

# NATIONAL JUDICIAL ACADEMY

## P-920: National Conference of the Presiding Officers of Labour Courts/Tribunals: 10-04-15-12-04-15

Name of Programme Coordinator: Saumya Sharma

No of Participants: 20

No of Evaluation Forms: 20

<b>I. OVERALL</b>				
<b>PROPOSITIONS</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	<b>Remarks</b>
a. The objective of the Program was clear to me	89.47	10.529	0	8. The Programme is subject . Basic Practical and Procedural work of judge are not Discussed
b. The subject matter of the program is useful and relevant to my work	88.88	11.11	0	
c. Overall, I got benefited from attending this program	78.94	21.05	0	
d. I will use the new learning, skills, ideas and knowledge in my work	82.35	17.64	0	9. Highly conflicting views of the speakers.
e. Adequate time and opportunity was provided to participants to share experiences	36.84	57.89	5.26	20. Two resource person per session would have been ideal.
<b>II. KNOWLWDGE</b>				
<b>PROPOSITIONS</b>				
a. useful to my work	72.22	27.77	0	
b. comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	72.22	27.77	0	
c. up to date	70.58	29.41	0	
d. related to Constitutional vision of justice	63.15	36.84	0	
e. related to international legal norms	29.41	70.58	0	
<b>III STRUCTURE OF THE PROGRAM</b>				
<b>PROPOSITIONS</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	
a. The structure and sequence of the program was logical	84.21	15.78		
b. The program was an adequate combination of the following methodologies viz. Group discussions	62.5	25	12.5	
Case studies	63.15	36.84		

Interactive sessions	44.44	50	5.55	
Simulation Exercises	37.5	37.5	25	
Audio Visual Aids	41.17	52.94	5.88	
<b>IV. INDIVIDUAL SESSIONS</b>				
<b>PROPOSITIONS</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	
a. Discussions in individual sessions were effectively organized	62.5	25	12.5	
b. The session theme was adequately addressed by the Resource Persons	58.82	29.41	11.76	
<b>V. PROGRAM MATERIALS</b>				
<b>PROPOSITIONS</b>	<b>To a great extent</b>	<b>To some extent</b>	<b>Not at all</b>	
a. The Program material is useful and relevant	84.21	15.78		
b. The content was updated. It reflected recent case laws/current thinking/research/ policy in the discussed area	63.15	36.84		
c. The content was organized and easy to follow	66.66	27.77	5.55	
<b>VI. RESOURCE PERSONS</b>				
<b>Name of the Resource Persons</b>	<b>Highly Effective &amp; Useful</b>	<b>Moderate</b>	<b>Not Satisfactory</b>	
1.Mr. Justice V. Gopalagowda	89.47	10.52		9. favoring philosophy when which judgment up to 1970 were based
2.Mr.Justice S.J. Mukhopadhaya	66.66	22.22	11.11	
3.Ms.Justice Ruma Pal	61.11	33.33	5.55	
4.Mr.Justice B.P. Dharmadhikari	55.55	38.88	5.55	
5.Mr .Lalit Bhasin	52.94	47.05		9. Favoring employers
6.Prof.(Dr.) B.T.Kaul	84.21	15.78		9. Out Standing the Best Unparallel
7.Mr. Ashok Kumar Panda	38.88	50	11.11	
8.Mr. Partha Sarathi Sengupta	26.66	66.66	6.66	
9.Mr. Jamshed Cama	61.11	33.33	5.55	
10. Ms. Narmadha Sampath	35.29	35.29	29.41	
11. Ms. Meena Doshi	25	56.25	18.75	
12. Ms. Jane Cox	57.89	36.84	5.26	

13. Mr. Sanjay Singhvi	40	60		
14. Ms. Seema Jhingan	27.77	55.55	16.66	
15. Prof. Debi S.Saini	68.75	31.25		
16. Dr. Rajendra Hittanagi	23.52	76.47		
17. Mr. M.S.Ananth	35.29	64.70		
overall, Resource Persons had expertise relevant to the sessions in which they participated	76.92	23.07		
<b>VII. HOSPITALITY</b>				
<b>PROPOSITIONS</b>				
a. Arrangements for my reception and transport to and from railway station/ airport	94.44	5.555		9. Out Standing
b. Services at the reception counter	88.88	11.11		9. Out Standing
c. Hygiene and facilities in the room	82.35	17.64		9. Out Standing
d. Quality of food	77.77	16.66	5.55	9. Out Standing
e. Arrangements in dining halls	82.35	17.64		9. Out Standing
f. Assistance from travel desk for changes in travel reservations	82.35	17.64		9. Out Standing
<b>VIII. GENERAL</b>				
a. Three most important learning achievements of this Programme	<p>4. Labour Law Jurisprudence, Reinstatement &amp; Back wages, Consequence court Dismissed or discharge.</p> <p>5. I am Newly appointed PO of Labour Court and learnt about learnt about newly passed judgment on Labour Laws and SD.</p> <p>6. Passer &amp; furtive of Tribunal &amp; Labour</p> <p>7. Acquainted with up-to-date decisions, Group Discussion on ID Powers.</p> <p>8. Philosophy of Labour Law</p> <p>10. Recent Judgment, Procedural Phenomena with require to sentry of material on recall, New champs is industrial Disputes Act</p> <p>12. Legal Consequences of Dismissal or discharge of workman, reinstatement and back wages, judicial review (Limitation and extent of powers of labour court and tribunals.</p> <p>15. Updation understanding the provisos of sections paramount consideration for following views of laws</p> <p>16. We are updated in Labour laws, we learns so many new things, we are compel to change our thinking.</p> <p>17. Case law, Innovative theory, presentation of some resource persons.</p> <p>18. Case law &amp; Subject Discussion</p>			

<p>b. Which part of the Programme did you find most useful and why</p>	<ol style="list-style-type: none"> <li>1. Reinstatement &amp; Back wages + Contract Labour.</li> <li>2. In Hindi- English was the medium of teaching for the whole programme . Hindi is our mother tongue. If Hindi had been the medium of instruction then the programme would have been more beneficial to all.</li> <li>3. in Hindi- Respected resource persons used only English to teach. Along with English the discourse should have been in Hindi also.</li> <li>4. S.2A ID Act, S.11.A ID Act, S. 33(CJR)ID Act</li> <li>5. Session V- Reinstatement and Back wages; Session VI - Recovery of Money under Industrial Disputes Act; &amp; Session IX- Judicial Review (Limitation and Extent of Powers of Labour Courts and Industrial Tribunals)</li> <li>10. Knowledge Lecture delivered by esteemed Resource person on case less National law leading text Etc.</li> <li>12. Reinstatement and back wages this programme is very useful as we faced this problem in day to day affairs at the time of conducting court proceeding..</li> <li>13. 3<sup>rd</sup> day session</li> <li>15. All Programme</li> <li>16. Lecture of Justice Gowda as he has excellent knowledge in labour laws who has shacked with use within ½ hours</li> <li>17. Judicial review, reinstatement and back wages</li> <li>18. Adjudication process of industrial disputes, issue of retrenchment legal implication, recovery of money under ID Act. Because day to day dispute increase.</li> <li>20. Prof. Kaul's immense knowledge in law inspired me.</li> </ol>
<p>c. Which part of the Programme did you find least useful and why</p>	<ol style="list-style-type: none"> <li>6. Session V- Reinstatement and Back wages; Session VI - Recovery of Money under Industrial Disputes Act</li> <li>8. The Programme is not fit for give any new task for Practical work of Judges in court dealing Labor Matters.</li> <li>10. Audio visual acids which I Dan feel too much useful in our daily court work.</li> <li>12. Discussion on employees state insurance act this programme is least useful in day to day affairs in the court Proceeding.</li> <li>13. 3<sup>rd</sup> day session because of Resource Person</li> <li>15. None</li> <li>17. Recent legislative initiatives in the field of labour law because it cannot help us in our work.</li> <li>18. Recent legislative initiatives in the field of labour law because not useful routine work</li> </ol>
<p>d. Kindly make any suggestions you may have on how NJA may serve you better and make its programmes more effective</p>	<ol style="list-style-type: none"> <li>4. Speeches of resource Person may be recorded &amp; supplied to participants in Electronic Form like on CD/Pen Drive.</li> <li>8. Such programme should not be Limited to speaker and lecture, There should be some practical guild line required to enlighten Judges.</li> <li>10. NJA may serve better in my opinion, by way of giving more emphasis and more time on practical aspects via group discussion, case studies and interactive session.</li> <li>12. This programme should not vetted with labour Laws. My Suggestion to NJA the conference should be organized in future for industrial tribunal only.</li> <li>15. Being Professional pioneer you know better.</li> <li>16. NJA have to arrange such a conference in future in which Justice Gowda has to invite and keep arrange his lecture at learnt 3 hours, General remarks is A+ Excellent</li> <li>17. Regularly invite us particularly judicial officers working in Gujarat for this type programme.</li> <li>18. Time is shortage thus sufficient time require and regular programme</li> </ol>

	<p>require for refreshment of thinking process. 20. District Judges could be called in as resource person.</p>
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