

P 951: Seminar on Employment Law and Judicial Practices (Labour Courts): 28th -31st October, 2015

1	Prog Coordinator	Mr. Shivraj Huchhanavar, Research Fellow Ms. Nitika Jain, Law Associate
2	No.of Participants	25
3	No. of forms received	25

General Suggestion

1.	Give your views on the structure of the programme and sessions included	<ol style="list-style-type: none"> 1. Good 2. Structure of the programme has been excellent. 3. I feel the training programme is well managed, we had a nice seminar on labour law justice. 4. The Programme was very well designed. 5. More classes/sessions required touching the topics of enquires and execution process. 6. Programme is excellent. Experienced senior or retired Industrial judge will take lecture so their experience shared with newly appointed Labour Judges. 7. All Labour Laws should be include like as W.C. Act, E.C. Act, E.S.I Act, Payment of Wages Act. 8. No 9. Very enriching 10. The programme is arranged very well. 11. Structure is good and sessions also properly scheduled. 12. Structure of program are good and session are also very good. 13. Found very informative and useful. 14. Very nice structure of the program and session, no other include. 15. Its excellent, well organized. 16. Structure of programme was excellent and day to day working topics were included which will prove conducive in deciding cases. 17. Respondent did not comment. 18. Well organized. 19. Programme was very good. Some sessions of other Labour Laws i.e Minimum Wages Act, Equal Remuneration Act, Inter State Migrant Labour Act, Workmen Compensation Act should be included. 20. No 21. The present structure is good, but still, long lecturing of topics may be avoided. 22. Respondent did not comment. 23. Programme is good and very well drafted on important issues but it must include certain aspects like concept of workman, industry and industrial dispute. 24. Good 25. It was very good.
2.	What are your gains/learning from this programme	<ol style="list-style-type: none"> 1. Much 2. Benefitted a lot from this programme 3. The training programme has been knowledgeable and grueling for all participants. 4. Gained a lot from the programme. 5. Since my posting to Labour Court was without training, I have learnt much about the subject.

	<ol style="list-style-type: none"> 6. We gained much before seminar . NJA should conduct Labour programme every year. 7. This programme is very useful for us, for doing judicial programme. 8. Which helps to disposal of disputes efficiently. 9. Sensitized 10. I have got so many new things about Labour Laws that will helpful me to do judicial work more efficiently and effectively. 11. Even though I was having some knowledge about this subject, the Resource person helped me get deep knowledge. I hope the seminar has helped me to be expert in this field. 12. These type of seminars used in my duty. 13. True role of a Labour Court Judge; ii Challenges in the area of Labour jurisprudence; iii. Updated in the realm of Labour Law. 14. My confusion had solved and clear view. 15. 1. Better understanding of problem/ issues in Labour field; ii. Knowing perspective of management was quite knowledgeable. 16. Gain from the programme was of immense value and topics included will surely prove conducive in disposal of cases. Various case laws were provided which are of great importance. 17. This programme will help to adjudicate the proceedings properly. 18. I can prisied over the LC/IT with confidence and I can increase my disposals. Reading material/Reference materials at one place. 19. We gained so much from this programme and we will use the same in day to day working in the Court. 20. Very innovative 21. I was able to learn more about Labour Laws and its practical implementation aspects at length. 22. Bare elements of ID Act, Procedural, Court proceedings, latest precedents and pronouncement of judgements of Hon’ble HC and Apex Court. 23. Yes, I gained lot of things, particularly from Hon’ble Justice Chandra and Prof. Kaul. 24. Helpful to me 25. Lot of gains.
3.	<p>How does this conference equip you to perform your daily tasks as Presiding Officer of Labour Courts more efficiently</p> <ol style="list-style-type: none"> 1. Much more 2. Interaction with resource persons as well as study material would certainly help in future to discharge the function of Presiding Officer more efficiently. 3. The Conference equipped us by locating High Court and Supreme Court judgements which will help us to deciding in day to day judicial work. 4. Interaction with the Resource Persons, study of the reading material equipped me to perform the daily tasks as presiding officer of labour court. 5. The decisions of various higher courts discussed in the Conference will help to work efficiently. 6. Definitely this type of programme very effective to improve our performance. 7. Several problems have been solved in this Conference, therefore efficiency will increase itself. 8. We are very well guided by Justice Mukhopadya, Justice Chandru and Prof. Kaul on subject matters of Permanency; Contract labour and dismissal, discharge . Certainly help us while deciding the said dispute day to day. 9. Don’t know as I have few number of cases whatever knowledge I have gathered will be my guidance light. 10. By getting the knowledge/Information and by fruitful interactions with Guests and participants on Labour laws, the conference equip me to perform daily tasks as presiding officer of Labour court efficiently.

	<p>11. Most of the sessions covered the ways to handle several challenges involved in handling daily tasks, I hope it will help me to handle my proceedings very effectively and easily.</p> <p>12. Because latest positions are discusses. Justice Chandru are given very good guidance about the Legal/Labour Laws.</p> <p>13. It equipped me with theoretical and practical knowledge as to the functioning of a Labour Court.</p> <p>14. Yes</p> <p>15. The better understanding of laws/ perspectives of both Labour and Management will help.</p> <p>16. Light on various important topics were thrown which will certainly equip presiding officers of labour courts to perform daily tasks efficiently.</p> <p>17. This programme equip properly to perform our daily task as PO, Labour Court.</p> <p>18. I am finding latest during my time as PO of the LC.</p> <p>19. Several problems have been solved which are related with the Court funding. Further landmark judgments have been discussed. Guide lines given in the land mark judgements will be helpful to perform daily tasks as Presiding Officer of Labour Courts.</p> <p>20. Excellent</p> <p>21. It helps me to focus more on the labour issues that come up in my court.</p> <p>22. Procedural inputs of Labour Courts have been properly imparted during the training sessions. Relevant sections and case laws cited and enhanced.</p> <p>23. Though I am working for last 11 months and almost 100 cases are disposed off every month, even if there are certain concepts which have been cleared in my mind.</p> <p>24. Very good.</p> <p>25. It was very good experience.</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. Respondent did not comment</p> <p>2. 1. Sessions should start at 9.30 AM instead of 9.00 AM; 2. More Senior Advocates from Hon'ble Supreme Court should be invited as Resource Persons; Sitting Judges may come and attend the sessions so as to make more effective and meaningful.</p> <p>3. Please call more Labour law experts like Prof. BT Kaul.</p> <p>4. More resource persons who are experts in their respective field should be called. 2. The sessions should be more interactive; 3. More study material should be supplied in advance.</p> <p>5. Prior sending the case material to the participants' thorough mail.</p> <p>6. Every year arrange Labour Law programme for Labour judges and IT judges.</p> <p>7. More written material should be given and at time of their programme Cultural programme also held.</p> <p>8. No</p> <p>9. If the panel comprise personality like Justice K. Chandru and Prof. BT Kaul.</p> <p>10. By organizing more seminars/trainings sessions on labour laws NJA may serve better.</p> <p>11. Conducting similar seminars by including some more topics will make the programme more effective.</p> <p>12. Now a days, it is necessary to call for lecture by Hon High Court of various states and also by Hon'ble Supreme Court of India.</p> <p>13. Nil</p> <p>14. Training programme start up : 10.00 am to 5.00pm</p> <p>15. i. A trade Union representative for workmen could be called to understand his wish from the Court; ii. There could be a direct debate between Management representatives and Trade Union.</p> <p>16. Some more topics may be included in programme.</p>

		<p>17. No comments 18. Regular refresher course of the POS of LC/Its. 19. No suggestion 20. No 21. I have no suggestions at the moment. 22. Resource Persons from the particular field may be invited to give lectures . 23. No 24. Needs no comment. 25. All was good.</p>
5.	<p>Any other suggestion</p>	<p>1. I was not told about the time, when the last session is over. As a result , I had to get my air-ticket reserved at 9..30 pm, I could leave by flight of 3.30 pm 2. Gym Facilities require to be improved forthwith; 2. At least 3 treadmill are required to be purchased; 3. Sauna and steam bath facilities need immediate attention and repairs. 3. Regarding Hospitality, it is my suggestion that in every room one electric water boiler should be there for hot water. Shoe polish and shoe shiner should be kept in room for well-polished shoes. 4. Nil 5. Respondent did not comment. 6. NJA should circulate all Labour and IT judges latest judgement and material those who have not attended programme. 7. No 8. No 9. Respondent did not comment. 10. Call us for Seminar at regular intervals so that we can get more knowledge about new trends of Law and practice. 11. Respondent did not comment. 12. Library is very good. 13. Nil 14. Nil 15. Some cultural programme for a day. 16. No 17. Respondent did not comment. 18. Respondent did not comment. 19. Good. 20. No 21. Nothing. 22. Nil 23. No 24. Not required. 25. Nil</p>

P- 951, Seminar on Employment Law and Judicial Practice (Labour Courts): 28-31 Oct.2015				
SNo	Particulars	Respondent	Marks out of 5	Remarks
1	Reading Material	1	Yet to go through.	Was not communicated by High Court. NJA should have email of ID of every participant for direct communication of material and not through High Court
		7	05/5	Everything is fine / Excellent
		22	05/5	Reading available (All material)
		23	04/5	Judgement cited in paper book must be updated and must include both type of view in summary manner
2	Travel	20	05/5	Required for visit for important places.
		22	04/5	Conveyance properly arranged
		23	04/5	Lacks proper function of transport system
3	Protocol			-
4	Reception	22	04	Everything neatly arranged
5	Cleanliness			
6	Food	22	04	Delicious & sumptuous
7	Hygiene			
8	Staff Behavior			
9	Hospitality	15	04	Treadmill machine not functioning ; Sauna bath not functioning

P- 951 Programme & Hospitality Feedback																											
Mark Your Satisfaction, Ranging from 1(Very Poor), 2 (Poor), 3 (Fair enough),4 (good), 5 (Excellent),for the following: (0 Indicates no response)																											
2	No.of Participant	25																									
3	No. of forms	25																									
	Respondent No.	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Total mark. out of 125
No.	Subject	Marks																									
1	Reading Material		4	4	5	4	5	5	4	4	5	4	5	5	4	5	4	4	4	3	5	4	5	4	5	5	106/125
2	Travel	4	5	4	5	4	4	5	4	5	5	5	5	5	3	3	4	4	4	3	5	4	4	4	5	5	108/125
3	Protocol	4	5	4	5	5	5	4	4	5	5	5	5	5	3	5	5	4	5	4	5	4	4	5	5	5	115/125
4	Reception	4	5	4	5	5	5	4	4	5	5	5	5	5	3	4	5	4	5	4	5	4	4	5	5	5	114/125
5	Cleanliness	4	4	4	5	5	4	3	4	4	5	4	5	5	4	5	5	4	4	3	5	4	4	5	5	5	109/125
6	Food	4	4	5	3	4	5	4	4	4	5	5	5	5	4	3	4	5	4	4	5	4	4	5	5	5	109/125
7	Hygiene	4	4	5	4	4	5	4	3	4	5	5	5	5	4	5	5	5	4	3	5	4	4	5	5	5	111/125
8	Staff Behavior	4	4	4	4	4	5	4	4	3	5	5	5	5	4	5	4	5	5	4	5	4	4	5	5	5	111/125
9	Hospitality	4	4	5	5	4	5	4	4	3	5	5	5	5	4	4	5	5	5	4	5	4	4	5	5	5	113/125
Prepared by the Documentation/Communication &PR Unit of the National Judicial Academy																											

