labour field. So we could learn some sort of issues in respect of Labour/Industrial field. We can compare and apply when we need. 18. The most important gain from this programme is the valuable experiences of Supreme Court judges of India. Hon. Judges explained their views and their experiences without

		<p>keeping tips. I learnt to think more fairly about the problems.</p> <p>19. It was a great firsthand experience not only as judges of Labour Tribunals but also as normal ordinary citizens.</p> <p>20. Learn similar situations and how you faced the same and especially applicability and constitutional concepts in Labour field.</p> <p>21. All subjects are helpful for us in drafting our orders.</p> <p>22. The situation and set up of Indian jurisprudence and much from Labour Tribunal/court procedure. And further, the way of labour laws and act come to force.</p> <p>23. I learn lot of Indian Labour law, it is important to apply our law.</p> <p>24. I have been trained in various concepts of Labour Laws which will be helpful in my day to day duties.</p> <p>25. 1. Learn about minimum wages, living wages in India, 2. How to develop CSR in judgments, 3. Law of out sourcing, debacals, common problems, 4. Learnt may things to apply in Sri Lanka.</p> <p>26. Lot of things regarding the Labour Law and Indian Law and culture, and how to handle the problems regarding the child labour problems.</p> <p>27. I became brave enough to utilize my thinking that I had. This programme gave me the confidence t do the right thing irrespective of the outcome of the appeal.</p> <p>28. We learnt so many things actually. Hon. Chandru and Hon Mukhopadhya educated us. I have no words to explain lecturers' knowledge and teaching ability.</p> <p>29. Applying Law- Constitutional, other statutory different between Law in Sri Lanka and India. Lots of Indian Cases discussed.</p> <p>30. The program really helped to evaluate the legal system in India and Sri Lanka. It was a great time to gain more knowledge on considering facts raised by the parties in Labour cases.</p> <p>31. Knowledge about India Labour Law and its applicability.</p> <p>32. The giant strides the Indian judiciary and jurisprudence has made among poverty and limited resources.</p> <p>33. The programme enhanced my knowledge on labour law and also the ability to view labour matters in a more equitable way.</p>
5	<p>How does this conference equip you to perform your daily tasks as President of Labour Tribunal of Sri Lanka more efficiently?</p>	<p>1. Nothing else to comment because all equip arrangements were excellent.</p> <p>2. Of course, we got lots of experience, judgments, braveness of apply the natural justice for lawsuits, and we can apply those things for them in our duties.</p> <p>3. This will immensely help me to decide cases expeditiously.</p> <p>4. We can use your judgments. I can use reading material for our judgments. I can try to think different ways.</p> <p>5. More independence though to write judgments.</p> <p>6. It is equipped us with free thoughts, especially in our duties as LT Presidents to have a different view towards the matters we have and made us proud as Sri Lankan judges, to have this great opportunity.</p> <p>7. All arrangement are excellent.</p> <p>8. Very efficient because if the Law is silent we can use Human Rights principles even</p>

though Human Rights Law is superior than any other laws so we can use them in arriving at just and equitable judgments.

9. It helps me to make a little change in my way of thinking.

10. It is very helpful to enhance our knowledge and it will be an advantage to us to deliver good judgments.

11. We can use those materials for day to day work when we are presiding cases in Labour Courts.

12. Help to improve my thinking power and enhance the existing knowledge on Labour Law.

13. Yes, of course. The resource persons who participated for the programme always welcome our problems and properly addressed.

14. We can include the case law in our orders by that we can enrich those.

15. Learnt a lot to solve the day to day problems that we have to face on the bench and especially while the law is silent.

16. The views based on constitutional focus will undoubtedly pave the way for as the reference to our orders.

17. Of course we can compare about your law and we can consider when we attend for our job.

18. To consider the problems in humanitarian grounds. To deliver just and equitable order.

19. The way of thinking and thinking pattern are enhanced.

20. Can think in different ways and how keen on applicability of constitutional area.

21. It will help us immensely.

22. We know that some new case law regarding Labour law and jurisprudence to adopt the Sri Lankan labour laws and casus omissus in labour law of Sri Lanka.

23. Yes

24. As mentioned above.

25. Respondent did not comment

26. I learned a lot of things regarding how to apply the natural justice to solve our Labour Law disputes.

27. The programme as a whole widened my views as an LT President.

28. They taught us how to write an order and how to improve our Law.

29. All the lectures were very useful for perform daily tasks, shared experience in Sri Lanka and India.

30. It was a time where I got an opportunity to think again about my thinking and evaluation pattern when deciding the cases. I got to know that there are so many ways where we can identify a crux of a matter as well as the procedure.

31. Improve my knowledge about labour law and its application to cases.

32. By infusing social justice considerations in our decisions.

33. Most of the guidelines we used in our orders are from the Supreme Court decisions of Sri Lanka, India and England. Having the opportunity to interact directly with the resource persons of law in India itself was an opportunity beyond our knowledge in

		labour law.
6	<p>Kindly make any Suggestion you may have on how NJA may Serve You better and make the Programme more effective:</p>	<ol style="list-style-type: none"> 1. Nothing else to suggest because all programmes and arrangements were well arranged. 2. NJA can give more opportunities to other countries and include Sri Lanka for learning their laws and country. 3. It is above our expectations. 4. I think that programme schedule best if we can discussed any other topics next term. It would be better opportunity to us, specially resignation, transfer like. 5. If minor staff can speak in English we can communicate better. 6. I suppose to have many programme between this neighbor countries, it will be effective enhance both countries judicial system. 7. Nothing else. 8. No comments. Wish you all the success. 9. If the academic staff give us their experience and the higher courts authorities which helps to make a stronger just and equitable order. 10. To make time for lectures and reduce the interval. 11. If the NJA decide to reduce number of sessions and increase the time period of a session, it will be great for all of us. 12. Please include lectures on misconduct concepts which helps very much for Labour Court judges to improve their knowledge. 13. If you can arrange to see the on going court proceedings. 14. By reducing the tea breaks you will be able to give us much more time in the sessions. 15. Respondent did not comment. 16. By including Principles of Labour Law in detail. 17. We have fully satisfied of this programme, so I don't think any necessity for making this type of programme better /effective. 18. Good and enough . 19. Respondent did not comment. 20. Its excellent. Keep it up. 21. More reading material please. 22. It is convenience to the visitors that one day off between the sessions and include some new headings particularly the labour law and industrial course. 23. Programmes are excellently conducted. 24. The programme is excellent. 25. Respondent did not comment 26. Respondent did not comment 27. As far as I am concerned am very satisfied with what has been provided to us so that I have nothing to suggest anything additional. 28. Actually all the things were going on smoothly. No suggestions. We enjoyed the

		<p>sessions.</p> <p>29. Respondent did not comment.</p> <p>30. If you may conduct an international programmes with the participants of many other countries who are away from the Asian region, it will be more useful and effective.</p> <p>31. Respondent did not comment.</p> <p>32. Respondent did not comment.</p> <p>33. The whole programme was very effective. Thought provoking.</p>
7	<p>Any other Suggestion / Remarks</p>	<p>1. Respondent did not comment.</p> <p>2. Hope to come again to learn from institute and to get good knowledge and kindness.</p> <p>3. Respondent did not comment.</p> <p>4. Thank you very much for everything.</p> <p>5. Provide land mark cases. It is very useful.</p> <p>6. Respondent did not comment.</p> <p>7. Thank you all.</p> <p>8. Respondent did not comment.</p> <p>9. If a group work is expected from us at the end of the session, I think it is important for us to experience the knowledge which we gain in the workshop practically.</p> <p>10. I want to thank Dr. Geeta Oberoi, Director, NJA and subordinate staff for excellent service tendered to us. They looked after us very well and listened to our each and every request.</p> <p>11. Thank you for everything.</p> <p>12. Please organize the second conference. Special thanks to Mr. Shivraj and Miss Nitika for their kindness and hospitality.</p> <p>13. Respondent did not comment.</p> <p>14. We had a nice time as at our homes but far from our homes.</p> <p>15. Respondent did not comment.</p> <p>16. The course may be conducted as an annual conference.</p> <p>17. Thank you very much for everything rendered towards us in this regard.</p> <p>18. No</p> <p>19. A lecture with regard to Evidence is to be included.</p> <p>20. Respondent did not comment.</p> <p>21. Another programme in 2016 so that we could meet once again to interact with each other.</p> <p>22. Grateful to all of NJA and the other minor staff.</p> <p>23. To be continued further. Law of Dismissal, Law of Resignation, Vacation of Post.</p> <p>24. Respondent did not comment.</p> <p>25. Respondent did not comment</p> <p>26. I would like to thank the Judicial Academy of India to give us this valuable opportunity, and further more I would like to thank programme coordinators and stakeholders of this valuable event.</p> <p>27. Excellent work</p> <p>28. Respondent did not comment.</p>

29. Respondent did not comment.
 30. Many thanks to all of you.
 31. Respondent did not comment.
 32. Really touched by the warm hospitality

SNo	Particulars	Respondent	Marks out of 5	Remarks
1	Reading Material	20	4/5	If you can give some more on some selective areas, that's better.
		30	5/5	It was great with a lot of resource document.
2	Travel	30	5/5	Nice and well organized.
4	Protocol	-	-	-
5	Reception	30	5/5	Very friendly
6	Cleanliness	-	-	-
7	Food	2	5/5	Always try to introduce food of India to us kindly.
		3	4/5	I suggest more variance.
8	Hygiene			
9	Staff Behaviour	2	5/5	Always helpful for us. Good service.
10	Hospitality	-	-	-
11	Others	-	-	-

Sri-Lanka Special Event -1 Programme & Hospitality Feedback Mark Your Satisfaction, Ranging from 1(Very Poor), 2 (Poor), 3 (Fair enough),4 (good), 5 (Excellent),for the following: (0 Indicates no response)																																			
2	No. of Participant	34																																	
3	No. of forms received	33																																	
Respondent No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	Total marks out of 165	
No.	Subject	Marks																																	Total marks out of 165
1	Reading Material	5	5	5	4	3	5	5	5	5	5	5	4	4	5	5	5	4	4	4	4	5	5	4	5	4	5	5	5	5	5	5	4	5	134/165
2	Travel	5	5	5	4	4	4	5	5	5	5	4	5	5	4	5	5	4	4	4	5	5	4	5	5	0	5	5	5	4	5	5	3	130/165	
3	Protocol	5	5	5	4	4	5	5	5	4	5	4	5	4	4	5	4	4	5	0	5	4	4	5	5	5	5	4	5	5	4	5	129/165		
4	Reception	5	5	5	5	4	5	5	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	143/165		
5	Cleanliness	5	5	4	5	4	5	5	5	5	4	4	4	4	5	5	5	5	4	5	0	5	4	5	5	4	5	5	5	4	5	5	130/165		
6	Food	5	5	4	5	4	5	5	5	4	5	4	4	4	5	5	5	4	4	5	5	5	4	5	5	5	5	5	5	5	5	4	136/165		
7	Hygiene	4	4	5	4	4	5	5	5	3	4	4	4	5	5	5	5	4	5	4	5	5	4	5	5	5	5	5	4	5	5	4	132/165		
8	Staff Behavior	4	5	5	5	4	5	5	5	4	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	141/165		
9	Hospitality	4	5	5	5	4	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	143/165		