

NATIONAL CONFERENCE ON SERVICE & EMPLOYMENT LAW [P-1454]**(23rd & 24th August, 2025)**

At the National Judicial Academy (NJA), Bhopal

PARTICIPANTS: HIGH COURT JUDGES

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

PROGRAM SCHEDULE

SESSION & TIMING	THEMES	RESOURCE PERSON(S)
DAY 1 23rd August 2025 (Saturday)		
SESSION 1 10:30 AM -12:00 NOON	Service Matters and Judicial Review <u>Proposed Scope of Discussion</u> <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: Pre & Post Uma Devi Scenario• Disputes regarding Date of Birth	Justice Dipankar Datta Justice D.K.Upadhyaya
Noon -12:30 PM	Tea Break	
SESSION 2 12:30 PM - 2:00 PM	Judicial Review in Promotion and Transfer Matters <u>Proposed Scope of Discussion</u> <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• Reservation & Promotion of S.C./S.T. in college and University• 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	Justice D.K.Upadhyaya Justice Ajay Bhanot
02:00 PM – 03:00 PM	Lunch Break	
SESSION 3 03:00 PM – 04:30 PM	Reservation in Employment <u>Proposed Scope of Discussion</u> <ul style="list-style-type: none">• Constitutional Provisions on Reservation in Service• Reservation of S.C./S.T and OBC Emerging Trends of Judicial Response• Certificates of Status as Reserved Candidates• Carry Forward Rule & De-reservationDiscussion on <i>Madhuri Patil v. Commr Tribal Development, (1994) 6 SCC 241</i>• Roster System	Justice Ajay Bhanot Mr. Sunil Kumar Barnwal
04:30 PM – 05:00 PM	Tea	

DAY 2 24 th August 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	Chair: Justice Aniruddha Bose Justice Ananda Sen Prof. S. Surya Prakash
	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 Court or Administrative Tribunal to interfere with 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	Justice Aniruddha Bose Justice Ananda Sen
	01:30 PM – 01:45 PM	
Audit of the Course by Participant Judges		
Lunch & Departure		

Academic Coordinator

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