

NATIONAL JUDICIAL ACADEMY

P-1078: Refresher Course for Labour Courts

12th – 14th January, 2018

Programme Coordinator : Mr. Shashwat Gupta, Law Associate, NJA Bhopal

No. of Participants : 28

No. of forms received : 28

I. OVERALL				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. The objective of the Program was clear to me	92.59	3.70	-	-
b. The subject matter of the program is useful and relevant to my work	89.29	7.14	3.57	-
c. Overall, I got benefited from attending this program	92.59	7.41	-	-
d. I will use the new learning, skills, ideas and knowledge in my work	84.62	15.38	-	-
e. Adequate time and opportunity was provided to participants to share experiences	96.15	3.85	-	-
II. KNOWLEDGE				
PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
The program provided knowledge (or provided links / references to knowledge) which is:				
a. Useful to my work	92.31	7.69	-	-
b. Comprehensive (relevant case laws, national laws, leading text / articles / comments by jurists)	92.59	7.41	-	-
c. Up to date	90.91	9.09	-	-
III. STRUCTURE OF THE PROGRAM				

PROPOSITIONS	Good	Satisfactory	Unsatisfactory	Remarks
a. The structure and sequence of the program was logical	89.29	10.71	-	-
b. The program was an adequate combination of the following methodologies viz.				
(i) Case studies were relevant	89.29	10.71	-	-
(ii) Interactive sessions were fruitful	89.29	10.71	-	-
(iii) Audio Visual Aids were beneficial	60.71	39.29	-	-

(To be modified as per the sessions planned)

IV SESSIONS WISE VETTING

Parameters

Session	Discussions in individual sessions were effectively organized		The Session theme was adequately addressed by the Resource Persons	
	Effective and Useful	Satisfactory	Effective and useful	satisfactory
1	89.29	10.71	94.44	5.56
2	88.89	11.11	94.12	5.88
3	88.89	11.11	94.44	5.56
4	84.62	15.38	82.35	17.65
5	88.46	11.54	82.35	17.65
6	96.15	3.85	76.47	23.53
7	84.62	15.38	94.12	5.88
8	84.62	15.38	88.24	11.76

V. PROGRAM MATERIALS

PROPOSITIONS	To a great extent	To some extent	Not at all	Remarks
a. The Program material is useful and relevant	89.29	10.71	-	-
b. The content was updated. It reflected recent case laws/ current thinking/ research/ policy in the discussed area	75.00	25.00	-	-

c. The content was organized and easy to follow	88.89	11.11	-	-
VIII. GENERAL SUGGESTIONS				
1. Three most important learning achievements of this Programme	<ol style="list-style-type: none"> 1. It has helped me to have overview of the labour legislations. 2. Helped me in updating my knowledge about labour laws. The interactive sessions were very useful. The programme matter is very useful. 3. Discussion on the case laws is very useful; last session discussion about tackling the problems faced by P.O. is very good; Advocate Mr. Singhvi's speech on closure is effective. 4. <i>Session-4 Dismissal and Discharge. Session-5 Reinstatement and Back Wages. Session-8 Improving the Efficiency of Labour Courts: Constraints and Solutions.</i> 5. No new ideas in the matter of dispensation of justice in labour laws. Got knowledge on statutory provisions. Acquired knowledge on latest decisions on statutory points. 6. More training programs. 7. More training programs. 8. Participant did not comment. 9. Very good. 10. Contract labour. Different case laws. Unfair labour practice. 11. Sharing of knowledge, case laws and labour laws. 12. Knowledge of new case laws of Supreme Court and High Court related to labour matters. Many doubts cleared relating to labour laws. Learnt more new things about labour laws. 13. Insight to labour laws; Recent changes in labour law; updated knowledge of labour law. 14. We learnt the skills to handle effectively the cases from now onwards. To have in-depth knowledge about labour laws. 15. Enrichment and updation in legal knowledge. Experience to deal with court proceedings. Experience in sharing views. 16. Good discussion. Latest laws. Interactive sessions. 17. Knowledge of labour laws. Knowledge of case laws. Practical handling of labour cases. 18. A balanced approach towards matters pertaining to the subject. 19. Retrenchment; Contract labour; Back wages 20. I have got useful information. 21. Lecture of Prof. (Dr.) R.K. Murali helped me in advancing my knowledge and Mr. Sunil Kumar Tripathi's long experience in labour laws and Mrs. Jane Cox's Human approach towards work men. 22. How to dispose of the litigation effectively and timely. 23. Efficiency of labour courts. The impact of acquittal of an employee in criminal proceedings. The power under S.11-A of the Industrial Dispute Act. 			

	<p>24. I have gained much more in session, Session-1 Labour and Management: Evolving Perspectives in ontemporary Climate: Constitutional Perspectives and Role of Courts. Session-6 Retrenchment and Lay Off: Balancing Rights of Labour and Interests of Employer. Session-7 Strike, Lockout and Closure: Challenges in Harmonizing Employee -Employer Relationship.</p> <p>25. Participant did not comment.</p> <p>26. Basic knowledge that must be immediately possessed by the P.O. Striking harmony immediately in Industrial Dispute cases in accordance with laws.</p> <p>27. Latest legal positions. Exchange of views of participants. To decide disputes as soon as possible.</p> <p>28. Please arrange programme in every 6 months for all P.O.</p>
<p>2. Which part of the Programme did you find most useful and why?</p>	<p>1. All the session were useful.</p> <p>2. All the session were useful.</p> <p>3. Discussion on strike lock- out and closure, departmental enquiry is very useful.</p> <p>4. All the session were useful.</p> <p>5. The session by Prof. (Dr.) S.C. Srivastava and Prof. (Dr.) R.K. Murali</p> <p>6. Course was very good.</p> <p>7. Course was very good.</p> <p>8. Interaction and knowledge sharing to gain ideas of others.</p> <p>9. All programmes are very useful.</p> <p>10. Contract labour.</p> <p>11. Interactive address by Resource Persons.</p> <p>12. Interaction with Participants should be given more time.</p> <p>13. All.</p> <p>14. All the sessions were useful.</p> <p>15. The entire programme was highly satisfactory and enriched with legal acumen.</p> <p>16. Interactive session.</p> <p>17. Participant did not comment.</p> <p>18. All programmes are very useful.</p> <p>19. All programmes are very useful.</p> <p>20. Lecture of Mr. Sunil Kumar Tripathi.</p> <p>21. Session-8 Improving the Efficiency of Labour Courts: Constraints and Solutions.</p> <p>22. Method for self-thinking; taking own decision.</p> <p>23. Dismissal and Discharge, Reinstatement and Backwages, Strike, Lock-out and Closure - These are day-to-day issues.</p> <p>24. Session-6 Retrenchment and Lay Off: Balancing Rights of Labour and Interests of Employer.</p> <p>25. All parts of programme as they are related to functions of Labour Courts.</p> <p>26. Session-1 Labour and Management: Evolving Perspectives in on temporary Climate: Constitutional Perspectives and Role of Courts. For</p>

	<p>educating the workmen and management to achieve the goal of expanding economy.</p> <p>27. All the sessions were useful.</p> <p>28. All parts.</p>
<p>3. Which part of the Programme did you find least useful and why?</p>	<p>1. Participant did not comment.</p> <p>2. None of the programme was least useful.</p> <p>3. No.</p> <p>4. Nil.</p> <p>5. Participant did not comment.</p> <p>6. No.</p> <p>7. No.</p> <p>8. Interactive and knowledge sharing.</p> <p>9. No, All are good.</p> <p>10. Reinstatement and Backwages. (Because we do not deal with these type of matters.)</p> <p>11. No.</p> <p>12. All parts are useful.</p> <p>13. None.</p> <p>14. Participant did not comment.</p> <p>15. Every part of the programme was useful and there is nothing adverse to note down.</p> <p>16. Participant did not comment.</p> <p>17. Participant did not comment.</p> <p>18. Participant did not comment.</p> <p>19. Every programme was useful.</p> <p>20. Prof. (Dr.) S.C. Srivastava's was a good and effective lecture.</p> <p>21. Participant did not comment.</p> <p>22. Participant did not comment.</p> <p>23. Participant did not comment.</p> <p>24. Participant did not comment.</p> <p>25. Participant did not comment.</p> <p>26. Participant did not comment.</p> <p>27. Participant did not comment.</p> <p>28. All parts are well.</p>
<p>4. Kindly make any suggestions you may have on how NJA may serve you better and make its programmes more effective</p>	<p>1. Participant did not comment.</p> <p>2. Conveyance facility be provided to the participants after conclusion of the daily programme to travel to the market and other places like it was provided earlier. Spouse should be allowed to stay in the academy along with the participant.</p> <p>3. Extend period of refresher course for 15 days.</p> <p>4. Please make arrangements for South-Indian dishes and provide arrangements for field visits.</p> <p>5. None other than mentioned above.</p> <p>6. No.</p>

	<ol style="list-style-type: none">7. Daily use items like toothpaste etc may be provided.8. No.9. Very good.10. This type of workshop must be conducted regularly and nominate labour Judges.11. The workshop or refresher course have to be arranged by NJA from time to time to get updated on labour laws. The Resource Persons have to be called. The duration of refresher course may be increased upto one week.12. No need.13. Please provide soft copy of study materials.14. Lady Officers should be allowed to come over here with their spouses if request is made on that aspect.15. Accommodation of family and provision for sight-seeing may be provided as the participants are coming from different states and would want to know the state's culture and places of importance and that the cost should be borne by the participants.16. Travel facility be provided for local movement. Spouse must be allowed.17. Participant did not comment.18. Experienced judges may also be invited as Resource Persons.19. So far as the implementation of labour laws is concerned the policy makers and labour department officials may be trained by the State Judicial Academy or NJA Bhopal.20. Every judicial officer should come here atleast once.21. NJA should conduct more such programme on labour laws for improving the efficiency of officers.22. The system is good.23. Participant did not comment.24. More topics should be added.25. Since NJA has seen doing excellent in conducting the training programme, no added suggestions are needed.26. To arrange continuous refresher courses.27. Participant did not comment.28. Participant did not comment.
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