

NATIONAL CONFERENCE ON SERVICE & EMPLOYMENT LAW [P-1501]**(02nd & 3rd May, 2026)**

At the National Judicial Academy (NJA), Bhopal

PARTICIPANTS: HIGH COURT JUDGES

Academic Coordinators – Dr. Humayun Rasheed Khan & Ms. Paiker Nasir, Faculty, NJA

PROGRAM SCHEDULE [Revised]

SESSION & TIMING	THEMES	RESOURCE PERSON(S)
DAY 1 2nd May 2026 (Saturday)		
SESSION 1 10:30 AM -12:00 PM	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: Pre & Post Uma Devi Scenario• Disputes Regarding Date of Birth	Justice Dipankar Datta Justice M. R. Shah
12:00 PM -12:30 PM	Tea Break	
SESSION 2 12:30 PM - 02:00 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">➤ Inter-se Seniority➤ 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">➤ Selection through the Departmental Promotion Committee➤ Selection through the Selection Committee /Board• Sealed Cover Procedure in Promotion• Transfer Matters	Justice Dipankar Datta Justice M. R. Shah
02:00 PM – 03:00 PM	Lunch Break	
SESSION 3 03:00 PM – 04:30 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 and OBC Emerging Trends of Judicial Response• Certificates of Status as Reserved Candidates• Reservation & Promotion of S.C./S.T. in College and University• Carry Forward Rule & De-reservation• Discussion on <i>Madhuri Patil v. Commr Tribal Development, (1994) 6 SCC 241</i>• Roster System	Justice K. Chandru

04:30 PM – 05:00 PM	Tea	
DAY 2 3rd May 2026 (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 & New Labour Codes • Constitutional Promises of Equality vis-à-vis Unfair Labour Practices • Retrenchment and Lay Off • Reinstatement and Back Wages • Problems of Outsourced Labour • Vulnerabilities of Gig Workers, Women at Workplace, Bar Dancers etc. 	Justice B. S. Chauhan Justice Aniruddha Boss Justice K. Chandru
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 B. S. Chauhan Justice Aniruddha Boss
01:30 PM – 01:45 PM	Audit of the Course by Participant Judges	
Lunch & Departure		

Academic Coordinators

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