

NATIONAL CONFERENCE ON SERVICE & EMPLOYMENT LAW [P-1454](10th & 11th May, 2025)

At the National Judicial Academy (NJA), Bhopal

PARTICIPANTS: HIGH COURT JUSTICES

Academic Coordinator – Dr. Humayun Rasheed Khan, Professor, NJA

PROGRAM SCHEDULE

SESSION & TIMING	THEMES	RESOURCE PERSON(S)
DAY 1 10th May 2025 (Saturday)		
SESSION 1 10:30 AM -12:00 NOON	Service Matters and Judicial Review <i>Proposed Scope of Discussion</i> <ul style="list-style-type: none">• Constitutional Provisions & Protection of Public Servants• Creation of Service Relationship<ul style="list-style-type: none">✓ Recruitment Process✓ Selection and Eligibility Criteria✓ Panel and Select List✓ Interpretation of Recruitment Rules✓ Appointment or non-appointment✓ Appointment on Compassionate Grounds✓ <i>Ad hoc</i> appointment and Regularization• Disputes regarding Date of Birth	
Noon -12:30 PM	Tea Break	
SESSION 2 12:30 PM - 2:00 PM	Reservation in Employment <i>Proposed Scope of Discussion</i> <ul style="list-style-type: none">• Constitutional Provisions on Reservation in Service• Reservation of S.C./S.T & OBC: Emerging Trends of Judicial Response• Reservation of S.C./ S.T in college and University• Certificates of Status as Reserved Candidates• Carry Forward Rule & De-reservation• Discussion on <i>Madhuri Patil v. Commr Tribal Development, (1994) 6 SCC 241</i>	
02:00 PM – 03:00 PM	Lunch Break	
SESSION 3 03:00 PM – 04:30 PM	Judicial Review in Promotion and Transfer Matters <i>Proposed Scope of Discussion</i> <ul style="list-style-type: none">• Promotion and Seniority<ul style="list-style-type: none">(a) Inter- se Seniority(b) Inter- se Seniority of Promotee Officers and Direct Recruits in All India Services and Higher Judicial Services• Seniority List<ul style="list-style-type: none">(a) Selection through the Departmental Promotion Committee(b) Selection through the Selection Committee /Board• Sealed Cover Procedure in Promotion• Roster System	
04:30 PM – 05:00 PM	Tea	

DAY 2
11th May 2025 (Sunday)

SESSION 4 10:00 AM -11:30 AM	Labour and Employment Law <i>Proposed Scope of Discussion</i> <ul style="list-style-type: none"> ▪ Evolving Perspectives of Labour and Management ▪ Recent Trends in Contract Labour ▪ Constitutional Promises of Equality vis-à-vis Unfair Labour Practices ▪ Retrenchment and Lay Off ▪ Reinstatement and Back Wages ▪ Problems of Outsourced Labour 	
11:30 AM - 12:00 PM	Tea Break	
SESSION 5 12:00 PM - 01:30 PM	Disciplinary Proceedings, Principle of Proportionality and Judicial Review <i>Proposed Scope of Discussion</i> <ul style="list-style-type: none"> • Natural Justice and Disciplinary Proceedings <ul style="list-style-type: none"> ➤ Charge Sheet and Reply to the Charge Sheet ➤ Holding of Enquiry ➤ Suspension ➤ Production and Inspection of Documents during Enquiry • Power of the Court or Administrative Tribunal to interfere with the Enquiry • Criminal Proceedings vis- a- vis Departmental Proceedings • Judicial Review in the context of Disciplinary Proceedings <ul style="list-style-type: none"> ▪ Resignation ▪ Voluntary Retirement ▪ Compulsory Retirement ▪ Dismissal from Service • Principles of Proportionality • Impact of Dismissal on Pension, Gratuity & Provident Fund 	
01:30 PM – 01:45 PM	Audit of the Course by Participant Judges	
Lunch & Departure		

Academic Coordinator

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